

Dickinson

TITLE IX AND SEXUAL RESPECT
2020-2021 ANNUAL REPORT

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About the 2020-2021 Annual Report

The Title IX and 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.

This Annual Report documents the Title IX cases reported to Dickinson College during the 2020-2021 academic year. The prohibited conduct definitions in this report are taken from the *Sexual Harassment and Misconduct Policy* (SMP) dated August 14, 2020. Each case was resolved using the policy that was current at the time the incident was reported to the college.

Dickinson College's most current *Sexual Harassment and Misconduct Policy* can be found online at the Title IX and Sexual Respect Office's homepage at: [Dickinson.edu/titleix](https://www.dickinson.edu/titleix).

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 employment discrimination based on race, color, religion, gender, pregnancy, sex, or national origin.

Violence Against Women Act (VAWA)

The Violence Against Women Act (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.

Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), is a federal statute that requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

The Title IX Coordinator

The Title IX Coordinator oversees the College’s centralized review, support services, resolutions, investigations and hearings of allegations 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 and resolution options.

TITLE IX COORDINATOR

Kat Matic

Title IX and Sexual Respect Office

matick@dickinson.edu

titleix@dickinson.edu

Phone: 717-254-8316

41 Conway Street

Carlisle, PA 17013

ASSISTANT TITLE IX COORDINATOR

Stephen Winn

Title IX and Sexual Respect Office

winnst@dickinson.edu

titleix@dickinson.edu

Phone: 717-254-8316

The Assistant Title IX Coordinator manages reports of alleged sexual and gender-based misconduct, acts as a Conciliator, and ensures investigations and hearing are conducted fairly, and equitably. The Assistant Title IX Coordinator supports in the management of procedures and works under the direction of the Title IX Coordinator to ensure consistent application of Dickinson's policy and effective response to all reports.

Reports or complaints of sexual or gender-based misconduct, or questions about Dickinson College' policies, procedures, resources or programs may be directed to the Title IX Coordinator or Assistant Title IX Coordinator.

Office Mission

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

Title IX and Sexual Respect Office

A Central Resource for our Campus Community



41 Conway Street

Carlisle, PA 17013

The Title IX Coordinator or designee is available to meet with any Dickinson College campus community member who is considering filing a report with the College to provide them with information about available support services, and how to make a report and request a conciliation or formal grievance process.

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, request an informal/conciliation, or formal grievance process, the Title IX Coordinator can assist an individual in connecting with other support services on or off-campus, including but not limited to counselors, advocates, health services and law enforcement.

The Title IX Coordinator does not press upon any person to disclose information they are not comfortable with sharing.

The Title IX Coordinator endeavors to respect the wishes of the individual regarding how and if to move forward with making a report and their preferred resolution process.

The Title IX and Sexual Respect Office is a Central Resource where you can:

- Speak privately with the Title IX Coordinator or designee to obtain information about support services, including health care, counseling/advocacy services, academic, housing and other available modifications;
- Speak privately with the Title IX Coordinator or designee to obtain information about process options, such as the informal/conciliation and formal grievance process;
- Ask for help or assistance with services, and the Title IX Coordinator can support you in obtaining, scheduling and coordinating support services;
- Make a formal grievance complaint and request an informal/conciliation process; or
- Make a formal grievance complaint and request a formal process.

The College encourages reporting and seeks to remove any barriers to reporting in order for campus community members to be able to seek and obtain support services and information about their options.

The College will not seek to hold any student who shares or reports information regarding sexual or gender-based misconduct allegations accountable for violating the College's drug and alcohol policies due to their own personal ingestion of alcohol or other drugs at or near the time of the alleged incident. For more information, see the Amnesty policy section within the *Sexual Harassment and Misconduct policy*.

Every effort is made by the Title IX Coordinator to honor the wishes of the Complainant regarding available support services and the resolution process chosen by the Complainant, if any.

Title IX Deputies

The Title IX Coordinator is supported by Title IX Deputies. Title IX Deputies are individuals who are available to support the Title IX Coordinator's initial and emergency assessment of

allegations under the SHMP and have the authority to implement supportive and corrective measures. The Title IX Coordinator may consult with Title IX Deputies as determined appropriate for specific cases and dependent on the Complainant's or Respondent's role at the College. Title IX Deputies further support the College to ensure appropriate education and training efforts are conducted for students and employees.

You can contact any Title IX Deputy to obtain information on how to make a formal grievance complaint and to answer questions and assist you with obtaining support services.

Please note that these individuals are private, but not confidential resources. Title IX Deputies can address your complaint with sensitivity and keep your information as private as possible. These Officials have a responsibility to refer to the Title IX Coordinator any information they learn of regarding allegations of Prohibited Conduct under the SHMP.

Title IX Deputies:

Dee Danser | Assistant V.P., Compliance & Chief of Public Safety
Department of Public Safety | (717) 254-8317 | danserd@dickinson.edu

George Stroud | Vice President & Dean of Students
Student Life Office, HUB | (717) 245-1639 | stroudg@dickinson.edu

Angie Harris | Associate Vice President for Student Life
Student Life Office, HUB | (717) 245-8974 | harrisa@dickinson.edu

Debra Hargrove | Associate V.P. Human Resources
55 N. West St. | (717) 245-1503 | hargrove@dickinson.edu

Neil Weissman | Provost & Dean of the College
Old West, 2nd Floor | (717) 245-1321 | weissmne@dickinson.edu

Joel Quattrone | Director of Athletics
Kline Center | (717) 245-1364 | quattron@dickinson.edu

Kim Masimore | Senior Women Administrator/Head Women's Lacrosse Coach
Kline Center | (717) 245-1662 | masimore@dickinson.edu

Stephen Winn | Assistant Title IX Coordinator
41 Conway St. | (717) 254-8316 | winnst@dickinson.edu

When a Title IX Deputy has actual knowledge of possible sexual or gender-based misconduct, they are required to report the information to the Title IX Coordinator by filing an online report at: www.dickinson.edu/titleix.

Title IX Deputies are not required to report information disclosed at public awareness events (e.g., "Take Back the Night," candlelight vigils, "survivor speak-outs" or other public forums in which individuals may disclose incidents of prohibited conduct; or during a student's participation as a subject in an Institutional Review Board-approved human subjects research protocol ("IRB Research"). Even in the absence of such obligation, all employees subject to these exceptions are encouraged to contact the Title IX Coordinator if they become aware of information that suggests a safety risk to any member(s) of our College community. The College may provide information about how to file a report, College support services and/or community resources at public awareness events. Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all student subjects of IRB Research. Questions about reporting responsibilities should be directed to the Title IX Coordinator.

College Officials with Authority to Institute Corrective Measures

Other officials of the College with authority to institute corrective measures on behalf of the College are identified as follows:

- John E. Jones III, Interim President
- Neil Weissman, Provost and Dean of the College
- Bronte Burleigh-Jones, Vice President for Finance & Administration
- Carlo Robustelli, Vice President of College Advancement
- Kendall Isaac, General Counsel
- George Stroud, Vice President for Student Life and Dean of Students
- Cathy Davenport, Vice President for Enrollment Management and Dean of Admissions
- Connie McNamara, Vice President for Marketing & Communications
- Brenda Bretz, Vice President for Institutional Effectiveness & (interim) Information Services
- Vacant, Vice President for Information Services
- Karen Faryniak, Chief of Staff
- Debra Hargrove, Associate Vice President for Human Resource Services
- Any employee listed as a Title IX Deputy

College Employees are Strongly Encouraged to Refer Information to the TIX Coordinator

The College respects the autonomy of students and employees to choose whether and when to report sexual and gender-based misconduct to the College. The College strongly encourages all employees (except for confidential persons) to refer information about sexual and gender-based misconduct to the Title IX Coordinator in order for the Complainant to obtain information about how to make a formal grievance complaint to the College if they choose to do so and information about support services. Note that some departments/employees may have various mandatory reporting requirements pursuant to other rules or regulations (i.e. athletics and NCAA rules).

Protection of Minors

Every member of the Dickinson College Community has a duty to report child abuse or neglect if they have reasonable cause to suspect that a child is a victim based on information from the child, any other individual, first-person observations or personal knowledge. 17 Under this policy, any Dickinson College community member suspecting child abuse is required to immediately make a report to: 1. Childline by calling 1-800-932-0313 (TDD:866-872-1677) 2. The Director of Enterprise Risk Management, and 3. The Chief of Public Safety (DPS) at 717-245-1111. The Department of Public Safety (DPS) has the obligation to ensure that appropriate authorities have been notified, appropriate individuals are notified internally, and appropriate investigations are initiated. Under Pennsylvania law, a child is any individual under the age of 18. This may include Dickinson students, visitors and guests. For more information visit our Protection of Minors Policy.

Definitions of Prohibited Conduct

The College recognizes that sexual and gender-based misconduct covers a broad spectrum of conduct, including but not limited to sexual harassment, gender-based harassment, sexual exploitation, sexual assault, fondling, dating violence, domestic violence and stalking. The following forms of conduct are prohibited under Dickinson College's Sexual Harassment and Misconduct Policy.

Sexual Harassment

Sexual Harassment is conduct on the basis of sex that involves an employee of Dickinson College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct (*Quid pro Quo*); or an individual engaging in unwelcome conduct on the basis of sex as determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Dickinson College's education program or activity. Title IX Sexual Harassment also includes:

- **Sexual Assault:** Sexual Assault is the penetration or attempted penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration or attempted penetration by a sex organ of another person, without consent of the victim.
- **Fondling:** Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.
- **Incest:** Incest is non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Statutory Rape is non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Dating Violence:** Dating violence includes any act of violence or threatened act of violence, including sexual or physical abuse or the threat of such abuse, committed by a person who is or has been involved in a sexual or dating relationship with that person. It may involve one act or an ongoing pattern of behavior. Dating violence can encompass a broad range of behavior, including, but not limited to threats, assault, property damage, violence or threat of violence to oneself, one's sexual or romantic partner or to the family members or friends of the sexual or romantic partner.
- **Domestic Violence:** Domestic violence includes any act of violence committed by a current or former spouse or intimate partner of the person; by a person with whom the individual shares a child in common; by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner; by a person similarly situated to a spouse of the complainant; or by any other person against an adult or youth against whom the complainant is protected under Pennsylvania's domestic and family violence laws.
- **Stalking:** Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, (a) course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; (b) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and (c) substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Gender-Based Harassment

Gender-Based Harassment is behavior consisting of verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but not involving conduct of a sexual nature, that is so severe, pervasive,

and objectively offensive that it effectively denies a person equal access to the College's education program, activity, or employment.

Sexual Exploitation

Sexual exploitation constitutes sexual harassment. Sexual exploitation is an act or acts attempted or committed by a person for sexual gratification, financial gain, or advancement through the abuse or exploitation of another person's sexuality.

Examples include, but are not limited to:

- Observing individuals without consent, non-consensual voyeurism;
- Allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties;
- Non-consensual visual or audio recording of sexual activity;
- Non-consensual distribution of photos or video-recordings of an individual's intimate body part or sexual activity;
- Unauthorized presentation or streaming of recordings of a sexual nature;
- Prostituting another person;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals;
- Knowingly exposing an individual to a sexually transmissible infection or virus without their knowledge.

Harm to Others

Physical or verbal abuse, harassment, intimidation or other harmful conduct, including those made electronically or via social media, that threatens, endangers, or has the potential to endanger the health, well-being or safety of another individual. It can include but is not limited to threats, intimidation, assaulting another person, and/or purposefully injuring another individual. This behavior is typically treated as a violation of our Community Standards. Acts which constitute harm to others may be pursued in addition to one or more of the prohibited acts outlined above. The Title IX Coordinator has the authority to determine whether to investigate allegations under this policy, and/or dismiss an allegation(s) under this policy and refer the allegations to another office or department.

Harassing Conduct

The College recognizes that there are many forms of misconduct that could constitute sexual or gender-based harassment, and that it may not be possible to anticipate the specific forms such

conduct could encompass. Although harassing conduct may take one of the forms already described under prohibited conduct, a student or employee may also be found responsible for additional forms of harassing conduct. Harassing conduct may occur in a single egregious instance or may be the cumulative result of a series of incidents. Harassing conduct may include conduct typically thought of as bullying or hazing in nature, whether or not the Complainant consents to participate in the conduct. It may also include verbal or physical conduct which intentionally targets an individual or group based on the individual or group's sex, sexual orientation, or sexual identity. Harassing conduct may be pursued in addition to one or more of the prohibited acts outlined above. The Title IX Coordinator has the authority to determine whether to investigate allegations under this policy, and/or dismiss an allegation(s) under this policy and refer the allegations to another office or department.

Retaliation

Retaliation is any adverse action or threatened action, taken or made, personally or through a third-party against any individual who engages with the Title IX and Sexual Respect Office or the resolution process. For example, any threatened or adverse action taken or made by groups or an individual against a reporting party, Complainant, Respondent, or Witness is strictly prohibited. Retaliation includes threatening, intimidating or harassing conduct that would discourage a reasonable person from seeking support services, reporting sexual or gender based misconduct, or participating in the resolution process as a reporting party, Complainant, Respondent, Witness or Advisor. Reports of sexual or gender-based misconduct made in good faith, even if the allegations are determined to be inaccurate or are not substantiated are not considered retaliation.

Complicity

Complicity is assisting, facilitating, or encouraging the commission of a violation of the Sexual Harassment and Misconduct Policy.

Prohibited Relationships by Persons in Authority

Sexual and/or other intimate relationships between faculty and students, staff and students, or supervisors and subordinate employees are prohibited. Faculty, administrators, and others who educate, supervise, evaluate, employ, counsel, coach or otherwise guide students should understand the fundamentally asymmetrical nature of the relationship they have with students or subordinates. Similarly, College employees (faculty and staff) who supervise or otherwise hold positions of authority over others are prohibited from having a sexual or other intimate relationship with an individual under their direct supervision. Intimate or sexual relationships where there is differential in power or authority produce risks for every member of our community and they undermine the professionalism of faculty and supervisors. In either

context, the unequal position of the parties presents an inherent element of risk and may raise sexual harassment concerns if one party to the relationship has the actual or apparent authority to supervise, evaluate, counsel, coach or otherwise make decisions or recommendations as to the other party in connection with employment, education or any other benefit. Sexual relations between persons occupying asymmetrical positions of power, even when both consent, raise suspicions that the person in authority has violated standards of professional conduct and potentially subject the person in authority to charges of sexual harassment. Similarly, these relationships may impact third parties based on perceived or actual favoritism or special treatment. Relationships of this nature are strictly prohibited. If two parties contemplate beginning such a relationship, the person in a position of authority is required to immediately: 1) discontinue any supervising role or relationship over the other person; and, 2) report the circumstances to one's own supervisor. The supervisor must, in turn, discuss with the Title IX Coordinator or designee whether any intervening measures are appropriate. These steps must be taken without delay. Failure to fully or timely comply with these requirements is a violation of this policy, and the person in authority and/or their supervisor could be subject to disciplinary action, up to and including dismissal from employment by the college. Any individual may file a complaint alleging sexual harassment or bias, including an aggrieved party outside the relationship affected by the perceived harassment or bias. Retaliation against persons who report concerns about consensual relationships is prohibited and constitutes a violation of this policy.

Important Related Information – Consent, Force, Incapacitation, Coercion

Consent

Consent is:

- *Informed* - parties have information and understanding of sexual activity;
- *Freely given* - there is no pressure, coercion, intimidation, threat, or force;
- *Actively given* - there is engagement in sexual activity; and
- *Mutually understandable* - parties express in words or actions their willingness or agreement to sexual activity.

The responsibility of obtaining consent rests with the individual who wishes to engage in sexual activity. Prior to engaging in sexual activity, each participant should ask oneself the question, "has the other person consented?" If the answer is "no" or "I'm not sure," then consent has not been demonstrated and does not exist. An individual who initiates sexual activity should be able to explain the basis for their belief that consent existed.

Consent to engage in sexual activity must be informed, knowing, and voluntary. Consent to engage in sexual activity must exist from the beginning to the end of each instance of sexual activity. Consent to one form of sexual contact does not constitute consent to all forms of sexual contact. Each participant in a sexual encounter must consent to each act of sexual activity.

Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in sexual activity.

Relying on non-verbal communication can lead to misunderstandings. Consent may not be inferred from silence, passivity, lack of resistance or lack of active response alone.

Consent may be withdrawn by either party at any time. When both parties are freely and mutually engaging in sexual activity and a party wishes to stop that sexual activity, withdrawal of consent must also be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity. This will provide clarity to another person the desire to end that sexual activity that was initially consensual. Once withdrawal of consent has been expressed, sexual activity must stop. Parties may re-engage in sexual activity as long as both parties understand and agree to the sexual activity.

A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity.

Consent is not effective if it results from the use of physical force, threat of physical force, intimidation, coercion, incapacitation or any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to have sexual contact.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent.

Force

Force refers to the use or threat of physical violence to compel someone to engage in sexual activity. Examples of physical violence include, hitting, punching, slapping, kicking, choking, restraining and or threat or use of any weapon.

Incapacitation

An individual who is incapacitated cannot consent to sexual activity. Incapacitation is the inability, temporarily or permanently, to give consent or communicate unwillingness, because an individual is mentally and/ or physically helpless, unconscious, asleep or unaware that the sexual activity is occurring. Where alcohol or other drugs are involved, incapacitation is a state beyond drunkenness, intoxication or impairment. In assessing the impact of incapacitation, the

College will consider whether a Respondent knew or should have known that the Complainant was incapacitated based on objectively and reasonably apparent indicators of incapacitation.

Alcohol or Other Drugs

The College considers sexual contact while under the influence of alcohol or other drugs to be risky behavior. Being intoxicated or impaired by drugs or alcohol does not diminish an individual's responsibility to obtain informed and freely given consent. Alcohol and drugs impair a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. The use of alcohol or drugs can create an atmosphere of confusion over whether or not consent has been freely and clearly sought or given. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the safest course of action is to forgo and cease any sexual contact or activity.

Coercion

Coercion is the use or attempted use of pressure and/or oppressive behavior, including expressed or implied threats, intimidation, or physical force, which places a person in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. This is something very different from the words of persuasion an individual might use to induce another to voluntarily consent to sexual activity. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity. Coercion also includes administering or pressuring another to consume a drug, intoxicant, or similar substance with the intent to impair that person's ability to consent prior to engaging in sexual activity.

Report to the College

Any person may report sexual or gender-based misconduct in person, by mail, telephone, or email to the Title IX Coordinator. Under Title IX, in order for the College to have actual knowledge of allegations of sexual or gender-based harassment, an individual must report the information to the College's Title IX Coordinator or any official of the College who has authority to institute corrective measures on behalf of the College.

Making a report to the College is different and distinct from making a formal grievance complaint and requesting the College either initiate an informal/conciliation process or formal grievance process. Once an individual makes a report to the College, the Title IX Coordinator will typically reach out to the Complainant (if identified in the report) to provide information on support services and to provide information to the Complainant about how to make a formal grievance complaint. Any individual may make a report to the College by contacting the **Title IX Coordinator:**

Kat Matic

Title IX and Sexual Respect Office

41 Conway Street

(717) 254-8316

matick@dickinson.edu

titleix@dickinson.edu

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

The Title IX Coordinator oversees the College's investigation and resolution of allegations of sexual or gender-based misconduct under this policy. The Title IX Coordinator also oversees the College's training, prevention and education efforts for employees and students. When information regarding alleged sexual or gender-based misconduct is reported to the Title IX and Sexual Respect Office, the Title IX Coordinator collaborates with various College officials and offices to ensure:

- Support services are offered to those involved;
- Every effort is made on behalf of the College to honor the wishes of the Complainant regarding the College's resolution process;
- The entire process is fair, impartial and completed in a timely manner;
- The process follows and complies with federal law and College policy.

The Title IX Coordinator is available to advise any individual, including a Complainant or a Respondent about support services, resolution paths that are available through the College and can assist a person with making a report to law enforcement. The Title IX Coordinator is not a confidential staff member, however, is sensitive to and upholds the privacy of all individuals involved in the process. The Title IX Coordinator can designate individuals to perform any roles or duties described in this policy, including internal College employees and externally hired professionals.

Department of Public Safety

400 W. North Street, Carlisle, PA 17013

717-245-1111

File an Anonymous Report

Any person can submit an anonymous report through our online reporting form at [dickinson.edu/titleix](https://www.dickinson.edu/titleix). If you wish to remain anonymous, **do not** include your name or contact information in the form.

The anonymous report should not be used for emergency situations needing an immediate Public Safety, law enforcement or medical emergency response. Online reports are not monitored 24 hours a day and **in the event of an emergency, please call 911 or Public Safety at 717-245-1111.**

File a Report with Law Enforcement

You may choose to file a report with law enforcement, including on-campus and/or local police. If you would like support in notifying authorities, the College can assist you in doing so. You also have the option to decline notifying law enforcement.

Reports, Referrals and Detection

When we receive referrals, reports of incidents, or formal grievance complaints regarding sexual and gender-based discrimination, we promptly respond to such matters. The Title IX and Sexual Respect Office reviews all referrals and reports, assesses the information for any immediate safety issues and reporting obligations, and supports Complainants and Respondents with available support services, and provides transparent information regarding available processes.

What does the data show?

The data details the allegations and concerns reported to the Office. In this annual report, we detail the reported allegations of prohibited sexual and gender-based misconduct, which are defined in 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 and hearings, conciliation resolutions 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 Fire 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 Fire 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 and Sexual Respect Office captures and responds to all types of sexual and gender-based misconduct reports and concerns beyond what the Clery Report requires, including but not limited to 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 that we provide information about resources and process options to Complainants (if identified in the report). 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 and explore procedural options. To view Dickinson College's Annual Security and Fire Safety Reports, visit:

<https://www.dickinson.edu/homepage/251/safety>.

Formal Grievance Complaint – Resolution Options

Formal Grievance Complaint

Once a Complainant submits a formal grievance complaint alleging sexual or gender-based misconduct against a Respondent, the Title IX Coordinator will review the complaint to determine whether the allegations fall within the College’s jurisdiction and the alleged prohibited conduct meets the definitions under the SHMP policy. If the complaint does not meet this threshold, the Title IX Coordinator will dismiss the complaint and may refer the complaint to another department/office for their review and consideration of whether the allegations fall under other College policies. A formal grievance complaint can be resolved through one of two processes: through either a Conciliation Process or through a Formal Grievance Process that includes an investigation and hearing panel adjudication.

Informal Resolution/Conciliation

The College offers parties an informal/conciliation process that can resolve a formal grievance complaint without completing the investigation and hearing process. This is a voluntary process to which both the Complainant and Respondent agree and is approved as appropriate by the Title IX Coordinator or designee. This process can only be initiated after a formal grievance complaint has been filed and before any hearing on the merits occurs.

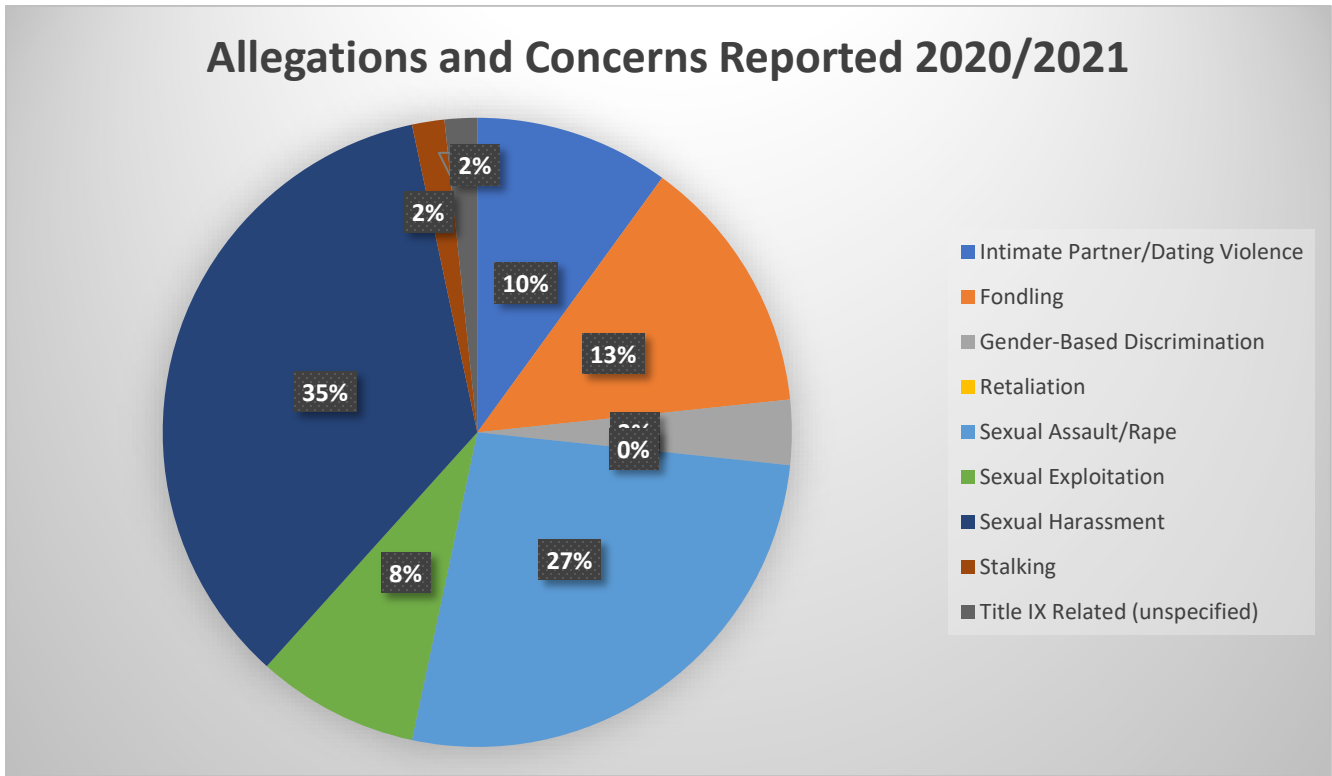
Reports/Case Data

During the 2020 -2021 academic year, the Title IX and Sexual Respect Office had a total of 49 cases that are the result of all reports made to the Office. The information below includes the types of all allegations reported. It is important to note that the number of allegations reported can differ from the number of cases. For example, one reported incident can include multiple allegations of different types of sexual or gender-based misconduct and an incident may be reported by more than one source.

Allegations and Concerns Reported 2020 -2021

Type	
Intimate Partner/Dating Violence	6
Fondling	8
Gender-based discrimination	2
Retaliation	0
Sexual Assault/Rape	16

Sexual Exploitation	5
Sexual Harassment	21
Stalking	1
TIX Related (unspecified)	1
TOTAL	60

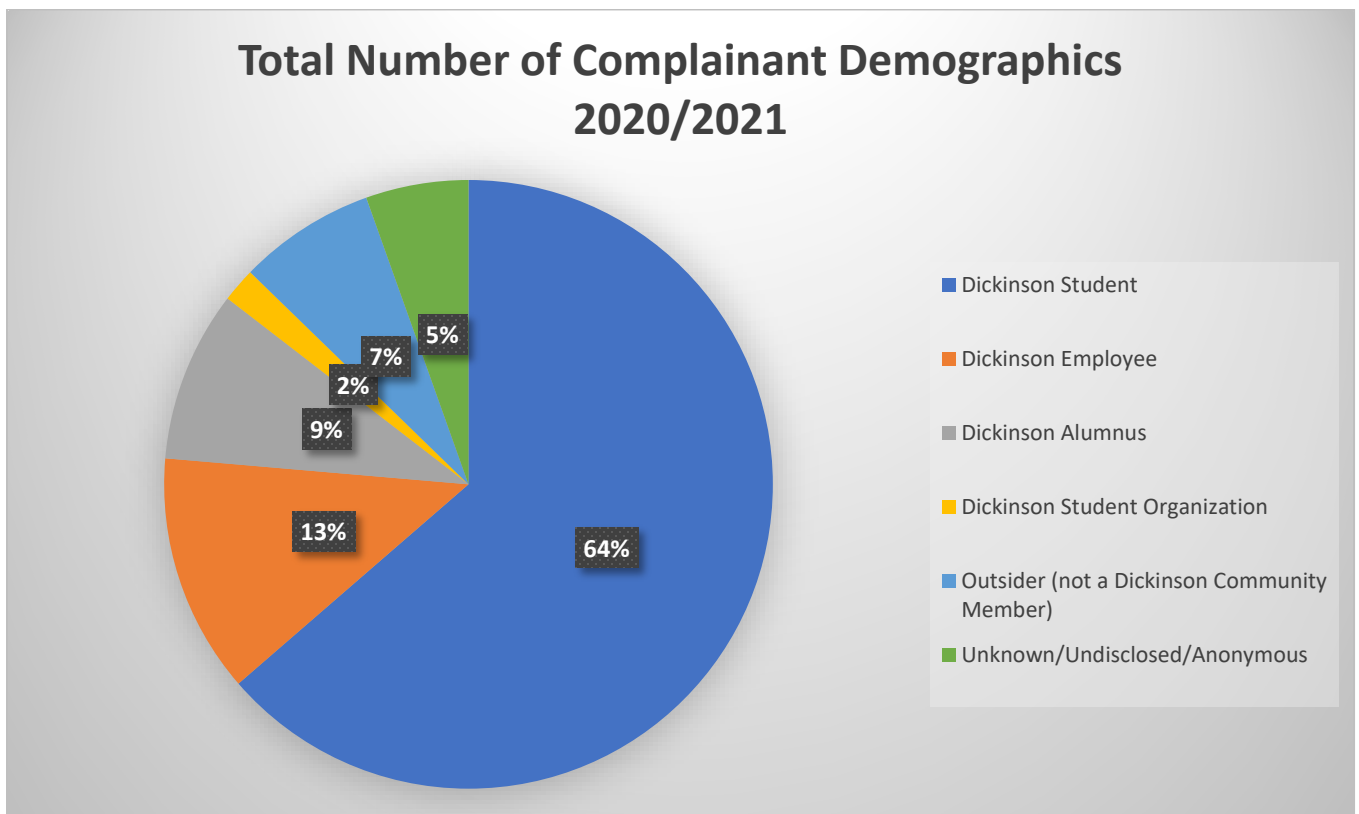


Demographics

Reports to the Title IX and Sexual Respect Office come from a variety of sources and provide a range of actionable information. Some reports include details such as the specific allegation(s) and the name(s) of the parties involved while other reports may have limited information. All reports are reviewed and maintained in the Title IX and Sexual Respect Office. Below, you will find information about the demographics of identified Complainants and Respondents in reports/referrals to the Office.

Total Number of Complainant Demographics

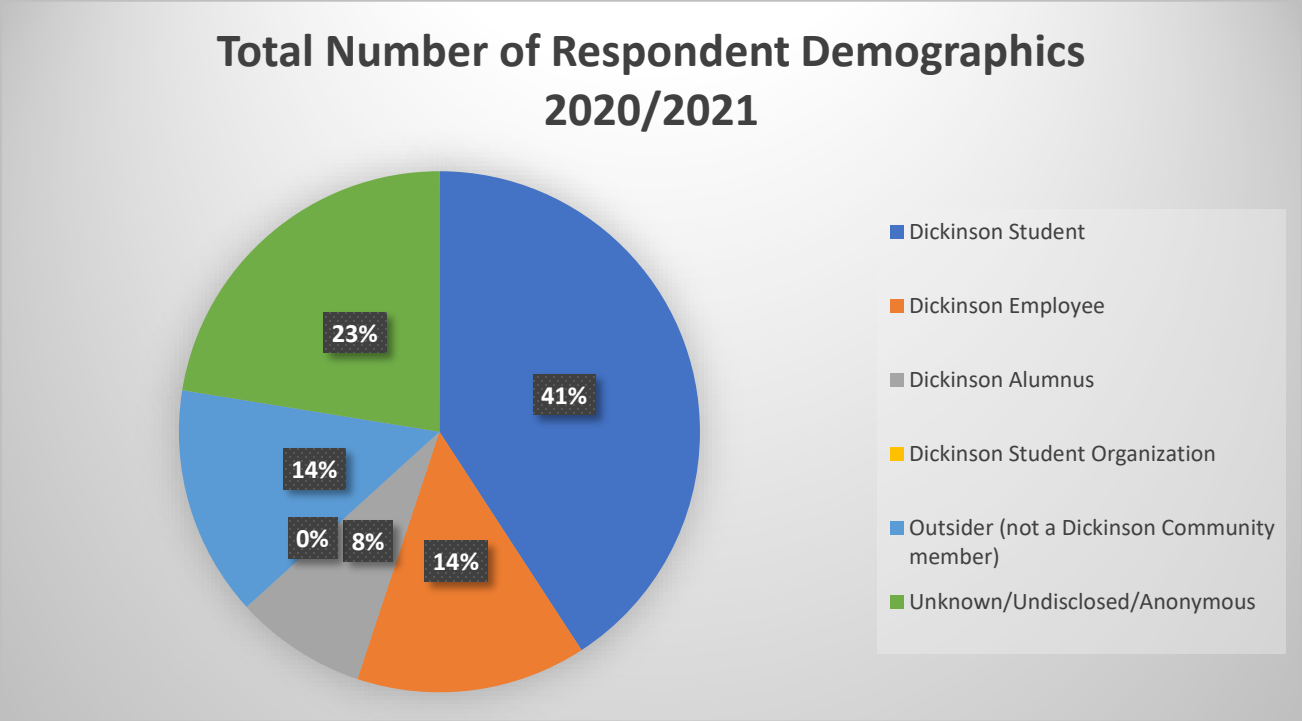
CLASSIFICATION	
Dickinson Student	35
Dickinson Employee	7
Dickinson Alumnus	5
Dickinson Student Organization	1
Outsider (not a Dickinson Community member)	4
Unknown/Undisclosed/Anonymous	3
TOTAL	55



Total Number of Respondent Demographics

CLASSIFICATION	
Dickinson Student	20
Dickinson Employee	7
Dickinson Alumnus	4
Dickinson Student Organization	0

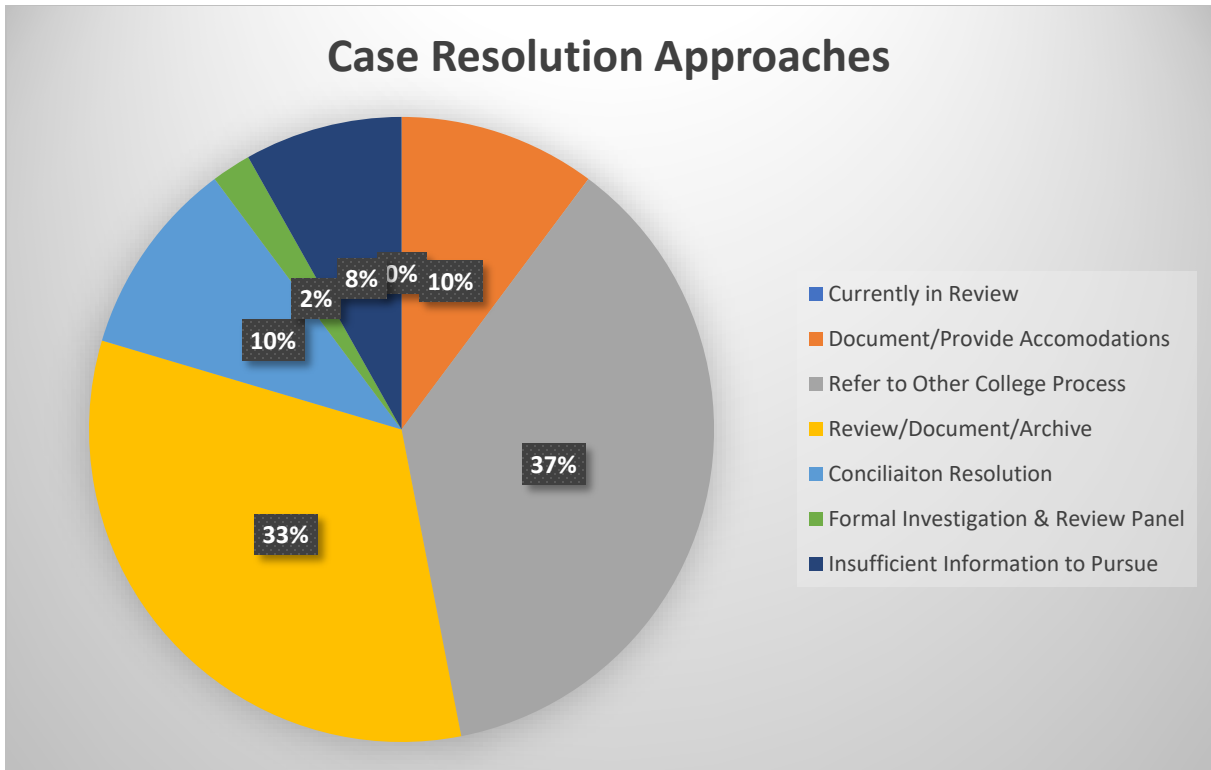
Outsider (not a Dickinson Community member)	7
Unknown/Undisclosed/Anonymous	11
TOTAL	49



Case Review and Resolution

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. Below, we provide information about the types of procedures used for cases, including any currently in review, cases documented and for which we provided support services, those referred to other offices or department for review, cases that were documented and archived, cases which were resolved through a Conciliation process, those that were resolved through an investigation and hearing panel, and cases that had insufficient information to pursue. Notably, The Title IX Coordinator endeavors to respect the wishes of the individual regarding how and if to move forward with making a report and their preferred resolution process.

Currently in Review	0
Documented and provided Support Services	5
Referred to other College Office/Department for review	18
Reviewed/Documented/Archived	16
Conciliation Resolution	5
Formal Investigation/Hearing Panel	1
Insufficient information to pursue	4
Total	49



Outcomes for Title IX Investigations and Hearings

We further provide information as to case outcomes and duration, which is calculated and recorded in calendar days from the day a formal investigation commences to the day of investigation completion. The duration of cases does not take into account non-business days, holidays or academic breaks (e.g. Fall Pause, Thanksgiving Break, Winter Break, Summer Break, Reading or Exam periods where classes are not in session). While investigators are typically available during these times, investigation participants (Complainants, Respondents, Witnesses) are typically not available and there is reasonable cause for delays. The case duration can also be lengthened by requests for a delay by the Complainant or by the schedule availability of Advisors. Interview logistics such as telephone or Zoom interviewing between time zones while a party is abroad or away from campus can affect the case duration. As per policy, the time allowed for the review of the Draft Investigative Packet and the Complainant and Respondent comment period that follows is included in the total case duration. Comments received from the Complainant and Respondent can generate additional need for investigation and another iteration of the Investigative Packet. While the duration of a case may exceed that which we would prefer, ensuring a fair and equitable process where both parties are fully heard is a fundamental principle for resolving sexual and gender-based misconduct cases. During 2020-2021, we had one formal grievance complaint resolved through an investigation and hearing panel. The process duration, beginning from the filing of the formal grievance complaint

through the investigation packet was 86 calendar days. The outcome included a finding that there was sufficient information to find the respondent responsible for sexual assault and fondling. The outcome by the hearing panel included immediate suspension through end of Fall 2021, and further stayed suspension through graduation. Additionally, of note, five cases were resolved through the Conciliation/Informal process. Of the five cases, the Title IX Coordinator signed one complaint which was resolved through Conciliation. Conciliations are typically completed within 30 calendar days.

Educational Programming

Educational programming is coordinated by the Offices of Student Life, Human Resources, Student Leadership and Campus Engagement, Public Safety, Residential Life and Housing, the Wellness Center, the Office of Equity & Inclusivity, the Athletics department and the Title IX and Sexual Respect Office. Individual students and organizations at Dickinson take on initiatives to design and deliver campus-wide communications and programs, including “Take Back the Night” event. Regrettably, this year’s “Take Back the Night” program was cancelled due to the Covid-19 pandemic. The Title IX and Sexual Respect Office worked with community partners to develop resources to inform our community members and help support those who are affected by sexual and gender-based misconduct.

Dickinson College’s Title IX Awareness, Primary Prevention and Ongoing Educational Model

At Dickinson College we are committed to a respectful and inclusive learning, living and work environment, free from sexual and gender-based misconduct. One of our greatest priorities is the prevention of sexual and gender-based misconduct before it occurs through awareness events and ongoing educational programs.

This education model highlights the prevention work of our faculty, staff and students. Dickinson engages in a plethora of cross-campus collaborations in keeping with our ongoing commitment to increase transparency of the work that we do and to engage our community in the prevention of sexual and gender-based misconduct.

Comprehensive Awareness, Primary Prevention and Ongoing Educational Model

Dickinson College’s comprehensive sexual and gender-based misconduct prevention plan has been developed by the Title IX Coordinator using the [Social Ecological Model](#). The Social Ecological Model provides a framework to ensure education and training occurs at multiple levels within the College. The Social Ecological Model provides a framework to guide the College in providing sexual and gender-based misconduct awareness programs, primary prevention programs and ongoing educational programs to students and employees.

This Educational Plan further includes the annual professional training required for officials who investigate, resolve and oversee allegations of sexual and gender-based misconduct. The required annual training is provided for Investigators, Review Panel members, Appeal Officials, the Assistant Title IX Coordinator, and the Title IX Coordinator.

The Title IX and Sexual Respect Office works closely with on-campus staff and off-campus partners, including but not limited to the Office of Equity and Inclusivity, Athletics, the Wellness Center, Human Resources, the Division of Student Life, the Office of Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ) Services, the YWCA Carlisle Sexual Assault/Rape Crisis Services Center (YWCA) and Domestic Violence Services of Cumberland and Perry Counties (DVSCP). While the Title IX and Sexual Respect Office oversees numerous programs and supports a number of offices in engaging in this vital work, the Office continues to learn of programming that is developed and delivered by our campus community members, at times independent of the Office. Thus, the information in this report is not exhaustive of all the programming that Dickinson College delivers to the campus community, however, our aim is to continue improving on how we gather this information and consider how to improve collaborations across campus due to the intersectionality of our work with other offices. We encourage departments, offices and student groups and organization across campus that engage in prevention education to contact our office and ensure the work that is being done is reflected in our annual report. The Title IX Office staff are available to help review program materials, collaborate with partners across campus and engage in events.

What are our Educational and Training Compliance Requirements?

VAWA (Violence Against Women's Act)

VAWA requires institutions to provide incoming students and new employees programs which include:

1. A statement that the institution prohibits the crimes of dating violence, domestic violence, sexual assault and stalking.
2. The definition of consent in reference to sexual activity.
3. A description of safe and positive options for bystander intervention.
4. Information on risk reduction.
5. Information on the institution's policies and procedures after a sex offense occurs.

How does VAWA define primary prevention, awareness and ongoing education

What is Primary Prevention?

Primary prevention aims to stop sexual and gender-based misconduct before it occurs.

What are Awareness Programs?

Awareness programs are aimed to bring community awareness to issues of sexual and gender-based misconduct.

What is Ongoing Education?

Ongoing education aims to build upon the information already learned in primary programs about healthy relationships and bystander intervention.

Training and Professional Development

Training is completed on an annual basis and covers information on equitable trauma-informed investigations. VAWA and Clery (Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act) guides that professionals managing and/or overseeing sexual and gender-based matters are trained on an annual basis.

The NCAA Board of Governors Policy

Coach's and student athletes are required to complete education each year on sexual violence prevention.

Educational Programming & Training Data

Below you will find a summary of a number of programs delivered by Dickinson College during the Fall 2020-2021 semester. Due to the COVID-19 pandemic, this year Dickinson employed online platforms to deliver educational programming. The Title IX and Sexual Respect Office quickly shifted how we do our programs in order to ensure the important efforts toward prevention and education continue for our campus community.

Online Education Modules – First Year Students

First-year students complete the START Learning Program for Higher Education before they arrive on campus. This program includes 4 online modules:

- [Healthy Relationships and Dating Violence \(30 mins.\)](#)

Topics Covered:

- Characteristics of healthy and unhealthy relationships
- Forms of dating abuse, including abuse in the LGBT community
- Victims of cyber abuse
- How students can get help

- [Harassment/Respect Among Peers \(30 mins.\)](#)

Topics Covered:

- The types of behaviors that can be considered harassment
- How to address and report harassing behaviors

- [Know Your Limit: Alcohol and You \(30 mins.\)](#)

Topics Covered:

- The importance of limiting or moderating intake of alcoholic beverages
- The dangers and risks associated with binge drinking
- Tips for drinking alcohol sensibly
- Ways to intervene if friends have had too much

- [Lasting Choices: Protecting Our Campus from Sexual Assault \(30 mins.\)](#)

Topics Covered:

- Sexual assault investigations
- The role of alcohol in sexual assault
- How to report incidents
- Intervention strategies

For more information about this program, visit: <https://www.edurisksolutions.org/START-HE/>

As incoming students of the Dickinson College community, over 670 students completed the online programs.

Online Orientation for First-Year Students

The Title IX Coordinator collaborates with staff to ensure that all first-year students receive primary education through Orientation. Orientation includes information on the topics of:

- What is sexual discrimination/harassment
- Title IX law and statement that Dickinson College prohibits sexual and gender-based harassment
- A review regarding Title IX and protections for all campus members/visitors, educational programs and activities
- A review of the definitions of sexual assault, dating violence, domestic violence, stalking, and retaliation, options in reporting, defining consent and tips on bystander intervention.
- Define Consent and provide examples of how to obtain Consent
- A review of steps after a report is made to the Title IX Office
- Accommodations, Support Services and Interim Measures
- Processes, including Formal and Adaptable Resolution
- How to File a Report
- Confidential Resources and Support Staff

Employees – Online Modules and in-person Protecting Our Community Sessions

Within the first year of employment, new employees are required to complete programs that outline Dickinson College’s expectations and identify the policies and procedures for reporting issues of workplace harassment and discrimination along with our commitment to the protection of minors. Staff and Faculty are required to complete the two web-based modules – Workplace Harassment and the Campus Save Act – once every two years and attend our facilitator-led *Protecting Our Community*.

Online Education Modules

- Preventing Workplace Harassment
- The Campus Save Act

Employee Education/Training Data

In 2020-2021, 536 staff members and 121 faculty members completed the online education modules; 4 unpaid employees completed the modules; and an additional 6 new faculty were provided online training by the Title IX Coordinator.

Employees	
Staff	536
Faculty	121
New Faculty Orientation session	6
Employee-unpaid	4
Total	667

Bystander Education – Step Up!

Athletics

We trained our Athletics Department for the third year on bystander intervention utilizing the Step Up! nationally recognized and evidence-based program. We utilized a train-the-trainer model in which our Title IX Coordinator trained student athlete leaders, who then trained their respective teams. The completion of the Step Up! program complies with the NCAA Board of Governors policy in which student athletes are required to complete education each year in sexual violence prevention. In 2020-2021, we trained 46 student athlete leaders, who then provided the training to their respective teams to an additional 107 student athletes.

Greek Life

College fraternities and sororities are social and leadership organizations that encourage members to establish relationships with chapter members, other Greek members as well as other students during their college experience. Dickinson College’s Greek community consists

of six sororities and three fraternities. In 2020-2021, our Student Leadership and Campus Engagement Department trained over 100 members of the Greek Life community.

Additional Programs/Events

Below are additional prevention/awareness education programs/events deployed by the Women Gender Resource Center, LGBTQ and co-sponsored by other departments that were held virtually due to the COVID-19 pandemic.

Red Flag Fridays

October 2, 9, 16, 23, and 30

WGRC deployed Red Flag Fridays each Friday during Domestic Violence Awareness Month. WGRC posted information, resources, and ally actions on their social media.

Domestic Violence Services – Instagram Live

Friday October 16

12-1:00 p.m.

WGRC hosted an Instagram Live session with an advocate from Domestic Violence Services.

Love Your Body Week:

Masculinity and Body Image

Thursday, February 11

12-1:00 p.m.

Zoom

Film Discussion: The Man Card: White male identity politics from Nixon to Trump

Tuesday, March 9

5:00-6:00 p.m.

Take Back the Night

Wednesday, April 14

6:00 p.m.

Event link on EngageD

Attendees: over 60 viewers.

During our Take Back the Night Event, Ms. Katie Koestner, an internationally recognized author, activist, and educator presented her workshop “From Hurt to Healing.” Ms. Koestner has appeared on the cover of TIME Magazine, The Oprah Winfrey Show, NBC Nightly News, CNBC Talk Live, CNN, Larry King Live, Good Morning America, Later Today, MSNBC, Entertainment Tonight and other national television programs. Ms. Koestner is the subject of an HBO movie and has lectured at over 5000 schools and universities around the world. Ms. Koestner is the founder of the Take Back the Night Foundation, which is an international organization working to end sexual violence, support survivors and raise awareness.

Ms. Koestner has assisted the US Department of Education in developing and providing programs to women in high risk communities. Her testimony on Capitol Hill was instrumental in the passage of federal student safety legislation. She has presented to the Division 1 Basketball Coaches at the Final Four, to the top 200 officers of the Department of Defense at the Pentagon, and to Chinese Delegates at the UN. In 2007, Coe College awarded her an honorary doctorate for her extensive work on student safety and public service.



Book Chapter Discussion: Sexual Citizens: Sex, Power, and Assault on Campus

Tuesday, April 20

12-1:00 p.m.

Zoom link in EngageD and Totara.

Instagram campaign for the #30Daysof SAAM Challenge

Title IX Specialists - Professional Development/Training

On an annual basis, we train our Title IX Specialists that includes faculty and staff who serve as Investigators, Review Panel members and Appeal officials on how to conduct fair, thorough and equitable trauma-informed investigations and resolution processes. Specialized topics include compliance, policy and procedures; neuroscience & trauma and how it affects individuals and our investigations; alcohol, drugs, and incapacitation cases; standard of evidence; and how to develop the investigative packet. In Fall 2020 we moved our training to our online platform and we successfully trained 25 employees to serve as Title IX Specialists.

If you have any questions regarding the information in this report, please contact Dickinson College's Title IX Coordinator, Kat Matic at titleix@dickinson.edu. For additional and updated information regarding Dickinson College's Sexual Harassment and Misconduct policies and procedures, please visit dickinson.edu/titleix.