How Bradley University will weight and respond to requests for confidentiality?

If a victim discloses an incident to a responsible employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, Bradley University must weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students, including the victim.

If Bradley honors the request for confidentiality, a victim must understand that Bradley University's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited. However any immediate action necessary to protect and assist the victim will still be taken.

Although rare, there are times when Bradley University may not be able to honor a victim's request in order to provide a safe, non-discriminatory environment for all students. Bradley University has designated the following individual(s) to evaluate requests for confidentiality once a responsible employee is notified of alleged sexual violence:

- Bradley University Vice President for Student Affairs
- Bradley University Director of Student Support Services

When weighing a victim's request for confidentiality or that no investigation or discipline be pursued, the Vice President for Student Affairs and the Director of Student Support Services will consider a range of factors including the following:

- The increased risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:
  - whether there have been other sexual misconduct complaints about the same alleged perpetrator;
  - whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
  - whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
  - whether the sexual violence was committed by multiple perpetrators;
- whether the sexual violence was perpetrated with a weapon;
- whether the victim is a minor;
- whether Bradley University possesses other means to obtain relevant evidence of the sexual violence (e.g., security cameras or personnel, physical evidence);
- whether the victim's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.
The presence of one or more of these factors could lead Bradley University to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, Bradley University will likely respect the victim’s request for confidentiality.

If Bradley University determines that it cannot maintain a victim’s confidentiality the victim will be informed prior to starting an investigation. In addition, Bradley University will only share information with people responsible for handling the University’s response.

Bradley University will remain ever mindful of the victim’s well-being, will take ongoing steps to protect the victim from retaliation or harm and will work with the victim to create a safety plan. Retaliation against the victim, whether by students or Bradley employees, will not be tolerated.

Additionally, once a victim has met with the Director of Student Support Services and understands their rights, Bradley University may not require a victim to further participate in any investigation or disciplinary proceeding.

Because Bradley University is under a continuing obligation to address the issue of sexual violence campus-wide, reports of sexual violence (including non-identifying reports) will also prompt Bradley to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.