

On Wed, May 25, 2016 at 1:34 PM, Jeremy W Inabinet <inabinet@uchicago.edu> wrote:

[REDACTED]

This email is in response to the complaint(s) you have brought to my attention. After reviewing the information you have provided, there is no evident violation of the University Policy on Harassment, Discrimination, and Sexual Misconduct. Though I have come to this conclusion, it does not mean there may not be other violations of the standards of behavior associated with College students. As such, I have alerted the College of your complaint and have directed the information you have provided me to Stephen Scott, Assistant Dean of Students in the College (cc'ed here).

As a reminder, my role and that of the Title IX Office is to investigate complaints of violations of our University Policy on Harassment, Discrimination, and Sexual Misconduct. This includes, for example, complaints that someone is being discriminated against or harassed on the basis of a protected class (such as race, religion, sexual orientation, or sex), or that they have experienced sexual violence, dating violence, domestic violence, and stalking. We can also provide support and resources to students who have experienced behavior that violates the policy, and to all students who are going through the investigatory and disciplinary process.

Furthermore, there is only an expectation of confidentiality as it relates to the University Policy on Harassment, Discrimination, and Sexual Misconduct when students are involved in the investigatory or disciplinary process, – but there is no investigatory or disciplinary proceeding pending in your case. Our policy explains: "Facts surrounding allegations of sexual misconduct are often deeply disputed and thus breaches of confidentiality have the potential to seriously affect the reputations of the individuals involved. Although statements made in good faith as part of University disciplinary proceedings are legally protected and should not be used as the basis for a defamation lawsuit, statements made outside of the proceedings lack that protection and could lead to a legal claim by a person who believes that the statements are false, identify him or her to others, or have harmed his or her reputation."

So, while there may be legal consequences to the behavior you've described, or there might be other University policies/expectations that are implicated here, based on the current information I have, I have concluded this matter does not fall within the Policy on Harassment, Discrimination, and Sexual Misconduct.

If you have further questions, please let me know.

Sincerely,

Jeremy

Jeremy W. Inabinet
Associate Dean of Students
in the University for Disciplinary Affairs
University of Chicago
Levi Hall, Suite 204
Chicago, IL 60637
773.702.5243
Pronouns: He, his, him