

2017-2018 Carleton College Title IX Annual Report

October 2018

This report is created to inform our community about reports of sexual misconduct, formal complaints moved through our campus adjudication, and issues addressed through non-adjudicated/informal resolutions. The report also addresses sexual misconduct prevention and response activities, including events and trainings.

For more information about Carleton's sexual misconduct policies, support resources, and prevention and education efforts, please visit [our website](#).

I. 2017-2018 Ongoing Oversight of Student Sexual Misconduct Issues

The Title IX Lead Team provides ongoing oversight of sexual misconduct issues on campus and stays current on national trends and federal mandates and legislations. During the 2017-18 academic year, the Title IX Lead Team included:

- Laura Riehle-Merrill, Title IX Coordinator
- Mary Dunnewold, Sexual Misconduct Investigator and Title IX Deputy: Faculty/Staff
- Laura Haave, Director of the Gender and Sexuality Center, Title IX Deputy: Sexual Violence Prevention
- Marit Lysne, Director of Student Health and Counseling
- Gerald Young, Athletic Director/Chair of Physical Education and Recreation (PEAR), Title IX Deputy: Athletics
- Rae Horton, Area Director

The Title IX Lead Team met weekly throughout the year to intentionally connect prevention and response efforts related to sexual misconduct. The Team works collaboratively to provide campus trainings on the issue to faculty, staff, and students. In addition, the team regularly discusses pertinent issues related to Title IX and sexual misconduct, including prevention programs, support resources, response and complaint processes, and innovations in the field. The group regularly participates in ongoing professional development. The team also discusses, in non-identifying terms, some community concern forms and complaints, and how they should be addressed.

As of the publishing of this report, we are still awaiting the Department of Education's proposed Title IX regulations. We anticipate that the Department of Education will release the proposed regulations this fall, followed by a public comment period. We will continue to review Carleton's policies and procedures to maintain compliance and continually assess our effectiveness.

Title IX Lead Team accomplishments include the following:

- Online Sexual Misconduct Prevention program (Haven) was completed by 98% of incoming first-year students.
- Delivered regular training for the entire campus community, including training to peer leaders, new faculty, and new staff.
- New employees completed the online Haven for Faculty and Staff program.

- In the second year of the campus-wide rollout of Green Dot bystander intervention program, 87 students participated in 4 sessions of the 6 Hour training, bringing the number of students trained since 2015 to 312. The Green Dot facilitation team also conducted two one-hour overviews for 94 students and two one-hour overviews for 75 faculty and staff. The Green Dot steering committee had representation from the following offices: Residential Life, Gender and Sexuality Center, Digital Archives, Health Promotion, Disability Services, Faculty, Student Health and Counseling, Office of Intercultural and International Life, Title IX, Admissions, PEAR, Community Standards, and College Communications.
- Lead Team members met throughout winter term with St. Olaf's Title IX staff to apply for a grant through the U.S. Department of Justice Office of Prevention of Violence against Women. This process challenged our two campuses to consider how we might leverage our assets in tandem. Later this fall we will find out if we receive the funds, which would support a shared grant manager/sexual violence prevention position and confidential survivor resources through the HOPE Center, our local non-profit offering direct support to victims of violence.
- Met monthly with the Rice County Sexual Assault Multidisciplinary Action Response Team (SMART) to discuss county-wide collaboration between care providers, law enforcement, and local non-profits.
- Hired three student workers (2 of whom are returning) as Title IX communications and program assistants.
- Facilitated a Learning and Teaching Center (LTC) session for faculty and staff, "Skills for Working with Students Engaged in the Sexual Misconduct Process."
- Collaborated with Alumni Affairs and College Communications to develop communications strategies around issues related to sexual misconduct.
- Met with alumni at reunion to discuss current sexual misconduct processes at Carleton and possible alumni involvement.

II. Department Data Points and Statistics

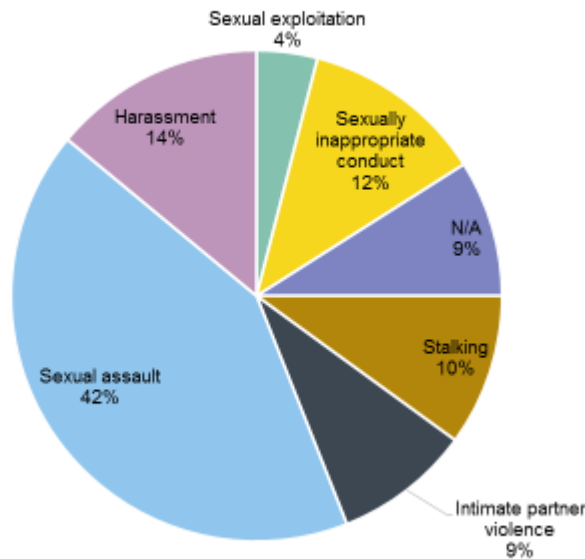
Dashboard Indicators for Title IX

- 97 Community Concern Forms (CCFs) sexual misconduct in nature
- 78 student reports went through an informal resolution
- 3 student/student reports went through a formal resolution
- For our three formal cases this year, the average time from report to resolution was 52 days. When the case included one or more appeals, that average was 68 days from report to final response to appeal
- This year we had 3 formal student-student complaints: 2 sexual assault and 1 intimate partner violence and sexual assault
- This year 100% of formal complaints resulted in a finding of a policy violation (75% over the past 4 years)
- Sanctions: 2 suspensions plus conditions for return; 1 Warning and Censure+
- 12 No Contact Orders created
- 98% of first year students completed Haven, the online training regarding sexual misconduct that all incoming students are required to complete
- Breakdown of Community Concern Form reporters by type:
 - 39% faculty/staff
 - 46% students

- 13% peer leaders
- 2% security reports

Below is a chart of cases reported by type. “Not applicable” refers to cases that didn’t rise to level of a potential policy violation, but in which reporters came to the Title IX Coordinator for support.

2017-2018 Student Sexual Misconduct Reports by Type



The College submits annual data and statistics to the State of Minnesota. For additional information, please read the [MN State Report](#) filed in fall of 2017 and covering calendar year 2016.

The Title IX Experience Survey was conducted for those who met with the Title IX Coordinator (including students, staff, and faculty) during fall, winter, or spring term. It was sent out after each academic term. The survey collected both quantitative and qualitative data; results were overall very positive.

Out of the meetings, complainants agreed that the Title IX Coordinator responded to their concern promptly (100%), treated them with respect (100%), listened to their concerns (95%), referred them to resources (95%), and helped them see options (89%/11% NA).

For responding parties, a majority agreed that the Title IX Coordinator treated them with respect (100%), listened to their concerns (91%), helped to normalize healthy behaviors and relationships (82%/18% NA), referred them to resources (82%), and helped them see options (82%).

For those who reported as friends of the people who were involved, again a majority agreed that the Title IX Coordinator responded promptly to their concerns (100%), treated them with respect (100%), listened to their concerns (100%), and referred them to resources (93%).

Constructive feedback included clarifying to students that meeting with Title IX Coordinator does not initiate a formal complaint process, improving the Title IX website and reporting forms, and providing

greater training for off-campus study participants.

III. 2017-2018 Community Concern Forms and Non-adjudicated resolutions

The Community Concern Form, introduced to Carleton in fall term 2010, is a mechanism for members of the Carleton community to report complaints and/or concerning behavior of other Carleton community members or visitors to our campus. The form is a way to share concerning behavior to allow for early intervention by College staff. The form can also be a first step in expediting the sexual misconduct complaint process. All College employees and peer leaders in Student Life (with the exception of SHAC staff and Chaplains, who are confidential resources) are required to submit a community concern form if they are made aware of an incident of sexual misconduct (gender inequity, sexual harassment, sexual assault).

A total of 97 Community Concern Forms (CCFs) marked “sexual in nature” were submitted during the 2017-18 Academic year.

Sexual in nature is defined as sexual contact, sexual touch, sexual harassment, public nudity, sexually explicit graffiti, gender inequity and sexually inappropriate comments. Note that the receipt of a Community Concern Form does not automatically advance a case to the complaint process, nor is the Community Concern Form collecting all incidents of misconduct on our campus. Reporting parties always have the choice whether to move forward with a formal complaint process, whether to report to outside authorities, and whether to seek support and accommodations.

Sexual in Nature 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 for Faculty/Staff follows up on concerns related to faculty, staff, and visitors. When appropriate, other staff from the College become involved in the follow-up with students or faculty/staff/visitors, depending on the nature and severity of the concern. Because each concern is unique, responses are different in nearly all situations.

Unless safety is an immediate concern, the first step in response to a Community Concern Form is to contact and follow-up with the person who submitted the form. That follow-up involves clarifying any questions about their concern and discussing possible next steps and support options for those involved. A submitter’s desire for anonymity is honored in nearly all instances.

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

- Contacting the individual submitting the community concern form (by phone or email)
- Meeting with the individual submitting the community concern form
- Meeting with or communicating 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 and response resources on and off campus
- Discussing College complaint processes and options available
- Alerting Campus Security or Northfield Police

- Issuing a mutual No Contact Order between individuals involved
- Making recommendations for community education efforts
- Providing accommodations (academic, housing, etc.) to reporting party

The Community Concern Form can be found online at this [link](#).

IV. Complaints Adjudicated under the Sexual Misconduct Policy in 2017-2018

During the 2017-2018 academic year, three complaints related to Carleton's Policies Against Sexual Misconduct were adjudicated through the student-student complaint process. An additional complaint was investigated, but the hearing was postponed until a later date. One case was heard fall 2017 and two cases were heard spring term 2018. All hearings were held before a panel of the Community Board on Sexual Misconduct (CBSM). In all three instances, the CBSM panel determined that a policy violation had occurred, and sanctions were imposed.

During the 2017-18 academic year, no complaints were formally adjudicated through the Faculty-Staff sexual misconduct complaint process. Two cases were brought forward; the investigations indicated that the concerns did not fall under the sexual misconduct policy. Therefore the concerns were addressed through other avenues.

V. 2017-2018 Professional Development

The Title IX Lead Team participated in ongoing professional development and trainings (conferences, webinars, retreats) related to sexual misconduct prevention and response throughout the year. The Lead Team participated in multiple conferences or trainings, webinars, and held internal retreats.

Professional Development programming included the following:

- Monthly Green Dot Technical Assistance Webinars
- NASPA Culture of Respect Collective (webinar)
- Minnesota Campus Sexual Violence Prevention Summit (conference)
- Green Dot Instructor Certification training (August 2017)
- TrainED Annual Training for Title IX Coordinators (August 2017)
- Dolores Stafford and Associates Title IX Coordinator/Investigator Class (October 2017)
- Enhancing Criminal Justice and Community Responses to Sexual Assault (MNCasa; December 2017)

VI. 2017-2018 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. There were numerous events related to preventing sexual misconduct and promoting healthy relationships, the majority of which were hosted and administered through the Gender and Sexuality Center. Events included the following:

- #CarlTalk: Consent, Healthy Sexuality, and Relationships (a new student week presentation addressing Carleton's culture and expectations around sexuality, consent, and relationships)

- Haven online Sexual Misconduct Prevention program for new students and peer leaders
- Green Dot 6-hour bystander intervention trainings, one-hour overviews, and campus-wide events
- *Stripped* performance and lunches (*Stripped* is a dramatic piece created by Carleton students about experiences of our bodies; replaced yearly performance of *The Vagina Monologues*)
- Speak Up survivor speak-out
- A variety of other workshops and events about healthy sexuality, consent, and relationships
- Haven online Sexual Misconduct Prevention program for all employees
- Common time presentation from Meggie Royer, Education & Outreach Coordinator for Women's Advocates in St. Paul, "Dating and Domestic Violence on Campus"
- Title IX Experiences survey data presentation to the following key campus stakeholders: The Occasional Meeting (campus-wide directors), the Division of Student Life, Carleton Student Association, and CAASHA (Campus Advocates Against Sexual Harassment and Assault)

VII. 2017-2018 Staff, Faculty and Student Training

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 faculty, staff, peer leaders, and general community members.

Training sessions included the following:

- **Peer Leaders and key student groups:** Resident Assistants, New Student Week Leaders, Student Wellness Advocates, Gender and Sexuality Center Associates, Chaplains Associates, Academic Support and other Tutors, Career Center Associates, CCCE students. Sessions were held during fall and winter terms.
- **Employees:** new staff (sessions held in October, February, and May), new faculty, language associates. All employees invited to attend Green Dot one-hour overviews.
- **Adjudicators:** all adjudicators participated in comprehensive, trauma-informed training offered through Dolores Stafford and Associates.
- **Security Services Personnel:** all Security Services personnel completed training with members of Lead Team.
- **Other:** Sessions with CAASHA volunteers, session with Bon Appetit employees, Community Board on Sexual Misconduct and Sexual Misconduct Support Adviser training, annual Title IX training & neurobiology of trauma with Student Health and Counseling.

VIII. Closing and Looking Ahead

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.

The goal of this report is to provide information about Carleton's Sexual Violence Prevention and Response initiatives, including educational programming, sexual violence response procedures, and policy work of the Title IX Lead Team.

Goals for the coming year include the following:

- Analyze data from the HEDS campus climate survey, completed Spring 2018, and determine appropriate campus response and information sharing.
- Create a new structure and staffing for Sexual Violence Prevention at Carleton including hiring and onboarding new Sexual Violence Prevention Coordinator.
- Recruit new sexual misconduct support advisers and members for the Community Board on Sexual Misconduct (CBSM).
- Continue to provide clear communication and clarification of misconceptions regarding sexual misconduct prevention and response at Carleton.
- Continue collaborating with PEAR on the implementation of annual sexual misconduct prevention education with all varsity student-athletes, coaches and administrators in compliance with the NCAA Sexual Violence Prevention Education mandate.