



# Bradley University Resource Guide on Sexual Misconduct

## INTRODUCTION

At Bradley University, we are committed to maintaining an environment in which all members of our community - students, faculty, and staff - can learn, work, and thrive free from all forms of sex discrimination and sexual misconduct.

This *Resource Guide on Sexual Misconduct* serves as our official written explanation of rights and options under the Violence Against Women Act (VAWA) and the Clery Act, as well as the University's obligations under Title IX of the Education Amendments of 1972 and relevant Illinois laws.

The guide provides clear, accessible information for any member of the Bradley community who has experienced or been affected by sexual assault, dating violence, domestic violence, or stalking, as well as other behaviors that fall under our broader [Bradley University Interim Title IX Policy](#), such as sexual harassment, sex-based harassment, discrimination on the basis of sex, retaliation, sexual exploitation, and discrimination related to pregnancy or related conditions.

We encourage every member of our community to read and keep this guide. It explains your rights, outlines options for support and reporting, and provides practical guidance on what to expect if you or someone you know experiences conduct prohibited by our policy.

If you have any questions, or if you would like to speak with someone about a concern, we encourage you to contact our [Office of Title IX Compliance](#).

## TITLE IX CONTACTS

### For Students and Employees:

Jocelyn Watkins  
Title IX Coordinator  
[Office of Title IX Compliance](#)  
Bradley Hall 246  
(309) 677-2081  
[jmetzger@fsmail.bradley.edu](mailto:jmetzger@fsmail.bradley.edu) or  
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Jessica Spelman  
Title IX Deputy Coordinator  
[Office of Title IX Compliance](#)  
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(309) 677-4170  
[jspelman@fsmail.bradley.edu](mailto:jspelman@fsmail.bradley.edu)

### For Students:

Anne Hollis  
Executive Director for Student Support Services  
| Title IX Deputy Coordinator  
[Office of Student Support Services](#)  
Sisson Hall 101  
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### For Employees:

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Director of Human Resources | AA-EEO Officer  
| Title IX Deputy Coordinator  
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## UNDERSTANDING THE TERMS

You'll see a few key words used throughout this guide that describe the people involved and the steps in the process. Here's what they mean:

- **Complainant** – the person who reports experiencing conduct that may violate the [Bradley University Interim Title IX Policy](#).
- **Respondent** – the person alleged to have engaged in the conduct.
- **Advisor** – any person chosen by a Complainant or Respondent (including a friend, family member, or attorney) to provide support and attend meetings or hearings.
- **Formal Complaint** – a written request asking the University to investigate and resolve a report.
- **No-Contact Directive** – a University-issued instruction prohibiting contact between specific individuals.
- **Supportive Measures** – individualized services (like academic or workplace adjustments, safety planning, or no-contact directives) designed to help maintain safety and access to education or work, available with or without filing a formal complaint.

## YOUR RIGHTS AND OPTIONS

If you experience sexual misconduct or sex-based discrimination, **you have the right to:**

- **Be treated with dignity and respect.**  
You will be provided with fair, compassionate, and supportive responses.
- **Access information about resources and options.**  
You will receive written and verbal explanations of your rights, reporting choices, and available services.
- **Report - or not report - the incident.**  
You decide whether to report to law enforcement, the University, both, or neither. You will not be forced to pursue any option you do not choose.
- **Receive supportive measures.**  
You are entitled to individualized services - such as academic adjustments, no-contact directives, housing or work changes, or counseling referrals - regardless of whether you file a formal complaint.
- **Be accompanied by an advisor of your choice.**  
You may choose any advisor, including an attorney, to support you throughout the process.
- **A prompt, fair, and impartial process.**  
All University proceedings will be conducted by trained, impartial officials using equitable procedures.
- **Equal participation.**  
You and the other party will receive the same opportunities to present evidence, call witnesses, and appeal outcomes.

- **Confidentiality and privacy.**  
Information will be shared only on a need-to-know basis, and the University will honor your privacy to the fullest extent possible.
- **Freedom from retaliation.**  
Retaliation for reporting, participating, or supporting someone in a process is strictly prohibited and will be addressed promptly.

## IMMEDIATE STEPS AND PRESERVING EVIDENCE

Your immediate safety and well-being are the top priority. If you are in danger or need urgent medical care, **call 911** or **BUPD at 309-677-2000**.

If you have experienced sexual assault, dating violence, domestic violence, stalking, or other forms of sexual misconduct or sex discrimination:

1. **Get to a safe location.**  
Seek a secure place such as a trusted friend's room, a residence-hall office, or the BUPD station.
2. **Contact any of the following for immediate assistance on campus:**
  - [Bradley University Office of Title IX Compliance](#) at 309-677-2081 or 309-677-4170 (Regular business hours, M-F)
  - [Bradley University Police Department \(BUPD\)](#) at 309-677-2000 (24 hours/7 days a week)
  - [Bradley University Health Services](#) at 309-677-2700 (Regular business hours, M-F), or at 309-677-3200 (After hours/7 days a week)
  - [Bradley University Counseling Services](#) at 309-677-2700 (Regular business hours, M-F), or at 309-677-3200 (After hours/7 days a week)
3. **Seek medical attention.**  
You can receive a medical forensic exam ("rape kit") at no cost and without filing a police report under Illinois' Sexual Assault Survivors Emergency Treatment Act (SASETA).
  - **Peoria Area Hospitals:**
    - [OSF Saint Francis Medical Center](#)  
Location: 530 NE Glen Oak Ave, Peoria, IL 61637  
Phone: (309) 655-2000
    - [Carle Health Methodist Hospital](#)  
Location: 5409 N Knoxville Ave, Peoria, IL 61614  
Phone: (309) 672-5500
    - [Carle Health Proctor Hospital](#)  
Location: 5409 N Knoxville Ave, Peoria, IL 61614  
Phone: (309) 691-1000

- Ask for a Sexual Assault Nurse Examiner (SANE) to conduct the exam.
  - You may take a support person or advocate with you.
4. **Preserve evidence.**  
Save texts, messages, photos, or other potential evidence. If you've experienced sexual assault, try not to shower, change clothes, or clean up until medical staff have explained your options.
  5. **Contact someone you trust.**  
You may reach out to the Title IX Coordinator, a **Confidential Advisor** at the [Center for Prevention of Abuse](#), or a friend or family member.

## REPORTING OPTIONS

You have multiple ways to report concerns of sexual misconduct or discrimination. You may pursue none, one, or several of these options simultaneously.

### Law Enforcement

You have the right to report - or decline to report - to law enforcement.

- [BUPD](#) | 309-677-2000
- [Peoria Police Department](#) | 309-673-4521

We will assist you in contacting police if you wish, but you are never required to do so.

### University Reporting

You can report directly to the [Office of Title IX Compliance](#) in person, by email or phone, or [online](#).

*Note on Reports vs. Formal Complaints:*

Submitting a *report* lets our office know about a concern and gives you access to supportive measures and information. Filing a *formal complaint* starts the University's investigation and resolution process. You do not need to file a formal complaint to receive support.

### Anonymous Reporting

Anonymous reporting means you can share information without identifying yourself. Anonymous reports may be submitted through [EthicsPoint](#). Anonymous reports are also accepted through the [Office of Title IX Compliance's online reporting form](#).

### Confidential Reporting

Confidential reporting means you can identify yourself but keep your information private. Some campus and community professionals can offer complete confidentiality and will not share information without your consent.

- [Counseling Services](#)
- [Health Services](#)
- Pastoral counselors
- [Center for Prevention of Abuse](#) (Confidential Advisor Organization for Bradley)  
720 W. Joan Ct., Peoria, IL 61614 | 309-691-0551 | [centerforpreventionofabuse.org](http://centerforpreventionofabuse.org)

The Center can provide confidential crisis support, advocacy, and assistance with orders of protection or no contact orders.

### **Protective Orders**

If you wish to seek a court-issued order of protection, civil no contact order, or stalking no contact order, the [Office of Title IX Compliance](#) or [BUPD](#) can assist you in doing so. The [Center for Prevention of Abuse](#) can also help with paperwork and court advocacy.

## **SUPPORTIVE MEASURES**

Supportive measures are available whether or not a report becomes a formal case. Our goal is to help you maintain access to your education or work while feeling safe and supported. Examples include:

- Adjustments to academic deadlines, course schedules, or housing.
- University no-contact directives and safety planning.
- Modifications to work or supervision arrangements.
- Counseling and medical referrals.

These measures are available to both Complainants and Respondents and are kept as confidential as possible.

## **RESOLUTION OPTIONS**

When the [Office of Title IX Compliance](#) receives a report or formal complaint, we start with an initial assessment to discuss your needs, explain options, and decide what type of response makes sense. There are three possible paths forward: Supportive, Informal, or Formal Resolution.

### **Supportive Resolution**

This option focuses on safety and access - not discipline. We can provide things like academic adjustments, housing or schedule changes, safety planning, or no-contact directives. These supports are available whether or not you file a formal complaint.

### **Informal Resolution**

This voluntary option lets both parties reach an agreed-upon outcome without a full investigation or hearing. It might involve shuttle negotiation, education, or other restorative steps.

### **Formal Resolution**

If an investigation and hearing are needed, the report moves into a Formal Resolution process. Both parties can share evidence, have an advisor, and appeal decisions. Formal cases follow one of two frameworks, depending on the situation:

- **Process A** applies when a case meets **federal Title IX rules** - meaning the conduct happened in the United States, in a University program or activity, and involves someone currently connected to Bradley.
- **Process B** covers all other behavior that still violates the [Bradley University Interim Title IX Policy](#), such as incidents off campus, online, abroad, or outside University programs, and includes sex-based discrimination, harassment, or retaliation.

Both processes follow the same core principles: they're fair, respectful, and transparent, include a live hearing (a meeting where both parties can present information and ask questions), and aim to restore safety and equal access for everyone involved.

## KEY DEFINITIONS

**Sexual Assault:** Any sexual act directed against another person without that person's consent. Includes rape, fondling, incest, and statutory rape.

**Dating Violence:** Violence or threat of violence by a person in a romantic or intimate relationship with the victim.

**Domestic Violence:** Violent or threatening behavior committed by a current or former spouse, intimate partner, co-parent, or cohabitant.

**Stalking:** A pattern of conduct directed at a specific person that would cause a reasonable person to fear for their safety or suffer emotional distress.

**Sexual Harassment:** Unwelcome conduct based on sex that is severe or pervasive enough to deny equal access to education or work. Includes quid pro quo and hostile-environment harassment.

**Sex-Based Harassment / Discrimination:** Treating someone less favorably because of sex, sexual orientation, gender identity, gender expression, or pregnancy-related conditions.

**Consent:** Clear, knowing, and voluntary permission by words or actions to engage in sexual activity. Consent cannot be obtained through force, coercion, intimidation, or from a person who is incapacitated.

**Retaliation:** Any adverse action taken against someone for reporting, participating in, or supporting another in a Title IX matter.

**Pregnancy and Related Conditions:** Discrimination based on pregnancy, childbirth, or related medical conditions is prohibited.

## FREQUENTLY ASKED QUESTIONS

### **Do I have to report to police?**

No. You can choose to report to law enforcement, the University, both, or neither. We will support you in whatever decision you make.

### **What if I'm not sure whether what happened violates the policy?**

You can always consult confidentially with a counselor or confidential advocate or contact the Title IX Coordinator to talk through your options before deciding.

### **Can I get help without filing a formal complaint?**

Yes. You can access supportive measures and resources even if you don't want an investigation.

### **Who can serve as my advisor?**

You may choose any person, including an attorney.

### **Will my parents, supervisor, or professors be told?**

We share information only when necessary to implement supportive measures or conduct a resolution process.

### **What about alcohol or other minor policy violations?**

At our discretion, we may extend **amnesty** for minor infractions (such as underage drinking) when they occur in connection with a report of sexual misconduct. Amnesty is not guaranteed for Respondents in formal cases depending on the circumstances.

### **What if I'm worried about retaliation?**

Retaliation is strictly prohibited. Report any concerns immediately to the Title IX Coordinator or BUPD.

### **How long does the process take?**

Timelines vary, but we work to resolve matters promptly and keep you updated throughout.

### **I'm pregnant - what support is available?**

Students and employees are entitled to reasonable modifications related to pregnancy or related medical conditions. Contact the Office of Title IX Compliance for help coordinating these modifications.

### **What if the incident happened off campus or online?**

We may still address it if the conduct affects a Bradley community member or creates a hostile environment on campus.

## NON-DISCRIMINATION

Bradley University prohibits sex discrimination in all programs and activities. Concerns or questions may be reported to the Title IX Coordinator. The university's full Non-Discrimination Statement can be viewed [here](#).