

Dickinson College

Title IX & Sexual Respect Office Annual Report Fall 2018-Spring 2019 Kat Matic, Title IX Coordinator

Dickinson College is committed to providing a learning, working and living environment free from discrimination and harassment on the basis of sex. Through its procedures, events and programs, the Title IX and Sexual Respect Office promotes safety, personal integrity, civility, inclusivity and care for the whole campus community.

The Title IX & Sexual Respect Office (Office) issues this report to share data on sexual and gender-based misconduct referrals and reports involving students and employees. This report also provides information about the successful awareness, prevention and training programs provided to our campus community.

During the 2018-2019 Academic Year, the Office was in a period of transition and growth, with a new Title IX Coordinator ensuring a process that is equitable and supportive for individuals interacting with the Office. In 2018-2019 Academic Year, the Office received a total of sixty-five (65) reported incidents. Of these, fifty-six (56) Complainants were identified, and eleven (11) Complainants remained Anonymous or were not identified by reporting parties. Forty-three (43) Respondents were identified, fourteen (14) were not identified at either the choice of the Complainant or reporting parties, and eight (8) were not identified in reports.

In a few cases where a Complainant was not identified or remained anonymous, the College had other information in the report, such as the identity of the Respondent, details regarding the incident, or the identifying information of other possible witnesses. It is important to emphasize that even without the identification of the Complainant, anonymous reporting is valuable because it allows the College to move forward with a preliminary review and investigation of the matter. The College can then use the information reported to respond to incidents that may affect our campus climate by conducting targeted educational training and programming for a specific group, organization, or department; provide support services for impacted community members; or request increased Public Safety patrols at particular locations.

Complainants	Fall 2018	Spring 2019
Anonymous (did not self-identify)	4	1
Not identified in report (by others)	3	3
Identified	37	19
Total	44	23

Respondents	Fall 2018	Spring 2019
Not identified at the choice of Complainant/Reporting party	12	2
Unknown (not identified in report)	5	3
Identified	25	18
Total	42*	23

**The 2-count difference in Fall 2018 between Complainants and Respondents represents one incident with multiple Complainants against the same Respondent.*

Note: Not all incidents that are reported to the Title IX & Sexual Respect Office are considered Clery Act Crimes and are thus, not reported in the College's Annual Security and Fire Safety Report. The Clery Act requires institutions to gather data only for reports specific to sexual assault, dating violence, domestic violence and stalking. The Title IX & Sexual Respect Office captures and responds to all types of sexual misconduct incidents, including Sexual Harassment, Gender-Based Discrimination, Sexual Exploitation, and Retaliation connected to a reported sexual misconduct matter. To view Dickinson College's Annual Security and Fire Safety Reports, visit - <https://www.dickinson.edu/homepage/251/safety>.

Types of Allegations Reported

The information below includes the types of allegations reported during the Fall 2018-Spring 2019 semesters. It is important to note that the types of allegations reported differs from the number of incidents. For example, one reported incident can include multiple allegations of different types of sexual or gender-based misconduct. For the sixty-five (65) reported incidents, we received a total of seventy-four (74) allegations.

Type	Fall 2018	Spring 2019
Domestic/Dating Violence	4	7
Fondling	8	0
Gender-based discrimination	1	0
Retaliation	3	0
Sexual Assault	9	12
Sexual Exploitation	1	0
Sexual Harassment	17	8
Stalking	1	2
TIX Related (unspecified)	1	0
TOTAL	45	29

Procedures Implemented for TIX Cases

The information below includes the types of procedures implemented for reported incidents. All cases that are reported to the Office are reviewed by the Title IX Coordinator, and if there is information as to the identity of the Complainant, an email is sent to the individual that includes information about available services, accommodations, their rights and procedural options.

Procedure	Fall 2018	Spring 2019
Currently in Review	0	1
Reviewed/No Further Action	31	12
Voluntary Resolution	9	6
Formal Investigation	2	4
Total	42	23

Outcomes for Title IX Investigations – Fall 2018 – Spring 2019

Below, we provide information about formal investigations and outcomes. The Title IX and Sexual Respect Office is committed to transparency regarding the types of reports we receive and resolution of these matters while remaining committed to protecting the privacy of the individuals whose very real experiences are represented.

Complainants	Respondents	Allegations	Outcome Examples
Student	Student	Sexual Assault (Fondling)	Disciplinary Probation*
Student	Employee	Sexual Assault (Fondling)	Dismissal
Student	Employee	Sexual Harassment	Dismissal
Student	Student	Sexual Assault (Attempted)	Not Responsible

**This case was reported in Fall of 2017 and is reflected in this report to showcase the resolution of the matter, which occurred this Academic Year.*

Please note two other cases are not reflected in the data above, as one case of alleged sexual assault was placed in an inactive status. For this case, the Complainant initially requested a formal investigation, but then declined to participate in the investigation process. The Complainant was notified that they can request to re-open the case at any time in the future. Another case of dating violence/alleged sexual assault that is not yet reflected in the data above remains pending under the appeal process.

Awareness Events, Prevention Programs and Training for Professionals

In the past academic year, the Office engaged in a plethora of programming, events, and trainings. The Office focused on providing awareness events, prevention programs and trainings for professional staff that integrated our compliance responsibility with excellence in best practices, cultural relevance and inclusivity. We received our second consecutive It’s On Us PA Grant, bolstering our educational programs and trainings. This allowed us to bring a greater awareness to the topics of healthy sexuality, healthy masculinity and bystander intervention. We partnered closely with on-campus staff and off-campus partners, including but not limited to the Women’s and Gender Resource Center, the Wellness Center, Human Resources, the Division of Student Life, the YWCA Carlisle Sexual Assault/Rape Crisis Services Center (YWCA) and Domestic Violence Services of Cumberland and Perry Counties (DVSCP). Through the It’s On Us PA Grant, we have:

- Designed and developed high-quality curricula on the topics of healthy sexuality, healthy masculinity and bystander education through collaboration with two vital community partner agencies – the YWCA and DVSCP.
- Delivered “Real Talk” Extended Orientation program for all incoming, first-year students. This program was facilitated by Title IX Peer Educators and partners from YWCA and DVSCP. Through this program we reached 89% of incoming first-year students.
- Revised our website with the aim of reducing barriers to reporting. We ensured that our online reporting form was easily accessible and visible. We further revised our website to highlight how individuals may obtain immediate help in an emergency, connect with an Advocate, report to the College, Public Safety or law enforcement. Further, under our “Support and Resources” page we have included information regarding mandatory reporters and provide guidance for faculty if they wish to use language within their syllabi to reflect their role as a mandatory reporter.
- Trained our Athletics Department on bystander intervention utilizing the Step Up! nationally recognized and evidence-based program. Student leaders from each team obtained training through the Title IX and Sexual Respect Office, and those student leaders then trained their respective teams. The completion of the Step Up! program complies with the NCAA Board of Governors policy in which Coach’s and student athletes are required to complete education each year in sexual violence prevention.

- Trained our Title IX Specialists, including Investigators, Review Panel members, and Appeal Officials by bringing to campus two nationally recognized experts to conduct fair, impartial, and equitable trauma-informed investigations and resolution processes.
- Hosted Take Back the Night during the month of April (Sexual Assault Awareness Month) in which approximately 550 individuals attended, including students, employees, community partners and community members.
- Delivered over 90 events and programs, attended by over 5,100 students and 700 employees.
- On 12/13/18, we held 3 listening sessions for our community to raise awareness of the November 29, 2018 Department of Education’s proposed changes to the Title IX regulations. In those sessions, attended by students, staff and faculty, we gathered comments and questions and encouraged individuals to submit comments about the regulations to the Department of Education during the open comment period. On 1/30/19, in response to the Department of Education’s proposed changes, we, along with a cohort of 23 peer institutions, submitted a joint Comments on Proposed Title IX Regulations letter to the Department of Education. For more detailed information on the proposed rules and our response, please visit the [Presidential Working Group on Sexual Harassment, Sexual Misconduct and Title IX and Sexual Respect Office page](#).

If you have any comments, questions or suggestions for the Title IX & Sexual Respect Office, please contact Title IX Coordinator, Kat Matic at matick@dickinson.edu. For more information about our policies, procedures, support services or programs visit – Dickinson.edu/titleix.