



2018-2019 Carleton College Title IX Annual Report

October 2019

This report is created to inform our community about reports of sexual misconduct, formal complaints moved through 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. 2018-2019 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 2018-19 academic year, the Title IX Lead Team included:

- Laura Riehle-Merrill, Title IX Coordinator
- Heidi Jaynes, Associate Athletic Director; Professor of Physical Education, Athletics and Recreation; Senior Woman Administrator; Title IX Deputy/Faculty and Staff
- Nora Peterson, Sexual Violence Prevention Coordinator
- Mary Dunnewold, Sexual Misconduct Investigator and Title IX Adviser
- Gerald Young, Chair of Physical Education, Athletics and Recreation; Professor of Physical Education, Athletics and Recreation; Athletic Director; Title IX Deputy: Athletics
- Blake Held, Assistant Director, Security Services and Emergency Management
- Marit Lysne, Director of Student Health and Counseling (SHAC)
- Rae Horton, Assistant Director, Gender and Sexuality Center

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.

The 2018-19 academic year started with shifts in the Title IX Lead Team structure. After serving for 5 years as Title IX Investigator and Deputy for Faculty and Staff, at her request Mary Dunnewold shifted to retain solely the Title IX Investigator role for cases involving faculty, staff and students. Heidi Jaynes, Carleton's Associate Athletic Director and Senior Woman Administrator and Professor of Physical Education, Athletics and Recreation, joined Lead Team as Title IX Deputy for Faculty and Staff. As Title IX Deputy for Faculty and Staff Heidi serves as a resource for faculty and staff concerns, assists with training, and advises on policy and process.

In February Nora Peterson joined Carleton College as our campus' inaugural Sexual Violence Prevention Coordinator. Nora coordinates current sexual violence prevention programming, including Green Dot, which was previously overseen by the Gender and Sexuality Center. In addition, Nora facilitates Sexual Assault Prevention for Undergraduates, an online course for incoming first-year students, and develops new prevention programming.

Title IX Lead Team accomplishments include the following:

- Online Sexual Misconduct Prevention program (Sexual Assault Prevention for Undergraduates) was completed by 98% of incoming first-year students.
- Delivered regular Title IX training for the entire campus community, including training over 520 peer leaders, new faculty, and new staff.
- Collaborated with the PEAR department to implement annual sexual misconduct prevention education with all varsity student-athletes, coaches, and staff in compliance with the NCAA Sexual Violence Prevention Education mandate.
- Recruited new sexual misconduct support advisers and members for the Community Board on Sexual Misconduct (CBSM), ensuring that our CBSM is as diverse as our campus community.
- In the third year of the campus-wide rollout of Green Dot Bystander Intervention program, 211 students participated in eight sessions of the 6-hour training, bringing the number of students trained since 2015 to 524. The Green Dot facilitation team also conducted one one-hour overview for 10 students and one one-hour overviews for 7 faculty and staff. The Green Dot steering committee had representation from the following offices: Admissions, Dean of Students Office, Health Promotion, Digital Archives; Offices represented on the Green Dot Team: Physical Education and Recreation, Disability Services, Admissions, Dean of Students Office, Health Promotion, Digital Archives, Residential Life, Gender and Sexuality Center, Student Health and Counseling, Title IX, Office of Intercultural and International Life, and Community Standards.

- Lead Team members met throughout winter term with St. Olaf's Title IX staff to apply for the Office on Violence Against Women Grant to Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus Program. This process challenged the two campuses to consider how we might leverage assets in tandem. Later this fall we will find out if we receive the funds, which would support two shared positions-- grant manager and on-campus confidential survivor support services through the HOPE Center, our local non-profit offering direct support to victims of violence-- as well as the development of continuous, comprehensive prevention education programming for both institutions.
- Met quarterly 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. Established a reference guide for all involved.
- Hired three student workers as Title IX communications and program assistants.
- Facilitated a Learning and Teaching Center (LTC) session for staff and faculty, "Carleton's Community Board on Sexual Misconduct's Impact on Teaching and Learning."
- Collaborated with Alumni Relations and College Communications to develop communications strategies around issues related to sexual misconduct.
- Met with alumni at Reunion to discuss current sexual misconduct processes and support at Carleton and avenues for alumni involvement.
- Analyzed data from the HEDS campus climate survey, completed in Spring 2018, and shared findings campus wide.
- Based on faculty feedback from last year's Title IX Experiences survey, collaborated with Off Campus Studies to present a targeted workshop for all faculty directing OCS trips.

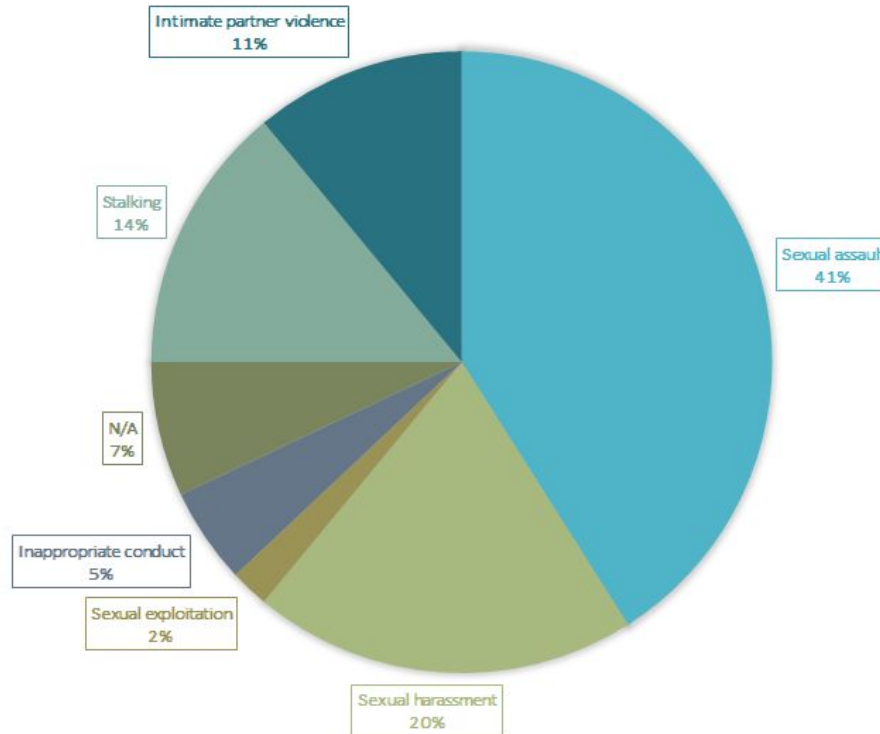
II. Department Data Points and Statistics

Dashboard Indicators for Title IX

- 117 community concern forms (CCFs) sexual misconduct in nature (of these, 8 were faculty or staff related and 5 were related to visitors)
- 92 reports went through an informal resolution
- 6 anonymous reports
- 3 formal student-student complaints: 1 sexual assault, 1 sexual harassment, and 1 stalking
- For the three formal student-student cases this year, the average time from notification of formal complaint to hearing/resolution was 53 days.
- 100% of formal complaints resulted in a finding of a policy violation (78% over the past 5 years)
- Sanctions: 3 suspensions plus conditions for return
- 12 No Contact Orders created

- Breakdown of reporters by type:
 - 7% faculty
 - 35% staff
 - 50% students
 - 5% anonymous
 - 3% security report
- 211 students completed Green Dot Bystander 6-Hour Training
- 538 incoming students completed Sexual Assault Prevention for Undergraduates (SAPU)

Below is a chart of the 92 student cases reported by type. “Not applicable” refers to cases that didn’t rise to the level of a potential policy violation, but for which reporters came to the Title IX Coordinator for support.



The College submits annual data and statistics to the State of Minnesota. For further information, please read the [MN State Report](#) filed in fall of 2018 and released in December 2018, which covers reports of sexual assault that Carleton received in calendar year 2017. Once the State of Minnesota releases each report, we link to it on our website.

Additionally, the College also submits annual data as required per the Department of Education and publishes statistics in the [Annual Security Report](#). For more information about

the distinctions between the two reports, please review Carleton's Sexual Misconduct Prevention and Response website.

The Title IX Experience Survey was sent to all students, staff, and faculty, who interacted with the Title IX Coordinator regarding the informal process and/or supportive measures. 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 (100%), referred them to resources (100%), and helped them see options (97%).

For responding parties, a majority agreed that the Title IX Coordinator responded to their concern promptly (80%) treated them with respect (80%), and listened to their concerns (70%), helped to normalize healthy behaviors and relationships (79%/14% NA), referred them to resources (90%), and helped them see options (60%).

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 (95%), treated them with respect (95%), and listened to their concerns (100%).

Feedback included:

- "I felt listened to and respected when I came in, and meeting with Laura was very helpful to me. I eventually decided to not take action, but I am very glad that I met with Laura and discussed my options."
- "I loved Laura and felt so supported after our meeting together. I think that Title IX can work on making sure students know all the options they have, because I wasn't aware of all the resources Laura could offer until my friend urged me to go talk to her."
- "I think you guys are doing great! Perhaps you could make a one-page reference sheet for faculty, reminding us of which situations require and don't require that we tell you a student's name."
- "There could be go-to literature for responding parties to read if they are trying to better understand the impact of the type of harmful behavior they engaged in."

III. 2018-2019 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.

A total of 117 Community Concern Forms (CCFs) marked “sexual in nature” were submitted during the 2018-19 academic year.

IV. Complaints Adjudicated under the Sexual Misconduct Policy in 2018-2019

During the 2018-2019 academic year, three complaints related to Carleton’s Policies Against Sexual Misconduct were adjudicated through the student-student complaint process. One case was heard fall 2018, one was heard spring 2019, and one was heard summer 2019. An additional case was investigated over the summer and the hearing occurred shortly before fall classes began (this case will be included in next year’s report). 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 2018-19 academic year, one complaint was formally adjudicated through the Faculty-Staff sexual misconduct complaint process.

V. 2018-2019 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
- Quarterly Sexual Violence Prevention Network Meeting
- TrainED Annual Training for Advanced Title IX Coordinators and Deputy Coordinators (July 2018)

- Minnesota Private College Council Campus Sexual Assault/Title IX Meeting (August 2018)
- The Intersections of Alcohol & Other Drugs and Sexual Assault Prevention webinar (February 2019)
- Addressing Alcohol's Role in Campus Sexual Assault webinar (March 2019)
- Green Dot Instructor Certification training (March 2019)
- Attending Campus Prevention Network Summit (June 2019)
- Evaluation and Assessment Strategies for Busy Preventionists (June 2019)

VI. 2018-2019 Campus Education and Prevention Programming

Prevention through education is a central component of Carleton's response to sexual misconduct. There were numerous events on campus related to preventing sexual misconduct and promoting healthy relationships. 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
- Sexual Assault Prevention for Undergraduates - an online sexual misconduct prevention program for incoming students, including first-year students and transfer students
- Green Dot 6-hour bystander intervention trainings, one-hour overviews, and campus-wide events
- SEXploration, a series on public health, policy, and practice
- A variety of other workshops and events about healthy sexuality, consent, and relationships
- Haven online Sexual Misconduct Prevention program for all employees
- HEDS 2018 campus climate survey data presentation to the following key campus stakeholders: The Occasional Meeting (campus-wide directors), the Division of Student Life, Carleton Student Association, CAASHA (Campus Advocates Against Sexual Harassment and Assault), the all Faculty meeting, an open session for all students, The Student Life Committee of the Board of Trustees, and Student Life Deans and Directors

VII. 2018-2019 Staff, Faculty and Student Title IX Training

By informing community members and leaders about 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.

Title IX 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, Center for Community and Civic Engagement Fellows, and Admissions Fellows. Sessions were held during fall and winter terms.
- **Employees:** new staff, new faculty, language associates, and departments by request.
- **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, ongoing education for Community Board on Sexual Misconduct and Sexual Misconduct Support Advisers.

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:

- Create a new structure for student involvement in sexual violence prevention and response at Carleton
- Develop strategic plan for sexual violence prevention at Carleton College
- Pilot healthy relationship programming
- Continue to provide clear communication regarding what sexual misconduct and response looks like at Carleton