

Dickinson College

Title IX & Sexual Respect Office

Semi – Annual Report

Fall 2019

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 (Office) promotes safety, personal integrity, civility, inclusivity and care for the whole campus community.

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

What is Title IX?

Title IX of the Educational Amendments of 1972 is a federal statute that states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Title VII of the Civil Rights Act of 1964

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on sex (or race, color or national origin) in employment.

Violence Against Women Act (VAWA)

The Violence Against Women Act (VAWA) is another major statute. VAWA requires institutions to have policies and procedures in place against sexual assault, dating violence, domestic violence and stalking, as well as education, awareness, and training programs for students and employees.

Dickinson College’s Title IX and Sexual Respect Office - a Central Resource for our Campus Community

A Centralized Office:

- Makes it easier for individuals to report concerns and incidents of sexual and gender-based misconduct – whether the report is made online privately or anonymously, in person, or via phone.
- Is a resource for faculty, staff and students who are mandated reporters to speak with the Title IX Coordinator to better understand their reporting obligations and receive guidance and support in how to refer a report or concern.
- Oversees and coordinates any interim measures, support services and accommodations for Complainants and Respondents.
- Conducts expert intake and assessment of reported concerns/incidents, using a trained inter-departmental team of staff members (Central Review Team) as appropriate.

- Oversees, prevents and resolves incidents and concerns of sexual and gender-based discrimination through review and response, adaptable resolution or formal resolution.
- Provides institutional oversight and leadership of educational, awareness, and training events, including topics of bystander intervention, healthy masculinity, risk reduction, healthy relationships and training of Title IX Specialists (Investigators, Review Panel members and Appeal Officials).

The Title IX Coordinator

The Title IX Coordinator oversees the College's centralized review, support services, resolutions and investigations of sexual and gender-based misconduct in our educational programs and activities. The Title IX Coordinator is available to meet with any Dickinson campus community member considering filing a report with the College to provide them with information about available support services, accommodations, and resolution options.

The Title IX Coordinator aims to provide as much information as possible to support an individual in making informed decisions about their options. Regardless of whether an individual chooses to file a report or disclose information about an incident(s), the Title IX Coordinator can assist an individual in connecting with other resources on or off-campus, including but not limited to counselors, advocates and health services. The Title IX Coordinator does not press upon any victim to disclose information they are not comfortable with sharing. If an individual chooses to share information with the Title IX Coordinator, the Title IX Coordinator has the responsibility to assess the information and determine the appropriate path toward resolution. The Title IX Coordinator endeavors to respect the wishes of the individual regarding how and if to move forward with making a report and the preferred resolution process.

Title IX and Sexual Respect Office

2nd Floor, Old West

(717) 254-8316

Email: titleix@dickinson.edu

Report Online: <https://www.dickinson.edu/titleix>

Reports, Referrals and Detection

One of the primary duties of the Title IX and Sexual Respect Office is to stop, prevent and remedy any form of sexual and gender-based discrimination in our educational programs and activities. When we receive referrals and reports of incidents or concerns regarding sexual and gender-based discrimination, we are able to promptly detect and respond to such matters.

What does the data show?

The data details the allegations and concerns reported to the Office. In our annual and semi-annual reports, we detail the reported allegations of sexual and gender-based misconduct, which is defined our Dickinson College's [Sexual Misconduct and Harassment policy](#). The data shows the number of reports, types of allegations or concerns reported and the resolution process for cases, including formal investigations, adaptable resolution and cases that are reviewed and responded to, as appropriate.

Is this the same data in the College's Clery Report?

The data in this report is different from the data in the Annual Campus Security and First Safety Report (Clery Report). Not all incidents and concerns that are reported to the Office are considered Clery Act Crimes and thus are not reported in the College's Annual Campus Security and First Safety Report. The Clery Act requires institutions to gather data only for reports of specific sexual misconduct crimes, including sexual assault, dating violence, domestic violence and stalking. The Title IX & Sexual Respect Office captures and responds to all types of sexual misconduct reports and concerns beyond what the Clery Report requires, including Sexual Discrimination, Sexual Harassment, Gender-Based Discrimination, Sexual Exploitation, and Retaliation. The Office further reviews, assesses, and maintains reports that are classified as "Other" for both compliance and tracking purposes. We recognize that while many of the reports and referrals that come to our Office may have limited information which in turn, limits our ability to classify the type of allegation(s) as per our Policy, it is vital and we are required to provide information about resources and process options to Complainants (if identified in the report), and/or to respond in a manner to prevent possible misconduct from occurring, and if we know misconduct has occurred, to consider ways to remedy the situation for individual(s) involved and our campus community. In some situations where we have significantly limited information in a report, we maintain the information on record, as Complainants have the right to come to the Office at a later time and request support services, accommodations, and explore procedural options. To view Dickinson College's Annual Security and Fire Safety Reports, visit - <https://www.dickinson.edu/homepage/251/safety>.

Increase in Reporting

The data shows a continuing increase in reporting to the Office, including an increase in the volume of reports and concerns that we classify as "Other." This gives us confidence that we are capturing a greater percentage of incidents experienced by members of our campus community, and concerns that have the potential to rise to the level of a policy violation if no prevention efforts are conducted by the Office.

Why is there an increase in reports/referrals?

The increase in reporting may reflect many factors, such as increased national awareness of sexual and gender-based misconduct, a centralized office, an easy to access/navigate website with online and anonymous reporting capability, reduction in barriers to reporting due to awareness, education, and training programs. Through our programming, we guide our campus community members to contact the Office, even if they are unsure of whether information or a situation that they are aware of rises to the level of a policy allegation. We explain that no matter what type of concern or report is referred, we can at a minimum, provide guidance, support and care to our affected campus members.

During the Fall 2019 semester, the Office received a total of fifty-three (53) reports. Of these, forty-four (44) Complainants were identified, and nine (9) Complainants remained Anonymous or were not identified by reporting parties. Twenty-seven (27) Respondents were identified, five (5) were not identified at either the choice of the Complainants or Reporting parties, and twenty-one (21) were not identified in reports.

In a few cases where a Complainant was not identified or chose to remain 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	Fall 2019
Anonymous (did not self-identify)	4	1	3
Not identified in reports	3	3	6
Identified	37	19	44
Total	44	23	53

Respondents	Fall 2018	Spring 2019	Fall 2019
Not identified at the choice of Complainant/Reporting party	12	2	5
Not identified in reports	5	3	21
Identified	25	18	27
Total	42*	23	53

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

Types of Allegations Reported

The information below includes the types of allegations reported during the Fall 2018, Spring 2019 and Fall 2019 semesters. For this semi-annual report, we focus on the data for the Fall 2019 semester. It is important to note that the types of allegations reported differs from the number of reports/referrals to the Office. For example, one reported incident can include multiple allegations of different types of sexual or gender-based misconduct. For the fifty-three (53) reports, we received a total of fifty-nine (59) allegations.

Type	Fall 2018	Spring 2019	Fall 2019
Domestic/Dating Violence	4	7	2
Fondling (Non-Consensual Sexual Contact)	8	0	1
Gender-based discrimination	1	0	0
Retaliation	3	0	0
Sexual Assault	9	12	17
Sexual Exploitation	1	0	1
Sexual Harassment	17	8	13
Stalking	1	2	3
Other	1	0	22
TOTAL	45	29	59

Interim Measures, Support Services and Accommodations

Interim Measures

Interim measures are protective actions, accommodations and/or services that the College puts in place after receiving information of alleged sexual or gender-based misconduct, but before any final outcomes or results of a resolution process.

Potential interim measures include, but are not limited to:

- Imposition of No-Contact Directives
- Moving a student's residence
- Change in work schedule or job assignment
- Restricting access to College property, areas, or buildings
- College-imposed leave or separation
- Temporary suspension from specified activities and/or leadership positions

Support Services and Accommodations

Support services and accommodations are put in place in order to support the safety and well-being of individuals affected by sexual or gender-based misconduct or individuals involved with the College process or criminal justice system. Individuals who have experienced sexual or gender-based misconduct can request support services or accommodations by contacting the Title IX Coordinator. Support services and accommodations can be temporary services, can be designated for a specific period, or can become permanent.

Support Services and Accommodations can include, but are not limited to:

- Mutual No-Contact Agreement
- Imposition of No-Contact Directive
- Providing counseling services and assistance in setting up an initial appointment
- Providing medical services
- Change class schedule, including the ability to transfer sections or drop course without penalty
- Rescheduling of exams and assignments
- Change in work schedule or job assignment
- Change in living arrangements
- Providing an escort to ensure safe movement between classes and activities
- Voluntary leave of absence

Interim Measures/Support Services/Accommodations	Fall 2019
No-Contact Agreement/Directive	9
No-Trespass Order	2
Housing Accommodation	2
Academic Accommodation	7
Services Referral/Coordination	3

Other	2
Total	25

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	Fall 2019
Currently in Review			1
Reviewed & Responded	31	10	45
Adaptable Resolution	9	6	4
Formal Investigation	2	4	3
Total	42	20	53

Sample Outcomes for Title IX Investigations – Fall 2018, Spring 2019 and Fall 2019

Below, we provide summary information about formal investigations and outcomes. This is a summary report of investigations, and a more comprehensive report will be provided in the Annual Report. 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)
Student	Student	Intimate Partner Violence Sexual Exploitation Sexual Harassment	(Not Responsible) Suspension Suspension

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 – <https://www.dickinson.edu/titleix>.