

Title IX & Sexual Respect Office 2022-23 Title IX Annual Report

Kat Matic, Title IX Coordinator

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dickinson.edu/titleix

Message from the TIX Coordinator

Dickinsonians: It's on all of us to prevent and end sexual and gender-based discrimination, harassment and violence.

We are a campus community dedicated to maintaining a safe learning, living and working environment free from sexual and gender-based discrimination, harassment and violence. We strongly encourage all members of the campus community to refer incidents of sexual and gender-based discrimination to our Title IX & Sexual Respect Office so that we can provide resources and support to people experiencing discrimination.

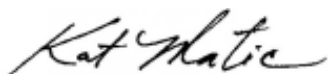
This Title IX Annual Report has been developed to educate the campus community and provide information about Dickinson's overall Title IX efforts. It includes statistics about information disclosed and referrals made to the office, the care and support provided to students and employees and highlights many of our ongoing prevention, education and training programs.

The value of our work is not viewed simply through the lens of compliance, but this is the foundation from which we build best practices that support a trauma-informed process. Our work centers around each person's real, lived experience and our goal is to support them in understanding their rights, resources and options—and then empowering them to make their own informed decisions about next steps.

It truly takes a campus community to support the work we achieve through the Title IX & Sexual Respect Office. I thank you for all for your commitment to preventing sexual and gender-based discrimination and harassment.

If you have questions or feedback, please contact me at matick@dickinson.edu.

Kind regards,



Kat Matic

Dickinson College's TIX CoordinatorTitle IX of the Education Amendments of 1972

In 1972, President Nixon signed Title IX of the Education Amendments into law. Title IX is a comprehensive federal law that has removed many barriers that once prevented people, on the basis of sex, from participating in educational opportunities and careers of their choice.

Title IX of the Education Amendments states:

No person in the United States shall, on the basis of sex, be excluded from participation, in be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

It's On Us - College Policies & Community Standards

Dickinson College sets community standards through our policies. The policies include provisions about reporting options, types of prohibited conduct and procedures. The Title IX Coordinator may refer disclosures or information to other campus partners who have the authority over other college policies that cover both non-TIX sexual harassment and other prohibited behaviors. A link to the Campus Policies Manual can be found here: https://www.dickinson.edu/homepage/1146/campus_policies_manual.

The Title IX Coordinator is a senior administrator at Dickinson College appointed by the president to oversee the college's compliance with Title IX. The work of the Title IX & Sexual Respect Office is guided by the Sexual Harassment & Misconduct Policy, which can be found here: <https://www.dickinson.edu/titleix>.

Title IX Teams

Title IX & Sexual Respect Office



College Officials with Authority to Institute Corrective Measures

John E. Jones III, President

Karen Faryniak, Chief of Staff and Secretary of the College

David Walker, Vice President for Finance & Administration

Carlo Robustelli, Vice President for College Advancement

Vince Champion, Vice President & General Counsel

*Cathy Davenport, Vice President for Enrollment Management and Dean of Admissions

Connie McNamara, Vice President for Marketing & Communications

Jill Forrester, Chief Information Officer and Vice President of Information and Technology Services

Any employee listed as a Title IX Deputy (see next page)

Please note, for this 2022-23 TIX Annual Report, Dickinson's Vice President for Enrollment Management and Dean of Admissions was Cathy Davenport.

Did you know...

You can contact any Title IX Deputy to obtain information on how to make a report and assist you with obtaining support services.

Title IX Deputies

Neil Weissman, Provost & Dean of the College*

George Stroud, Vice President & Dean of Students

Dee Danser, Assistant Vice President for Compliance & Campus Safety

Debra Hargrove, Vice President for Human Resource Services

Angie Harris, Associate Vice President for Student Life

Joel Quattrone, Director of Athletics

Kim Masimore, Senior Women Administrator/Head Women's Lacrosse Coach

Please note, for this 2022-23 TIX Annual Report, Dickinson's Provost & Dean of the College was Neil Weissman. In 2023, Dickinson appointed Renée Ann Cramer as the new Provost & Dean of the College.

Did you know...

TIX Sexual Harassment is conduct on the basis of sex that is so severe, pervasive and objectively offensive that it effectively denies a person equal access to a college's education program or activity.

Prohibited Conduct Definitions – Sexual Harassment & Misconduct Policy

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.

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 is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.

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 is non-forcible sexual intercourse with a person who is under the statutory age of consent.

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 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 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 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 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 taking of or distribution of photos or video-recordings of another 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 is 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 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 & 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.

Did you know...

We engage in best practices by offering an intake meeting and support services to all persons who we know may have experienced sexual or gender-based harassment to empower them with information so they can make informed choices about their process and support services.

We Engage in Best Practices

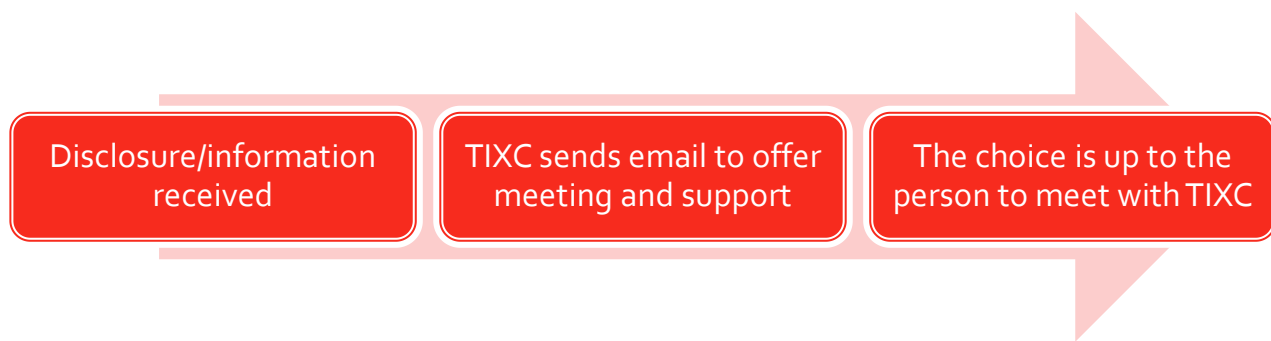
We offer to meet with people who may have experienced sexual discrimination, harassment or violence and offer support after a disclosure.

The Association of Title IX Administrators (ATIXA), a national leader in K-12 and higher education Title IX published an article on June 14, 2023, titled, "[Tip of the Week: Best Practices for Intake Meetings in the Title IX Grievance Process.](#)" This article assures us that our Title IX staff are engaging in best practices.

Under the current regulations, the Title IX Coordinator is required to reach out to a complainant upon receipt of a formal complaint to offer an intake meeting and supportive measures.

However, at Dickinson we know that offering an intake meeting and support services *whenever we receive a disclosure or a referral*, and even before a formal grievance complaint is filed, helps people understand their rights, reduces confusion, ensures a person is informed about their options, and gets the support services they may need.

People can choose whether to meet with us and we never pressure anyone to meet with us. We have been doing this best practice of offering support services and a meeting after a disclosure or referral because we know that helping people is at the center of all the work we do. We also know that blending trauma-informed practices into our process is most beneficial to each person and our goal is to empower them with information to make choices and decisions with which they are most comfortable.



Data on Disclosures and Referrals

The Title IX & Sexual Respect Office is committed to transparency regarding the types of information received and the resolution of these matters, but also remains committed to protecting the privacy of the individuals whose very real experiences are represented in these statistics.

The following data reflects disclosures of different types of potential sexual discrimination and harassment received by Dickinson College from July 1, 2022, to June 30, 2023. These disclosures were received by the office through direct reports, online reporting forms and third-party reports. The data does not include disclosures received by completely confidential resources such as the Wellness Center, the Dickinson Advocacy Hotline or Employee Counseling services.

The information in this annual report does not correspond to Dickinson's Annual Security & Fire Safety Report, published by the Department of Public Safety as the federal Clery Act has different definitions and geographical jurisdiction than those used by Title IX regulations. The Annual Security & Fire Safety Report can be viewed at https://www.dickinson.edu/info/20247/departments_of_public_safety/1654/crime_information.

All disclosures and reports to the Title IX Office are classified based on the alleged conduct that is reported in the initial disclosure or referral and through any follow up meetings that are conducted. The Title IX Offices uses the prohibited conduct definitions found in our Sexual Harassment & Misconduct Policy to classify allegations.

Cases

During the 2022-23 academic year, Dickinson's Title IX & Sexual Respect Office compiled **a total of 78 cases** as a result of all disclosures and referrals made to the Office. The referrals and information we received came from students, peers, faculty, family members, college administrators and others. Every incoming referral is reviewed. The referrals range in content from anonymous and limited information with little detail, to reports with specific details such as the names of parties involved, dates, locations, allegations of specific misconduct and a description of behaviors.

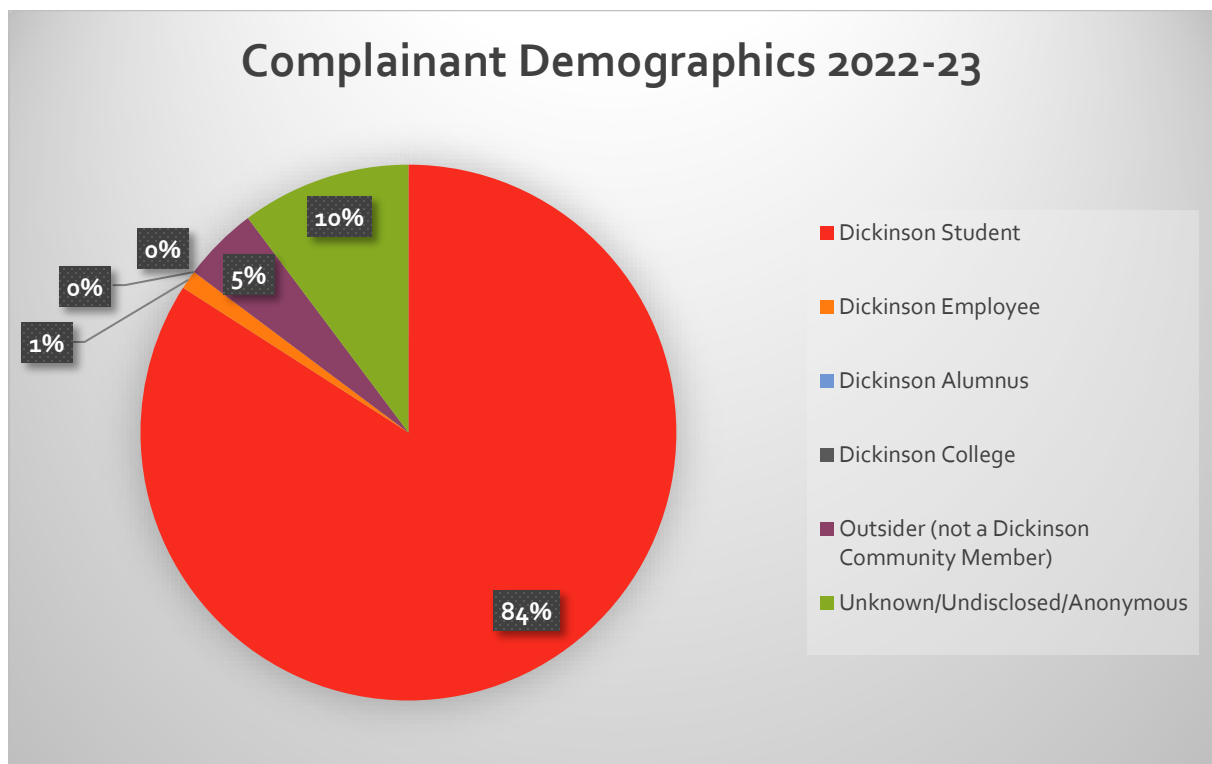
Many reports have sufficient information to pursue in some manner. Some reports do not contain enough information to follow-up on, and the college is limited in response.

Not every report identifies a person who experienced sexual harassment. There may be more than one person who experienced sexual harassment for any one incident.

Not every report identifies a person alleged to have engaged in sexual harassment. There may be more than one person who engaged in behavior during any one incident. The information below showcases the demographics of complainants and respondents.

Complainant Demographics

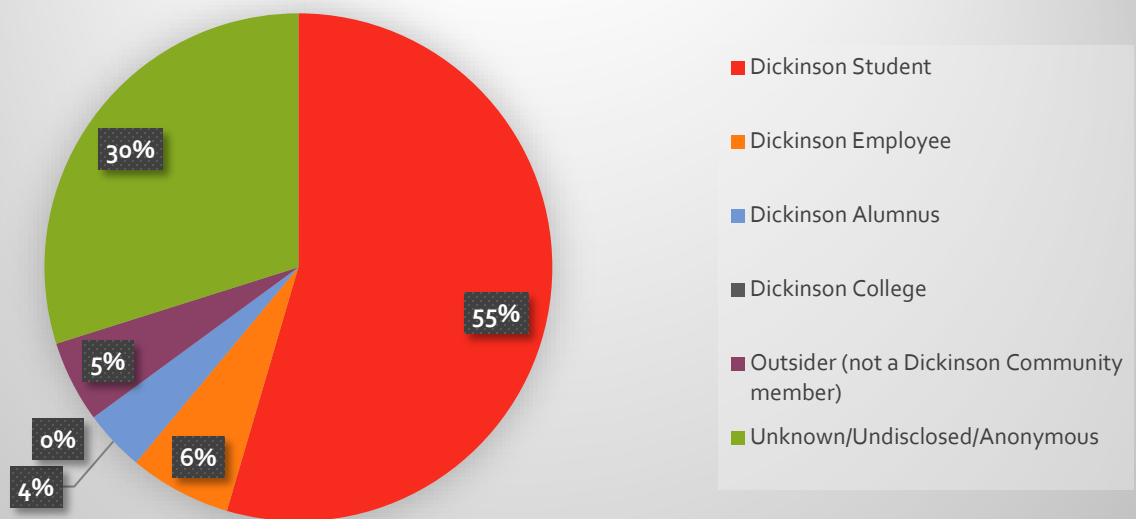
CLASSIFICATION	
Dickinson Student	74
Dickinson Employee	1
Dickinson Alumnus	0
Dickinson College	0
Outsider (not a Dickinson Community member)	4
Unknown/Undisclosed/Anonymous	9
TOTAL	88



Respondent Demographics

CLASSIFICATION	
Dickinson Student	42
Dickinson Employee	5
Dickinson Alumnus	3
Dickinson College	1
Outsider (not a Dickinson Community member)	4
Unknown/Undisclosed/Anonymous	23
TOTAL	78

Respondent Demographics 2022-23



TIX Coordinator Outreach & Assessment

The Title IX Coordinator reaches out to every individual identified as having been potentially impacted by gender-based discrimination or sexual harassment. In the outreach, the party receives information about resources, support services and the Title IX Coordinator extends an invitation to meet with the person affected.

The meeting is optional and sometimes a person does not respond to the invitation. Other times, a person responds and declines to meet, or asks for no further process other than that the college maintains the information on record.

Many times, the affected party meets with the Title IX Coordinator and learns about their process options and support services.

The party may or may not share their full account with the Title IX Coordinator. The party may or may not request a formal grievance process. Neither is necessary to secure help and support.

If a person discloses to the Title IX Coordinator, the TIXC then assesses the information and determines whether the matter falls under the purview of TIX federal regulations. If the information disclosed would not fall under the Title IX procedure, the Title IX Coordinator may refer reported information to the Office on campus best positioned to address the situation, such as Human Resource Services or the Division of Student Life.

Under TIX regulations, a report does not constitute a Formal Grievance Complaint. Not all people who file a report choose to file a Formal Grievance Complaint, while some do.

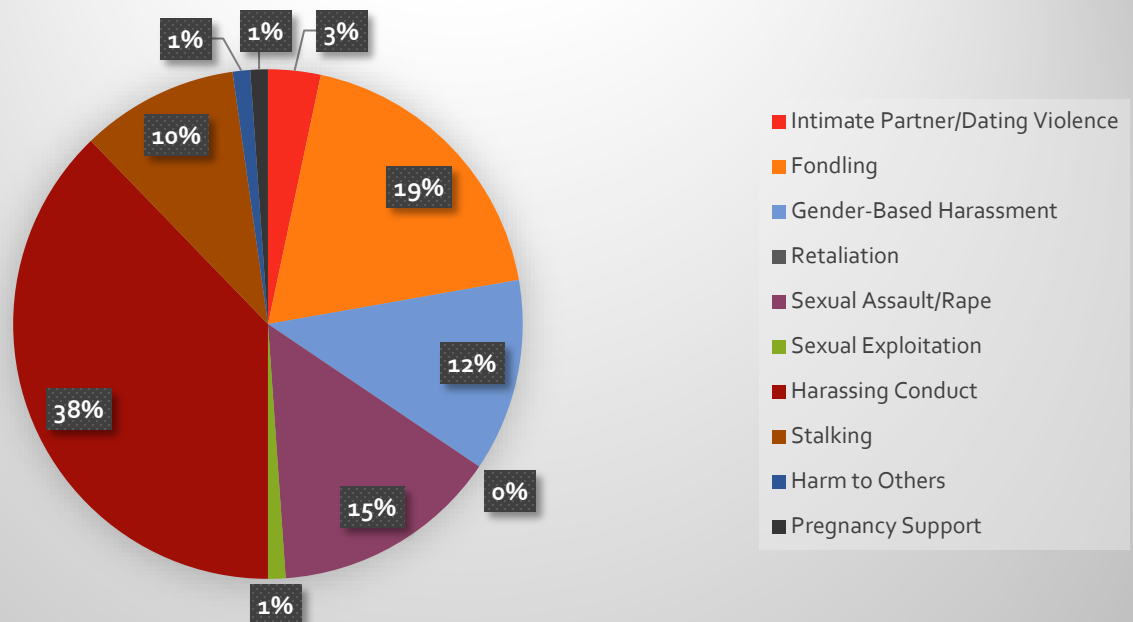
The information below includes the types of issues disclosed and reported to the Title IX Office.

Types of Allegations and Concerns

It is important to note that the number of allegations disclosed to us differs from the number of cases. Therefore, you will notice that **out of 78 cases, there are 91 allegations**. For example, one case can include multiple allegations of different types of alleged sexual or gender-based misconduct. The same incident may be reported by more than one source, and we may have enough information to correlate multiple reports that stem from one incident; or we may not know that multiple reports correlate to the same incident, if in the report enough details are not disclosed.

Type of Allegations/Concerns Reported/Referred	
Intimate Partner/Dating Violence	3
Fondling	17
Gender-based Harassment	12
Retaliation	0
Sexual Assault/Rape	13
Sexual Exploitation	1
Harassing Conduct	34
Stalking	9
Harm to Others	1
Pregnancy Support	1
TOTAL	91

Allegations and Concerns Reported 2022-23



We have experienced an increase in referrals and disclosures since last year. During 2020-21, the Title IX and Sexual Respect Office had a total of 49 cases that included 60 allegations. An increase in reporting does not necessarily signify that there are more incidents occurring now than the previous year, but that barriers to reporting may be decreasing due to awareness and prevention education efforts which can lead to an increase in referrals and disclosures. We find that referrals for some types of allegations increased from last year, such as gender-based harassment, fondling and stalking; while other types of allegations decreased in referrals, such as intimate partner violence, sexual assault, and sexual exploitation. This data provides insights as to the types of issues our campus community members experience and supports our prevention education efforts, targeting specific areas where we see increases to referrals and disclosures. You may view the 2020-21 Annual Report at [https://www.dickinson.edu/download/downloads/id/13750/title ix annual report 2020-2021.pdf](https://www.dickinson.edu/download/downloads/id/13750/title_ix_annual_report_2020-2021.pdf).

Title IX Trauma-Informed Process: Empowering People by Supporting Their Choices

After the Title IX Office receives a referral or a disclosure, and we are made aware of the person who may have experienced sexual or gender-based harassment, they are

sent an email with information about their rights, resources, and an offer to meet with the TIX Coordinator to review their options and support services.

During the meeting, a person will generally disclose sufficient information so that the Title IX Coordinator may assess whether their experience would fall under Title IX policy and processes, or their allegations may fall under other college policies, or there may be other concerns or issues raised. If the allegations, even if proven, do not meet the policy definitions or the incident does not fall within the jurisdiction of the college, the Title IX Coordinator may refer the report to another office or department to review the allegation(s) for other potential policy violations.

Below is information regarding the Title IX Coordinator's decision after review and assessment of disclosures and referrals to the TIX Office.

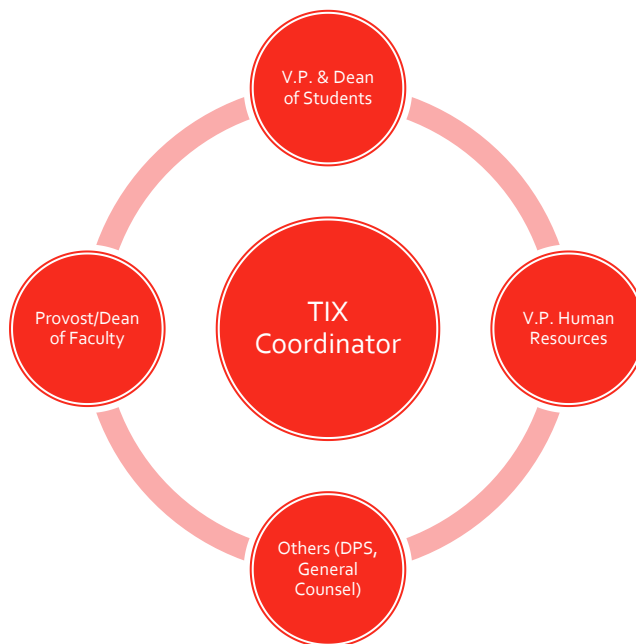
Incoming Report/Referral Reconciliation

In Review	1
Insufficient Information to Pursue	6
Complainant Unresponsive to Outreach	14
Document & Provide Support Services	17
Complainant Requests No Further Action	34

In most cases, the Title IX Coordinator respects and upholds the wishes of the person who has been affected by sexual or gender-based harassment. In some cases, for example, where there may be insufficient information, the Title IX Coordinator may place a matter in an inactive status as there is no information to pursue further, a person may be unresponsive to outreach efforts, a person may decline a process but may be provided support services, and a person may decline any further action or support from the college.

Partnerships & Referrals

The Title IX Coordinator works closely with campus partners, including the Provost & Dean of the College; Associate Vice President of Human Resources; Vice President & Dean of Students; Vice President Compliance & Chief of Safety; and General Counsel. People make disclosures and referrals that may not fall under Title IX prohibited conduct or jurisdiction but may still fall under other college policies. The Title IX Coordinator works closely with partners and refers disclosures and concerns appropriately.



To V.P. Human Resources	7
To Provost/Dean of Faculty	1
To V.P. & Dean of Students	29
Other (General Counsel)	1
Total	38

Did you know...

Only 2 people on campus can sign a formal complaint. They are -
1) the person who experienced sexual/gender-based discrimination
Or
2) The Title IX Coordinator

Complainant Process Requests

The Title IX Coordinator endeavors to empower individuals to understand their process options. A person who has experienced sexual or gender-based harassment can choose to file a Formal Grievance Complaint (FGC) under TIX. Only the person affected, and the Title IX Coordinator may sign a FGC. In most situations, the Title IX

Coordinator respects and upholds the wishes of the individual regarding how and if to move forward with their preferred resolution process.

A formal grievance complaint must be signed by a person who alleges to have experienced TIX sexual or gender-based harassment before the process may begin. Once a FGC is signed, both parties, then referred to as 'Complainant' and 'Respondent,' receive a notice letter that includes the allegations and requested process type.

Resulting Formal Grievance Complaints (FGC)	6
FGC – Resolved – Conciliation/Informal Resolution (CR)	4
FGC – Complainant Requested CR, Respondent Declined	1*
FGC – Requested Investigation/Panel Hearing	1*

* Complainant withdrew Formal Grievance Complaint

Investigation and Hearing

During 2022-23, we had 1 FGC signed and a request for a formal Investigation and Hearing process. The case involved 1 Complainant and 1 Respondent. After the Investigation and before the Hearing, the Complainant requested to withdraw their Formal Grievance Complaint. The request was upheld by the Title IX Coordinator which ended the process.

Informal Resolution/Conciliations

In one case, the Complainant filed a Formal Grievance Complaint and requested resolution through a Informal/Conciliation Resolution Process. The Respondent declined to participate in a Conciliation Resolution and the Complainant withdrew their Formal Grievance Complaint. Four other cases were resolved through IR/C, which included a total of 8 persons signing voluntary agreements which were approved by the Title IX Coordinator.

Highlight on Process – Conciliation/Informal Resolutions

Our Conciliation/Informal Resolution Process uses transformative justice practices that make sense for many Complainants. Being trauma-informed in Title IX means that we support a person who may have experienced sexual or gender-based harassment to

understand their options, regarding whether to report to police, deciding whether they wish to disclose to the college, learning and understanding their process options, and then empowering a person to make choices and decisions about what they want or do not want to happen next.

Honoring the Wishes of a Person Affected by Sexual or Gender-Based Harassment

Did you know...

Our practices are trauma-informed and aim to empower people who have experienced sexual and gender-based harassment.

Every effort is made by the Title IX Coordinator to honor the wishes of the person who experienced sexual/gender-based harassment regarding available support services and the resolution process.

Voluntary & Confidential Process – Informal Resolutions

Informal Resolutions are voluntary and confidential in which a trained, impartial facilitator supports parties involved in a conflict to reach a mutually acceptable agreement. The Title IX Coordinator oversees the process to ensure that parties are acting in good-faith and the agreement terms are fair.

Using Transformative Justice Practices

Transformative justice recognizes that traditional formal grievance systems may fail to adequately address and meet the needs of survivors, or the community affected by harm. Transformative justice seeks to shift the focus from punitive outcomes alone to paths towards healing, restoration, and preventing future harm. Transformative justice encourages awareness, empathy, and education to foster a deeper understanding of the complexity of harm and conflict.

This year more people have asked for a Conciliation/Informal Process than the formal investigation and hearing process. After an experience of sexual or gender-based harassment, a person may feel that they were not in control of what was occurring nor their autonomy to make decisions about their choices or boundaries. The informal process aims to facilitate an agreement between the person who was directly impacted by a sexual or gender-based harassment incident, and the person who is alleged to have engaged in prohibited behavior. The informal process allows a person to choose how the process works – whether through shuttle diplomacy or mediation.

Shuttle diplomacy is a technique in which a trained, neutral facilitator travels between parties who are involved in a conflict or dispute to facilitate communication, address concerns, exchange proposals, explore potential solutions, with the aim to find common ground. Shuttle diplomacy offers several advantages, such as allowing parties to engage in negotiations while maintaining a degree of separation and minimizing in person meetings.

Mediation is a technique in which a trained, neutral facilitator assists the parties involved in conflict to reach a mutually acceptable agreement. The mediator does not take sides, advocate for any particular outcome, or impose a decision but instead facilitates communication and guides the parties towards an outcome. The goal of mediation is to provide a cooperative and non-adversarial environment where parties can openly discuss interests and desired outcomes. The facilitator helps parties identify common ground, explore possible solutions, and generate options for resolving allegations. Mediation focuses on addressing the underlying interests and needs of the parties rather than solely focusing on their positions.

The following chart showcases the types of allegations and agreed-upon outcomes, successfully reached between the Complainant and Respondent.

2022-2023 Formal Grievance Complaints Outcomes

Conciliation/Informal Resolution Process

Complainant	Respondent	Allegations	Outcome
Student	Student	Fondling	Probation Dorm Relocation Counseling
Student	Student	Fondling	Probation Dorm Relocation Counseling Apology
Student	Student	Fondling	Modified No-Contact Agreement
Student	Student	Fondling Stalking	Academic Class Withdrawal

SUPPORT SERVICES

Did you know...

Complainants and Respondents equitably have the right to support services.

Support Services are designed to restore or preserve equal access to Dickinson's educational program or activity without unreasonably burdening the other party.

Care and Support Services

Support Services are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before, during or after the filing of a formal grievance complaint or where no formal grievance complaint has been filed. Such measures are designed to restore or preserve equal access to the College's educational program or activity without unreasonably burdening the other party.

Support Services can include:

- Mutual No Communication/No Contact Directive
- Counseling services
- Medical services
- Change in class schedule, including the ability to transfer courses
 - Rescheduling of exams and assignments
- Change in work schedule or job assignments
- Change in living arrangements
- Providing an escort to ensure safe movement between classes and activities
- Increased security and monitoring of certain areas of the campus

Support services put in place by the college are not intended to be permanent resolutions; hence, they may be amended or withdrawn as additional information is gathered. Support services may also become permanent when included as a remedy through the informal/conciliation process or as a sanction through the formal grievance complaint, investigation, and hearing process.

Requested Support Services Provided to Complainants and Respondents

No-Contact Order	18
TIX – Academic Accommodation	15
Facility Restriction	4
Housing Accommodation	3
Pregnancy Support	1
Services Scheduling	2
Student Employment Modification	2
Accommodation, other	9

Support services are available to both Complainants and Respondents. An individual may receive more than one type of support service. We count support services per instance of request and type of request by Complainants and Respondents. For example, a Complainant may request the Title IX Coordinator reach out to 1 faculty member for a reasonable extension and also request an appointment with a counselor; while another Complainant may request the Title IX Coordinator reach out to 3 faculty members for an extension and an appointment with a counselor. These would be recorded as 1:1 for academics; and 1:1 for counseling services.

Advocacy, Prevention Education and Training Highlights

Our detection work of the types and numbers of alleged TIX prohibited conduct builds on our prevention work. We know that people may refer concerning information only when they are aware of our community expectations and are able to identify a matter as problematic.

Dickinson's comprehensive awareness, prevention education and training programs about sexual and gender-based harassment are provided by our interdisciplinary partners from the Office of Title IX & Sexual Respect, the Wellness Center, the Women's & Gender Resource Center, the Office of Human Resources, and the Department of Public Safety and other campus partners. The information below highlights several of Dickinson's awareness and ongoing education programs.

Dickinson's Advocacy Services



DID YOU KNOW...

your university has advocates available to you 24/7?

SEXUAL ASSAULT / RAPE CRISIS SERVICES OF CUMBERLAND COUNTY



Virtual Services

Confidential and secure options are available. An Advocate can also provide programs and trainings on topics of sexual assault, consent, healthy relationships, and more.



Counseling & Information/Referrals

Talk with an Advocate to learn more about free empowerment counseling and for information and referrals to local community resources and services.



In-person Accompaniments

Receive in-person accompaniments for medical forensic exams, criminal justice system, security & law enforcement, and with Title IX and other university offices.

CALL **717-609-4244** TO CONTACT YOUR LOCAL ADVOCATE

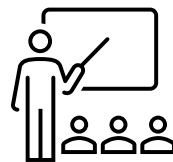
FREE AND CONFIDENTIAL RESOURCES FOR SEXUAL
ASSAULT AND HARASSMENT.

Dickinson College partners with professional advocates from the YWCA. Our advocates are free, confidential and are available 24/7. Advocates support our students and employees through counseling services, referrals to community resources, in-person accompaniments for medical forensic exams, the criminal justice system, law enforcement and the Title IX and Sexual Respect Office, and other college offices. YWCA professionals provide training and events on the topics of sexual assault, consent, and healthy relationships. This year, our advocates supported 29 campus community members and engaged in over 10 programs.



Advocacy/Counseling

28 Students/1 Employee Supported



Programs/Trainings/Events

Over 10 Programs/Trainings/Events

Dickinson's Little Title IX Adirondack Chairs



You may have seen our little TIX Adirondack Chairs holding our “We Take Sexual Respect Seriously” cards across campus.

We developed our little red Adirondack chairs to inspire Dickinsonians to think and talk about healthy relationships, respect and integrity of one’s own and others’ boundaries, what it means to be a member of a campus community where we believe “It’s On All

Of Us” to change our culture and stand strong against sexual and gender-based discrimination and harassment.

Wellness Education for Lifelong Learning (W.E.L.L)

Dickinson College and the Wellness Center are committed to providing the campus community with Wellness Education for Lifelong Learning (W.E.L.L.). W.E.L.L consists of various educational programs throughout the academic year that aim to protect, promote, and maintain health and wellbeing.

Wellness Center staff have interactive sessions with the campus community related to common issues facing college students such as: dating violence, alcohol and other drug use, domestic violence, sexual assault, consent and stalking, mental health, sleep, and overall well-being.

S.A.I.D (Safe and Inclusive Dickinson Peer Educators)

Peer Educators facilitate events and programs on consent, healthy relationships, healthy sexuality and how to support survivors.

W.E.L.L and S.A.I.D Peer Educators hosted awareness tabling events in the HUB and on Britton p\Plaza several times throughout the year.

Red Flag Campaign

The Red Flag Campaign is a national initiative that uses bystander intervention strategy to address and prevent sexual assault, dating violence, domestic violence and stalking on college campuses. The campaign encourages friends and community members to ‘say something’ when they see “red flags” or warning signs for sexual or interpersonal violence.

Red Zone

The Red Zone is the period of time from the beginning of the fall semester to Thanksgiving break when sexual assaults on college campuses rise. We engage in sexual assault awareness programs and consent training during orientation and throughout the year. During our programs, we focus on the importance of consent and respect as a mutual agreement for something to happen, especially within romantic or sexual relations.

Domestic Violence Awareness Month

Department of Public Safety, Wellness Center Partners with Domestic Violence Services of Cumberland & Perry Counties (DPS)

We held an outdoor event for our campus community where students and employees could stop by and sign balloons, learn about Domestic Violence Awareness Month and decorate our Public Safety squad car.



Red Lady Displayed in Landis

"Red Lady" represent the lives lost to Domestic Violence in Cumberland and Perry counties. The "Red Lady" is a free-standing, life-sized red wooden figure, typically bearing the name of a woman whose life ended violently at the hands of a husband, ex-husband, current or ex-partner, or acquaintance. We partnered

with Domestic Violence Services of Cumberland & Perry Counties to display a “Red Lady” and commemorate the lives of the victims who died as a result of domestic violence in Cumberland & Perry Counties.

Sexual Assault Awareness Month (SAAM)

April is recognized as Sexual Assault Awareness Month (SAAM) at Dickinson and globally. In support of SAAM, we hosted several programs and events, including Take Back the Night, Denim Day, What Do Forensic Nurses Do?, and workshops for students, including topics of Understanding Traumatic Events and the Path to Recovery, Safe and Inclusive Spaces, Healthy Relationships, and The Neurobiology of Trauma.

Take Back the Night

Take Back the Night honors all who are impacted by sexual assault and relationship violence and is an opportunity for our entire campus community to recommit to creating a culture where sexual and interpersonal violence no longer exists. The event featured keynote speaker Dr. Sara Walters, a survivor, advocate, and young-adult fiction author. Student speakers shared their stories, and there was a recorded performance shown by the Infernos. We held a march through campus to reclaim our community from the forces of sexual violence. Rabbi Marley Weiner led a candlelight vigil, and advocates from the YWCA of Carlisle and Cumberland Counties and Domestic Violence Services of Cumberland and Perry Counties (DVSCP) were present to provide support.

Denim Day

We engaged in Denim Day, during which millions of people around the world wear jeans with a purpose—to support survivors! For the past 20 years, Peace Over Violence has run its Denim Day campaign. To learn more about Denim Day, visit <https://www.peaceoverviolence.org/denim-day>.

New Resource Sheets

Dickinson

Dickinson's Title IX & Sexual Respect Office

The Title IX & Sexual Respect Office oversees the support and response process for those who have experienced sexual harassment, sexual assault, dating/domestic violence and stalking. Campus community members can meet with our Title IX staff to learn about their options, resources and available support services.

Support Services | WE OFFER A WIDE RANGE OF SERVICES INCLUDING:

- Information about reporting options
- Formal or informal resolutions
- On-campus and off-campus resources for sexual harassment, sexual assault, dating violence, domestic violence and stalking
- Assistance with support services, such as academic, living or working modifications

On-campus Resources

DICKINSON'S SEXUAL VIOLENCE HOTLINE
24/7, Confidential | 717-609-4244

MY SSP! | Student Support Program
Access real-time and short term scheduled support by:

- Downloading the free My SSP App from your App store or on Google Play
- Calling 1-866-743-7732 or 001.416.380.6578 if outside US or Canada
- Visiting myssp.app

WELLNESS CENTER
Health and Counseling Services | 717-245-1663

Pastoral Counseling

RABBI MARLEY WEINER, Director of the Milton B. Asbell Center for Jewish Life | 717-245-1636

J. CODY NIELSEN, Director of the Center for Spirituality and Social Justice | 717-245-1267

Other Campus Resources

Department of Public Safety | 717-245-1111

Employee Assistance Program | 717-243-1896

Employee Counseling, Reliance | 1-855-775-4357

International Student Advising | 717-245-1341

Office of Title IX & Sexual Respect | 717-254-8316

Office of LGBTQ Services | 717-245-1931

Popel Shaw Center for Race & Ethnicity | 717-245-1577

Student CARE Coordinator | 717-245-8211 | Dickinson.edu/careteam

Women's & Gender Resource Center | 717-245-1931

Local Resources

Carlisle Police Department | 911 or 717-243-4121

Domestic Violence Services of Cumberland & Perry Counties | 717-258-4806

DVSCP's 24/7 Hotline | 1-800-852-2102

UPMC Carlisle Hospital 717-960-1695 | 361 Alexander Spring Road, Carlisle

YWCA Carlisle's Sexual Assault/Rape Crisis Services | 1-888-727-2877

National Resources

NATIONAL DOMESTIC VIOLENCE HOTLINE | 1-800-799-7233

NATIONAL SEXUAL ASSAULT HOTLINE | 1-800-656-4673

SEXUAL VIOLENCE LEGAL ASSISTANCE PROJECT | 717-901-6784

For more information about Title IX & Sexual Respect, visit [Dickinson.edu/titleix](https://dickinson.edu/titleix)



Dickinson

Dickinson's Title IX & Sexual Respect Office

Your rights under Title IX and Dickinson's Sexual Harassment and Misconduct Policy:

- Throughout the investigation and grievance process at Dickinson, both complainants and respondents have a right to respect, dignity, sensitivity and support, which includes receiving from Dickinson courteous, fair and respectful health care and counseling services where available.
- The right to have disclosures of sexual harassment, domestic violence, dating violence, stalking, sexual exploitation, sexual assault and retaliation treated seriously.
- The right to make a report to Dickinson's Department of Public Safety and local law enforcement.
- The right to decide about whether or not to disclose a crime or violation and participate in Dickinson's sexual harassment and misconduct process and/or criminal justice process free from pressure by the college.
- The right to be informed of college policies and procedures and to have those policies and procedures followed whenever possible.
- The right to have the college keep your name and other information related to your case as private as possible. Information related to your case will be distributed on a need-to-know basis only. "Need-to-know" is typically defined by that level of information that is necessary to coordinate the provision of support services, to protect the safety of individuals or community members or to administer the college grievance process.
- The right to be accompanied by an advisor of your choice during any Title IX meeting, interview or hearing.
- The right to access appropriate resources and support services that can help to minimize unnecessary negative impact of the process on your educational opportunities. Available resources and supportive measures may include:
 - » reasonable academic accommodations (including modifications to class or exam schedules, or extended deadlines on coursework)
 - » housing modifications (including permanent or temporary room re-assignments, or the provision of a temporary "safe space" on campus)
 - » free confidential counseling and emotional support
 - » access to free or low-cost healthcare options; and/or referrals to local community agencies for services.
- The right to be notified of the timeframe for major stages of the grievance process.
- The right to have a reliable, thorough and impartial investigation, including the right to meet with an investigator to present relevant information, witnesses and other evidence. In addition, you have the right to review the investigative report prior to any hearing with the college.
- The right to have a determination of the facts of your case be based on a preponderance of evidence (more likely than not standard).
- The right to be notified in writing of the outcome of any grievance process related to your case.
- The right to be protected from retaliation by any member of the college community for participating in the college process.
- If/when an outcome has been determined with respect to your case, the right to access an appeal process in accordance with the college's policies and procedures.



For more information,
visit [Dickinson.edu/titleix](https://dickinson.edu/titleix)

Dickinson's Training for Students & Employees

Student Training

Pre-Orientation 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 LBGT 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/>

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 of the definitions of sexual assault, dating violence, domestic violence, stalking, and retaliation, options in reporting, and defining consent
- A review of steps after a report is made to the Title IX Office
- Support Services and Process Options, including Formal and Informal Resolution
- How to File a Report
- Confidential Resources and Support Staff

Employee Training

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 – once every two years and attend our facilitator-led Protecting Our Community training.

- Preventing Workplace Harassment and
- The Campus Safe Act

New Faculty Orientation

Dickinson's Title IX Coordinator conducts an hour-long session during New Faculty Orientation each year. Topics include Title IX prohibited conduct, resources and support available to students and employees.

Annual Title IX Specialists Training

The Title IX Team trained 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 included policy and procedures; neuroscience & trauma and how it affects individuals and our investigations.

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