



Information for Witnesses

Your statement. OEOA will create a written summary of your comments to us. The summary will not be verbatim, but will include the relevant information you shared with us. We will send you the draft statement to review and ask you to check it for accuracy and completeness. If there is anything in the written statement that is incorrect, or if you have more to share, you can provide us with your comments at that time. Your entire statement or portions of your statement will be shared with the Complainant, Respondent and relevant University officials.

Retaliation. Sometimes witnesses are concerned about sharing information because they are concerned about possible retaliation. The University prohibits retaliation. Any witness who feels they are being subjected to retaliatory behavior is strongly encouraged to contact OEOA immediately. We will look into the matter and the University will take action if retaliation has occurred. It is also important that you, along with all other persons who are aware of this investigation, avoid engaging in conduct that may be perceived as retaliatory.

Confidentiality for the parties. OEOA recognizes that it is investigating a matter that may significantly impact both parties. The University is working to address this matter in a fair manner and requests, but does not require, that you not share information about this investigation with others.

Resources for support. The University offers a variety of services to support faculty, staff and students. The available resources vary somewhat depending upon the nature of your role at the University (i.e., faculty, staff or student). OEOA can assist in identifying appropriate resources. **Any individual who has experienced a crime or is concerned for their safety should call ISUPD at 9-1-1 immediately.** A short list of some available resources include:

- Employee Assistance Program: (309) 438-8311 or <http://hr.illinoisstate.edu/benefits/eap/> (employees)
- Student Counseling Services: (309) 438-3655 or <http://counseling.illinoisstate.edu/> (students)
- Sexual Assault Prevention & Survivor Services: (309) 438-7948 or <http://counseling.illinoisstate.edu/sexual-assault/> (students)
- Quick Reference Guide – Resources and Reporting Options for Sexual Assault, Dating/Domestic Violence, and Stalking: <https://titleix.illinoisstate.edu/downloads/resources/Quick%20Guide%20Interpersonal%20and%20Sexual%20Violence%20Resource%20April%202023.pdf>