

## University of Illinois Chicago statement

UIC is committed to ensuring that our campus is safe, respectful and welcoming for students and staff, both in and outside of the classroom. UIC does not tolerate harassment or discrimination in any form anywhere on its campus. When allegations of such conduct arise, they are investigated immediately and actions are taken when warranted.

The [University of Illinois System Guiding Principles](#) reflect the University's position on matters of free speech on campus and fostering healthy relationships. The University's policy on academic freedom is set forth in the [University of Illinois Statutes \(Art. X, Section 2\)](#). These principles and policy, along with applicable investigation processes surrounding allegations of discrimination and harassment, were followed in the case of UIC Law Professor Jason Kilborn.

Between mid-December 2020 and late-January 2021, multiple students and one faculty member raised concerns of discrimination and harassment by UIC Law School Professor Jason Kilborn to the University's [Office for Access and Equity](#) (OAE).

The OAE investigation concluded in May 2021 and determined that Professor Kilborn:

- Did not violate the discriminatory aspect of the [University Nondiscrimination Policy Statement](#).
- Did violate the harassment aspect of the same policy.

OAE recommended cultural competency training. Following this recommendation, the UIC Law administration has required that Professor Kilborn participate in cultural competency training prior to returning to the classroom.

A separate investigation, conducted under UIC's [Violence Prevention Plan](#) process, focused on safety concerns resulting from a comment Professor Kilborn made to a UIC Law student during a one-on-one Zoom meeting. While this investigation was underway, Professor Kilborn was placed on temporary paid administrative leave for a short time in January 2021. After an evaluation and assessment, it was determined that Professor Kilborn was fit to return to his teaching duties and he was taken off temporary leave status. He was not suspended and his employment status with UIC remains unchanged.

Due to the timing of Professor Kilborn's temporary administrative leave, arrangements were made for his spring 2021 class to be taught by other instructors. He was not scheduled to teach during the summer or fall 2021 due to previously approved non-teaching academic activities.

Professor Kilborn is scheduled to teach two classes in spring 2022. His classroom sessions, like all classes in the UIC Law School, will be audio recorded to support students' educational instruction. To address the conduct that was investigated, the recordings will be regularly monitored and reviewed, and his interactions and communications with students will be subject to additional oversight and reporting requirements.

The University is continuing to meet with UIC Law students and the community to discuss their concerns and important next steps faculty, staff and the Office of Diversity, Equity & Engagement are taking to actively advocate against discrimination and harassment of any kind and to foster an inclusive, safe community.

We strive to be a campus of respect, dignity and equity where all members of our community can thrive while feeling safe and supported.