

# **2012-13 Carleton College Healthy Communities and Relationships/Sexual Misconduct Prevention and Response Report**

## **Submitted by the Title IX Lead Team, October 2013**

Carleton College is committed to maintaining high standards of respect and civility. This commitment extends to creating and maintaining a learning, living, and working environment free from all forms of sexual misconduct as defined by Carleton College's Policies against Sexual Misconduct. This report is created in order to inform our community about reported instances of possible sexual misconduct, formal complaints, as well as sexual misconduct prevention activities including events and policy trainings.

For more information about Carleton's sexual misconduct policies, support resources, and prevention and education efforts, go online to [go.carleton.edu/sexual\\_misconduct](http://go.carleton.edu/sexual_misconduct).

### **I. 2012-13 Ongoing Oversight of Student Sexual Misconduct Issues**

Two key groups provide on-going oversight of sexual misconduct issues on campus: the Title IX Lead Team and the Sexual Misconduct Committee. The Title IX Lead Team (short for Healthy Communities and Relationships/Sexual Misconduct Support and Response Lead Team) includes:

- Julie Thornton, Associate Dean of Students and Chair of Community Board of Sexual Misconduct, Title IX Coordinator (added as Title IX Coordinator in Summer 2013)
- Mary Dunnewold, Sexual Misconduct investigator and Title IX Deputy: Faculty/Staff (vacant position from January 2012-August 2013; Dunnewold was hired August 2013. Joanne Mullen filled a portion of this position until December 2012)
- Kaaren Williamsen, Director of the Gender and Sexuality Center and Coordinator of the Sexual Misconduct Advisors, Title IX Deputy: Prevention and Support (added as Title IX Deputy in Summer 2013)
- Marit Lysne, Director of Student Health and Counseling,
- Rose Rezaei, Healthy Communities and Relationships Hall Director, and
- Amy Sillanpa, Associate Director of Residential Life and Complaint Coordinator, Title IX Deputy: Process (added as Title IX Deputy in Summer 2013)

The Lead Team met weekly throughout the year to intentionally connect prevention and response efforts as related to sexual misconduct. The Team works collaboratively to provide appropriate campus trainings on the issue to faculty, staff, and students. In addition, the team regularly discusses pertinent issues related to sexual misconduct, including prevention programs, support resources, complaint process, and innovations in the field. The group regularly participates in ongoing professional development and presented several times throughout the year (see section 6 on Professional Development). We also discussed, in non-identifying terms, various community concerns and how they were being addressed.

The Sexual Misconduct Committee (SMC), was chaired by Amy Csizmar Dalal, Associate Professor of Computer Science, and Kaaren Williamsen. The committee met several times during the year and discussed faculty/staff training, conversations around trigger warnings, and was updated on current student issues and staffing changes (re-visioning the Investigator role).

### **II. 2012-13 Formal Complaints of the Sexual Misconduct Policy**

During the 2012-13 academic year there were no complaints brought through the student-student complaint process related to Carleton's Policies against Sexual Misconduct. However, there was one complaint that was finalized between the 2011-12 and 2012-13 academic years, as a hearing was held in August 2012. A student was held responsible for violating the policy related to sexual assault, and was suspended from Carleton.

### III. 2012-13 Community Concern Forms

The Community Concern Form, introduced to Carleton in Fall 2010, is a mechanism for members of the Carleton community to report troubling behavior of other Carleton community members or visitors to our campus. The form is a way to share observed or experienced concerning behavior for early intervention by College personnel. As well, the form can be a first step in expediting the sexual misconduct complaint process. **All College employees are required, under Title IX to submit a community concern form if they are made aware of an incident of sexual misconduct (gender inequity, sexual harassment and sexual assault).**

There were 30 community concern forms filed in Spring 2013, 27 in Winter 2013, and 31 in Fall 2012. There were a total of 88 during 2012-13; 35 of the 88 community concern forms were sexual in nature (some forms were filed about the same incident, to total 27 different incidents reported that were sexual in nature). Sexual in nature is defined as sexual contact, sexual touch, sexual harassment, public nudity, sexually explicit graffiti, and sexually inappropriate comments. **Please note, the receipt of a community concern form does not automatically advance to the complaint process.**

	Fall 2012	Winter 2013	Spring 2013	12-13 Total
<b>TOTAL CONCERN FORMS</b>	<b>31</b>	<b>27</b>	<b>30</b>	<b>88</b>
<b>SEXUAL IN NATURE FORMS</b>	<b>10</b>	<b>11</b>	<b>14</b>	<b>35</b>
Sexual in nature, submitted by:				
Students	5 (4 by peer leaders)	8 (3 by peer leaders)	10 (3 by peer leaders)	23 (10 by peer leaders)
Staff/Faculty	5 (2 SHAC)	3 (1 SHAC)	4 (0 SHAC)	12 (3 SHAC)
Concerning the (sexual in nature) behavior of:				
Student(s)	9	10	11	30
Staff/Faculty	1	1	1	3
Visitor(s)	0	0	2	2
Concerns involving alcohol	7	4	10	21
Approximate number of individual <b>sexual in nature</b> incidents represented by above numbers	<b>10</b>	<b>9</b>	<b>8</b>	<b>27</b>

Please also note that not all incidents of sexual misconduct that occur at Carleton are being reported by victims, colleagues or friends. There are many incidents going unreported.

#### Community Concern Form Follow-up

Every Community Concern Form receives some form of follow-up. The Title IX Coordinator follows up on concerns related to students and the Title IX Deputy: Faculty/Staff follows up on those concerns related to faculty and staff. When appropriate, other staff will become involved in the follow-up with students or faculty/staff, depending on the nature of

the concern. Because each concern is unique, responses are different in nearly all situations. However, unless safety is an immediate concern, the first step of a response is to contact and follow-up with the person who submitted the Community Concern Form to clarify any questions about their concern and to discuss possible next steps and support options for those involved. A submitter's desire for privacy is respected.

Below is a summary of the types of follow-up that occurs.

- Contacting individual submitting the community concern form (by phone or email)
- Meeting with individual submitting the community concern form
- Meeting with or conducting communication with others (friends, witnesses, etc.) involved
- Meeting with the individual the community concern is regarding (with notification first to the person who submitted the concern form)
- Referring relevant parties to other support resources
- Discussing College complaint processes and options available
- Alerting Campus Security or Northfield Police
- Issuing a Limited-Contact Agreement between individuals involved
- Making recommendations for community education efforts

The community concern form can be found online at:

[http://apps.carleton.edu/dos/sexual\\_misconduct/community\\_concern/](http://apps.carleton.edu/dos/sexual_misconduct/community_concern/)

#### **IV. 2012-13 Professional Development**

The Lead Team participated in on-going professional development (conferences, webinars) related to sexual misconduct prevention and response and various members presented 9 times at related conferences and professional meetings.

##### Training

1. Marit Lysne, Rose Rezaei, and Kaaren Williamsen participated in a week-long training on bystander intervention in July 2013 called Green Dot.
2. Members of the Lead Team participated in several webinars on Title IX compliance and investigation, including "Pepper-Freeh Group Higher Education Webinar Series: Investigating and Resolving Sexual Assaults on Campus," "Title IX Investigations and Student Conduct" by PaperClip Communications, and "Dear Colleague Letter 2011 Updates".
3. Title IX Deputy and Coordinator, Mary Dunnewold and Julie Thornton attended the Association of Student Conduct Administrators "Gehring Academy on Sexual Misconduct/Title IX".

##### Presentations

1. Amy Sillanpa and Rose Rezaei presented "Sexual Misconduct: A Residential Campus Approach" at the UMR-ACUHO Conference in November, 2012.
2. Marit Lysne, Rose Rezaei, Julie Thornton, and Kaaren Williamsen presented "Lead Team: A Collaborative Approach to Address Sexual Misconduct" at the Association of Student Conduct Administration Conference in St. Pete Beach, Fla. on February 9. The presentation focused on how small schools can collaborate with staff from various departments to provide a team effort toward sexual misconduct response, support, and prevention. The discussion highlighted the unique aspects of Carleton's support process, including its community concern form and sexual misconduct support advisers; the training of staff, faculty and students; and ways that the College's process and support mechanisms are transparent and accessible. Kaaren Williamsen also participated in a panel presentation Called "The SHE in HE: Women in Higher Education."
3. Kaaren Williamsen presented at several conferences in 2012-2013. She was an invited participant in the "Skidmore Summit: Restorative Justice and Sexual Misconduct" in July 2012 hosted by Skidmore College and NCHERM. She co-presented at the Association for Conflict Resolution Conference in September, 2012 where her presentations included: "But Won't I Get Sued? Campus Student Conduct Practices that Integrate Restorative Justice and Conflict Resolution to

Manage Student Sexual Violence and Harassment" and "Higher Education's Growing Divide" about the shift in student conduct administration from judicial affairs to student conduct and conflict resolution services. Kaaren was also an invited presenter and consultant at the "Campus Sexual Assault Policy: Problems and Progress Conference" at the University of Michigan in October 2012. She was also an invited presenter (with Mary Koss from the University of AZ and Jay Wilgus from the University of Michigan) at the "National Scientific Meeting on Violence Against Women: Improving the Safety of Women on College Campuses: State of the Scientific Literature on the Problem and the Response" in June, 2013 in Lexington KY. They spoke on "Expanding Campus Sexual Misconduct Response: Envisioning Restorative Justice Enhancements"

## V. 2012-13 Campus Education and Prevention Programming

Prevention through education is a central component of Carleton's response to the occurrence of sexual misconduct on our campus. Below is a summary of 2012-2013 programming related to preventing sexual misconduct and promoting healthy relationships

<b>Program and Date</b>	<b>Description</b>	<b>Attendance</b>	<b>Coordination</b>
<b>Doing It Right</b> 7 September 2012	New Student Week presentation that introduced new students to Carleton's culture around dating, consent, and relationships.	500	Organized and facilitated by GSC and peer leader volunteers
<b>HCR Dinner</b> 27 September 2012	Fall term's Healthy Communities and Relationships Dinner focused on how to successfully navigate mentoring and advising relationships with faculty. Panelists include Louis Newman (LTC) Kelly Connole (Studio Art), Bill North (History), and Julie Thorton (Dean of Students).	100	Organized and facilitated by GSC
<b>Mike Domritz: Peer Leader Workshop</b> 10 January 2013	Mike Domrtiz, national speaker on dating and relationships, led a workshop for peer leaders who support and respond to students involved with sexual misconduct issues.	40	Sponsored by the GSC, Office of Residential Life, Sexual Misconduct Committee, and Student Health and Counseling
<b>Mike Domritz: Student Life Professionals Workshop</b> 10 January 2013	Mike Domrtiz led a workshop for Student Life professionals who respond to sexual misconduct issues	40	Sponsored by the GSC, Office of Residential Life, Sexual Misconduct Committee, and Student Health and Counseling

<b>Can I Kiss You?</b> 10 January 2013	Mike Domitrz presented a campus talk on consent, dating and relationships.	400	Sponsored by the GSC, Office of Residential Life, Sexual Misconduct Committee, and Student Health and Counseling
<b>V-Day Lunch</b> 31 January 2013	Annual lunch about the V-Day international movement to end violence against women and girls. There was a presentation given from Erica Staab from the HOPE Center and two VagMons production team members.	20	Organized and facilitated by GSC
<b>HCR Dinner</b> 12 February 2013	The Winter Term HCR Dinner featured panelist discussing how to support a friend in need. Topics covered included: how to recognize a friend in need; what helping skills can be utilized in the process; how to prioritize self-care and boundaries; and how to utilize campus resources. Panelist include representatives from Student Health and Counseling, Residential Life, and the Dean of Students Office.	100	Sponsored by the GSC, Office of Organized and facilitated by GSC
<b>Vagina Monologues</b> 23 February 2013	Performance of Eve Ensler's "The Vagina Monologues," a series of monologues aimed at representing women's experiences and preventing sexual violence.	450	Organized by the GSC and a campus-wide student volunteer board.
<b>HCR Dinner</b> 5 April 2013	This term's HCR dinner, Carlton alums Miles Harris '08 and Elizabeth Nguyen '08 from the Good Sex Project facilitated a dialogue about taking charge of one's sex education.	100	Organized and facilitated by GSC
<b>Sex Ed Weekend</b> 5-6 April 2013	Carlton alums Miles Harris '08 and Elizabeth Nguyen '08 from the Good Sex Project facilitated a workshop for student leaders and those interested in taking charge of one's sex education.	30	Organized and facilitated by GSC
<b>Speak Up</b> 20 April 2013	Speak Up is an annual campus-wide event about healing ourselves and our communities from the impacts of sexual violence. A goal of the event is to empower community members to share the ways they heal and voice	300	Organized by the GSC and a campus-wide student volunteer committee.

how they navigate their experience

<b>5k for HOPE</b> 11 April 2013	Second annual 5k for HOPE, a run/walk whose proceeds benefit the Faribault HOPE Center, a non-profit organization which provides support and resources to survivors of sexual assault and domestic violence in Rice County.	300	Sponsored by CCCE, College Relations, Dean of Students, Rec Center, SAAC, SHAC
<b>Gender and Relationships Panel</b> 20 May 2013	A panel of students representing a spectrum of gender identities & experiences shared the ways gender impacts their relationships, both romantic and platonic.	15	Organized and facilitated by GSC

## VI. 2012-13 Trainings

By informing our community members and leaders about our sexual misconduct policies, procedures, and support resources, we make our community safer and more supportive. For this reason, we dedicate many hours and resources to training incoming faculty, staff, peer leaders, and general community members. Below is a summary of the trainings that occurred throughout the 2012-13 year.

<b>Trainees</b>	<b>Time</b>	<b>Topics</b>	<b>Trainers</b>
<b>Area Directors (6)</b> 20 August 2012	<b>3 hrs</b>	sexual misconduct policies and procedures	Joanne Mullen, Title IX Coordinator Amy Sillanpa, Res. Life Julie Thornton, DOS Kaaren Williamsen, GSC Marit Lysne, SHAC
<b>New Faculty &amp; Staff</b> Fall 2012		sexual misconduct policy, reporting and response training	Joanne Mullen, Title IX Coordinator HR
<b>Resident Assistants (63)</b> 29 August 2012	<b>2 hrs</b>	sexual misconduct policies and procedures	Joanne Mullen, Title IX Coordinator Amy Sillanpa, Res. Life Rose Rezaei, Res Life Kaaren Williamsen, GSC Julie Thornton, DOS Marit Lysne, SHAC
<b>New Student Week Leaders (80)</b> 31 August 2012	<b>2 hrs</b>	sexual misconduct policies and procedures	Julie Thornton, DOS Marit Lysne, SHAC
<b>GSCAs</b> 31 August 2012	<b>1.5 hrs</b>	sexual misconduct policies and procedures	Julie Thornton, DOS Kaaren Williamsen, GSC Marit Lysne, SHAC

<b>ACT Student Coordinators, Career Center Associates, SAO Program Assistants</b> 5 September 2012	<b>1 hr</b>	sexual misconduct policies and procedures	Joanne Mullen, Title IX Coordinator Julie Thornton, DOS Amy Sillanpa, Res. Life Marit Lysne, SHAC
<b>New Students</b> 7 September 2012	<b>2 hr</b>	“Doing It Right” presentation and discussion	GSC
<b>Chaplain’s Associates, Writing Consultants, Prefects, TRiO Peer Leaders</b> 6 September 2012	<b>1 hr</b>	sexual misconduct policies and procedures	Joanne Mullen, Title IX Coordinator Julie Thornton, DOS
<b>SWAs, OPLs</b> 6 September 2012	<b>2 hrs</b>	sexual misconduct policies and procedures	Joanne Mullen, Title IX Coordinator Julie Thornton, DOS Kaaren Williamsen, GSC
<b>Community Board on Sexual Misconduct and SMS Advisers</b> <b>First five weeks of Fall term</b>	<b>1.5 hr each time</b>	The CBSM met weekly during the first five weeks of the term for training and discussion surrounding topics related to sexual misconduct and serving on the board.	Joanne Mullen, Title IX Coordinator Julie Thornton, DOS & Chair of CBSM
<b>CAASHA</b> Fall 2012		A number of training sessions on topics such as first responder skills, policy and community concern form, complaint process, etc.	Kaaren Williamsen, GSC
<b>Mike Domritz: Workshop for Student Life Staff and Workshop for Peer Leaders</b> 10 January 2013		<i>(see descriptions under “Campus Education and Prevention Programming”)</i>	Sponsored by the GSC, Office of Residential Life, Sexual Misconduct Committee, and Student Health and Counseling
<b>Community Board on Sexual Misconduct and SMS Advisers</b> <b>First five weeks of Winter term</b>	<b>1.5 hr each time</b>	The CBSM met weekly during the first five weeks of the term for training and discussion surrounding topics related to sexual misconduct and serving on the board.	Julie Thornton, DOS & Chair of CBSM Kaaren Williamsen, GSC

<b>New Staff in Student Health and Counseling and new Security Officers</b> 11 Jan 2013	<b>1 hr</b>	sexual misconduct policies and procedures	Marit Lysne, SHAC Amy Sillanpa, Res Life
Community Board on Sexual Misconduct and SMS Advisers <b>First five weeks of Spring term</b>	<b>1.5 hr each time</b>	The CBSM met weekly during the first five weeks of the term for training and discussion surrounding topics related to sexual misconduct and serving on the board.	Julie Thornton, DOS & Chair of CBSM Kaaren Williamsen, GSC
<b>CAASHA</b> Spring 2013	<b>11 trainings of 1 – 1.5 hr each time</b>	A number of training sessions on topics such as first responder skills, policies, community concern form, complaint process, triggers, boundaries, resources, self-care, consent/alcohol, etc. This training focused on the new CAASHA members for the 2013-14 academic year.	Kaaren Williamsen, GSC Amy Sillanpa, Res. Life Rose Rezaei, Res Life Julie Thornton, DOS Marit Lysne, SHAC

## VII. Closing and Looking Ahead

The goal of this report is to impart knowledge about Carleton's initiatives regarding Healthy Communities and Relationships, and the work the Sexual Misconduct Support and Response Title IX Lead Team has done around the issue of sexual misconduct prevention and response. Our hope is that by emphasizing all aspects of proactive programming, prevention and adjudication of on-going complaints, the community will carefully consider their important role in area.