

NOTICE OF RIGHTS AND OPTIONS OF STUDENTS WHO HAVE EXPERIENCED SEXUAL MISCONDUCT

When you have personally experienced incidents that may constitute sexual misconduct, Walther Theological Seminary cares and wants you to know the rights and options available to you:

- **YOU HAVE THE RIGHT** to report (or not report) an incident of sexual misconduct to the Seminary or law enforcement or both.
 - Law enforcement: If you are experiencing an emergency, dial 911 immediately. For non-emergencies, call the Decatur Police Department (217-424-2711) or the Macon County, Illinois Sheriff's Department (217-424-1321).
 - Seminary President Brock Abbott can be contacted in person at 2155 N. Oakland Avenue, Decatur, Illinois, or by phone at 217-877-2446 or by email at pr.brock@pilgrimlutherandecatur.org.
 - Seminary Vice President of Academic Affairs, Reverend William K. Abbott can be contacted in person at 2155 N. Oakland Avenue, Decatur, Illinois, or by phone at 217-877-2446 or by email at plc@pilgrimlutherandecatur.org.
 - If you prefer, you can also use the Seminary online Reporting Form, available at <http://www.waltherseminary.org/campus-safety>.
- **YOU HAVE THE RIGHT** to request and receive assistance from Walther Theological Seminary in notifying law enforcement.
- **YOU HAVE THE RIGHT** to understand your privacy rights if you report sexual misconduct. You may request that your identity be kept private and/or that the Seminary not investigate your allegations. A designated officer or member of the Board of Trustees will evaluate your request, taking into account your desire, the Seminary's responsibility to provide a safe and nondiscriminatory environment for all students and employees, and other relevant factors. It is important to understand that if the Seminary agrees to either of these requests, the Seminary's ability to respond fully to the incident, including initiating disciplinary action, may be limited. Please note, retaliation against reporters of sexual misconduct is prohibited by the Seminary's Sexual Misconduct Policy.
- **YOU HAVE THE RIGHT** to use confidential resources which are not required to report incidents of sexual misconduct to law enforcement or to the Seminary:
 - Growing Strong Sexual Assault Center
270 West Prairie Avenue
Decatur, IL 62523
24-hour hotline number: 217-428-0770

- **YOU HAVE THE RIGHT** to request and receive assistance accessing and navigating campus and local health and mental health services, counseling, and advocacy services. If you desire this assistance, contact the Seminary office at 217-877-2446.
- **YOU HAVE THE RIGHT** to request interim protective measures as well as accommodations. The Seminary can coordinate interim measures to immediately assist your well-being, including but not limited to changes to academic, living, dining, working and transportation situations, as well as assistance in obtaining an order of protection or no contact order in State court.

For example, you can request a change in your living arrangements if remaining in your current Seminary housing assignment makes you feel unsafe or uncomfortable. You can also request assistance in obtaining a Seminary-issued and enforced no contact directive and/or an order of protection or no contact order in State court. If you feel your academics may be impacted by your experience, the Seminary can assist you with any academic adjustments you might request, including communicating with your professors, if you are experiencing difficulty completing assignments or attending class due to safety or health concerns.

- **YOU HAVE THE RIGHT** to file a formal complaint of a violation of the Seminary's Sexual Misconduct Policy. If you request a formal investigation and/or if the Seminary concludes an investigation is appropriate, the investigation will be conducted in a prompt, thorough, fair and impartial manner.
- The following **SUMMARY OF THE SEMINARY'S COMPLAINT RESOLUTION PROCEDURES** is set forth below to help you better understand the Seminary's practices when investigating claims of sexual misconduct:

During the investigative process, a trained investigative team will meet separately with the accuser and the accused. Please note, the accuser and the accused will not be required to be in the same room during the investigative process. The investigation consists of gathering relevant information, evaluating that information and compiling a written investigative report. The President of the Seminary then renders a decision after reviewing the written report and questioning the investigative team.

The standard of proof used during the process to determine whether the Seminary's Sexual Misconduct Policy has been violated is the "preponderance of the evidence" (whether it is more likely than not, based on the information gathered and examined, that the policy was violated).

Any student found in violation of the Seminary's Sexual Misconduct Policy will be assigned a formal sanction, ranging from a reprimand to expulsion from the Seminary. The Seminary may also restrict the violator from contacting specific individuals (including you), going to certain Seminary locations or participating in Seminary activities.

A more complete list of actions and available sanctions can be found at
<http://www.waltherseminary.org/campus-safety>.

The ANTICIPATED DURATION of a sexual misconduct investigation is approximately 45 calendar days following notification of the allegations, but the actual duration of each investigation may vary, depending on the complexity of the investigation, the severity and extent of the allegations, the number of witnesses, and the possibility of interruption by break periods. The Seminary estimates issuing a final decision within 30 calendar days of the conclusion of the investigation.

Throughout the process, both the Seminary, the accuser and the accused have the right to receive email notification of the charges, to respond to those charges, to identify witnesses and provide relevant information, to review and to comment on the results of the investigation within a specified time period, and to receive a timely written decision. In addition, both the accuser and the accused may have an advisor of their choice accompany them to any meeting with the investigators and may choose not to answer any question during the investigation.

For the complete student conduct protocol for complaint resolution pertaining to a violation of the Sexual Misconduct Policy, please see:
<http://www.waltherseminary.org/campus-safety>.

For further information on the student discipline process, please see:
<http://www.waltherseminary.org/campus-safety> or contact the Vice President of Academic Affairs at 217-877-2446.