

TITLE IX REPORT TO THE COMMUNITY 2019 - 2020



***SEXUAL MISCONDUCT
PREVENTION & RESPONSE***
CARLETON COLLEGE

PURPOSE OF THIS REPORT

This report informs the Carleton community about reports of sexual misconduct, formal complaints moved through campus adjudication, and issues addressed through a non-adjudicated/informal process. The report also addresses sexual misconduct prevention and response activities, including programs and trainings.

The College also submits annual data and statistics on sexual assault to the State of Minnesota. Each fall the College submits data covering all reported instances from the previous calendar year. The State of Minnesota releases their comprehensive report the following spring and Carleton links to the report on the Sexual Misconduct Prevention & Response (SMPR) 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 please visit the SMPR website:

<https://www.carleton.edu/sexual-misconduct/>

GLOSSARY OF TERMS

Complainant: the person directly impacted by sexual misconduct

Respondent: the person reported as doing harm

Reporter: any third party who shares information with the Title IX Coordinator, either directly or through a Community Concern Form (CCF)

SEXUAL MISCONDUCT PREVENTION & RESPONSE



PURPOSE

SMPR creates a safe and healthy campus community by addressing the upstream causes of sexual misconduct and supporting all members of our campus community who are impacted by sexual misconduct.

STAFF



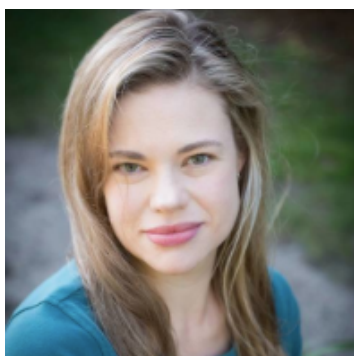
Laura Riehle-Merrill
Title IX Coordinator



Nora Peterson
Sexual Violence Prevention Coordinator

TITLE IX LEAD TEAM

The Title IX Lead Team meets weekly to provide ongoing insight on sexual misconduct issues on campus and stays current on national trends, federal mandates, and legislation. Here are the 2019-20 members of the Title IX Lead Team.



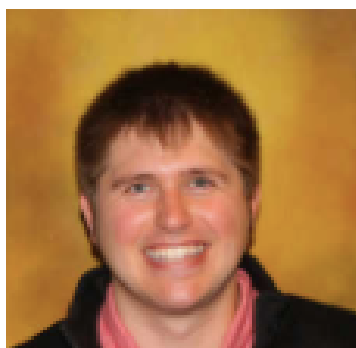
Laura Riehle-Merrill
Title IX Coordinator
Dean of Students' Office
SMPR



Gerald Young
Chair of Physical
Education, Athletics
and Recreation;
Professor of Physical
Education, Athletics,
and Recreation;
Athletic Director; Title
IX Deputy: Athletics



Heidi Jaynes
Associate Athletic
Director; Professor of
Physical Education,
Athletics and
Recreation; Senior
Woman Administrator;
Title IX Deputy/Faculty
and Staff



Blake Held
Assistant Director,
Security Services and
Emergency Management



Nora Peterson
Sexual Violence
Prevention Coordinator
SMPR



Marit Lysne
Director of Student
Health and Counseling
(SHAC)

DEPARTMENT HIGHLIGHTS

- Officially launched new department name, Sexual Misconduct Prevention & Response (SMPR), to better reflect the department's scope and reach. Hannah Comstock-Gay '13 created a new logo, which SMPR introduced to the Carleton community via social media and the website.
- In collaboration with Physical Education, Athletics, and Recreation (PEAR), created the Sexual Violence Prevention Athlete Advisory Committee (SVPAAC) to provide student-athletes' perspective and input pertaining to sexual violence prevention education, resources, and training.
- Lead Team identified increasing outreach to underrepresented students – specifically, students of color, first-generation students and students who identify as LGBTQIA+ – as a priority with the aim of increasing reporting/ support-seeking behaviors from these students.
- Increased the size and scope of the SMPR student worker team. This team grew by a factor of 150% to 5 student workers, including 2 research assistants, 2 peer educators, and 1 media and communication assistant. Students' expanded roles included developing and facilitating student-led educational programs for peers and for members of the Community Board for Sexual Misconduct.
- Created a new online hub dedicated to SMPR's response to COVID-19, including a video message from the Title IX Coordinator and an FAQ that directly answers students' questions about services available to them during this time.
- Facilitated key campus conversations regarding the new Title IX regulations and Carleton's path moving forward.

NEW TITLE IX REGULATIONS

In spring of 2020 the U.S. Department of Education released new regulations regarding Title IX, the law that prohibits sex-based discrimination and harassment at schools, colleges, and universities.

Summary

- Regulations announced May 6; colleges required to comply by August 14
- Most complex and prescriptive guidance ever issued regarding Title IX
- Reflect a pendulum swing to respondents' rights
- Require campuses to have a live hearing for all Title IX formal complaints
- Require detailed changes to the formal complaint process
- Do NOT impact supportive measures available for all parties impacted by sexual misconduct
- Those impacted still get to decide how they wish to proceed

In the summer of 2020 Carleton drafted a new [Policy Against Sexual Misconduct](#) which incorporated all new Title IX requirements. College Council and the Board of Trustees voted to approve this new policy.

DASHBOARD INDICATORS FOR TITLE IX

- 54 Community Concern Forms (CCFs) were sexual misconduct in nature
 - 2 anonymous reports
- 1 report went through a formal resolution process and resulted in a finding of a policy violation
 - Time from initial report to hearing/resolution: 81 days (due to report coming in immediately before a break)
- Over the past 5 years:
 - 86% of formal complaints resulted in a finding of a policy violation
 - 16% percent of respondents took responsibility
- 5 mutual No Contact Orders created
- Breakdown of reporters by type:
 - 23% faculty
 - 21% staff
 - 52% students
 - 4% anonymous

TITLE IX EXPERIENCES SURVEY

The Title IX Experiences 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.

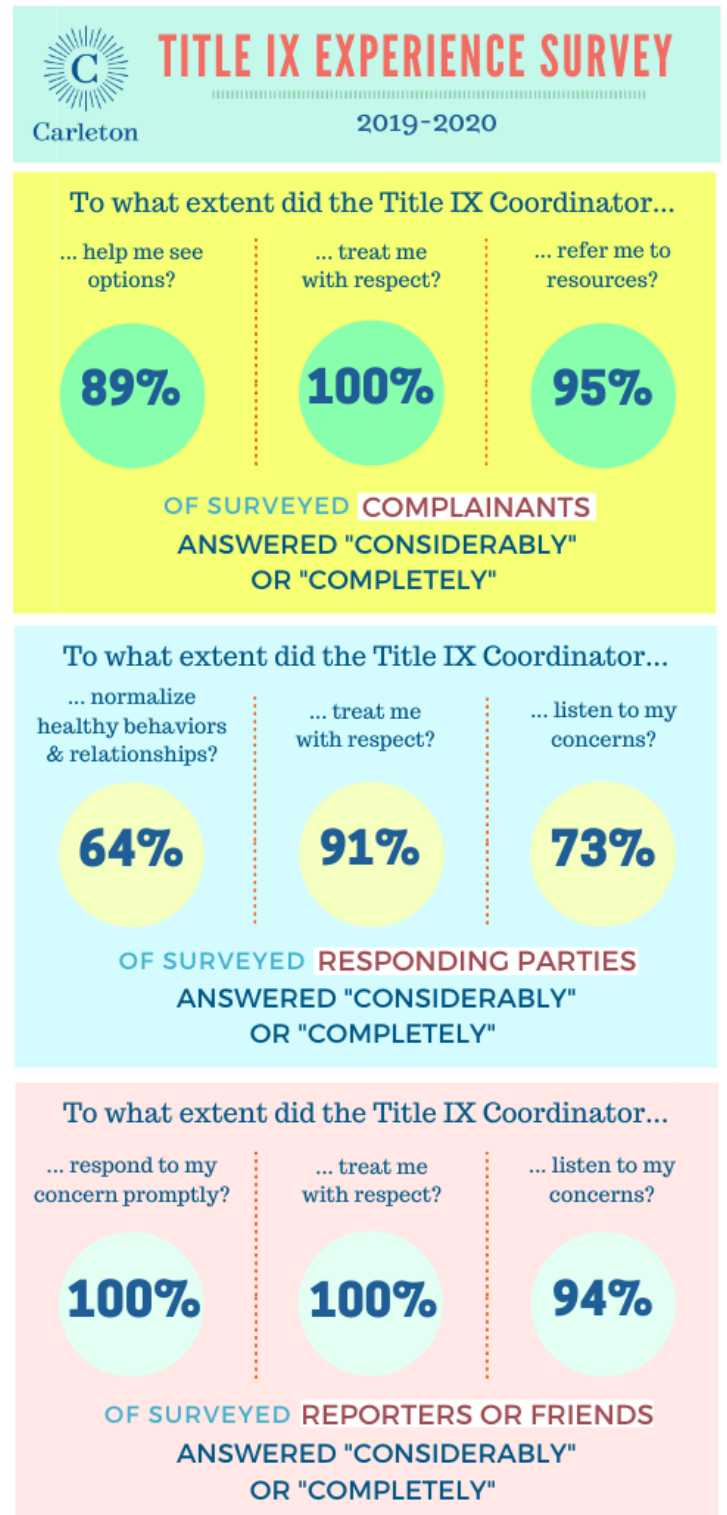
"Laura was very kind and supportive during the time that we met and emailed together and helped me see the steps that I needed to take to move past a rough time."

"I felt validated."

"I was very content with how clear the policy and process was to me. I deeply appreciated everything."

"Laura just seems like a very caring person. She has always made me feel at ease and listened to."

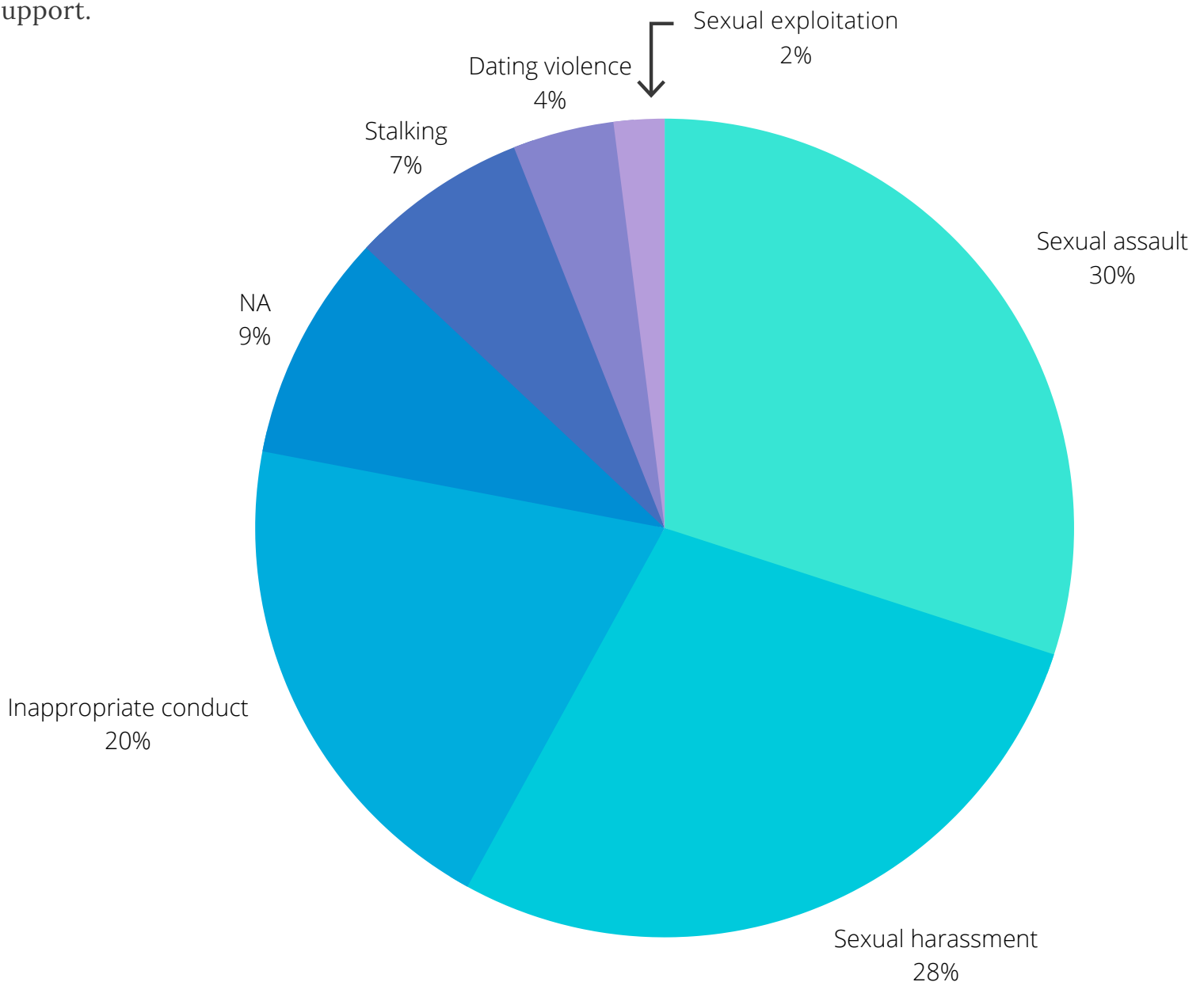
"Laura has a way of making you feel like you matter. Signing emails with 'keeping a good thought for you this week,' and stuff like that contributed to my interest in participating in a process of change."



Questions? Contact titleix@carleton.edu

SEXUAL MISCONDUCT REPORTS BY TYPE

Below is a chart of the 54 reports 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.



TITLE IX TRAINING: STUDENTS, FACULTY & STAFF

Informing community members and leaders about sexual misconduct policies, procedures, and support resources helps to 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.

- **Peer Leaders and key student groups:** Resident Assistants, New Student Week Leaders, Student Wellness Advocates, Gender and Sexuality Center Associates, Chaplains Associates, Academic Support Center and other Tutors, Career Center Associates, Center for Community and Civic Engagement Fellows, Admissions Fellows, CAASHA, Carleton Student Association (CSA), and other student organizations by request.
- **Employees:** new staff, new faculty, language associates, and departments by request.
- **Appeal adjudicators:** received training through TrainEd.
- **Community Board on Sexual Misconduct & Sexual Misconduct Support Advisers:** participated in comprehensive, trauma-informed training offered through Dolores Stafford & Associates as well as ongoing training throughout the year from the Title IX Coordinator and the Title IX Investigator and Advisor.

SEXUAL VIOLENCE PREVENTION

Prevention through education is a central component of Carleton's response to sexual misconduct. Many events on campus focused on preventing sexual misconduct and promoting healthy relationships. Highlights included the following:

- **#CarlTalk: Connections & Consent** - a New Student Week program presented to all incoming students in collaboration with the Gender & Sexuality Center. This presentation starts the conversation about exploring social and intimate interactions in safe and respectful ways.
- **"Let's Talk About..."** - SMPR virtually piloted a new, peer-led, discussion-based media literacy program in spring term. The purpose of this program is to increase student awareness of how the messages they are consuming--largely subconsciously--impact their behavior in intimate relationships. SMPR student workers facilitated sessions on the following topics: misogyny in the "Tiger King" docu-series, sexual stigma, and the intersection of masculinity and sexuality.

BY THE NUMBERS

- **99.6%** of incoming students completed Sexual Assault Prevention for Undergraduates (SAPU) online training
- Over **350** students, staff, and faculty received training on Title IX
- **26** students completed 6-hour Green Dot Bystander Intervention Training
- **120** students completed 1-hour Green Dot overview training
- **11** faculty & staff completed 3-hour Green Dot Bystander Intervention training
- **7** faculty & staff completed 1-hour Green Dot overview training

AT A GLANCE: FALL TERM 2019

Fall term focused heavily on training and education. The Title IX Coordinator provided training on Carleton's sexual misconduct policy and response to new faculty, staff, peer leaders, student organizations, and academic tutors. In partnership with Residential Life, the Sexual Violence Prevention Coordinator piloted a new program, **"Cookies & Consent,"** a workshop designed to increase students' knowledge of active consent and provide them with the opportunity to practice consent-based behaviors in a low-risk environment (i.e. decorating cookies).

In collaboration with Carleton's Office of Intercultural & International Life (OIIL), Physical Education, Athletics, and Recreation (PEAR), Gender and Sexuality Center (GSC), and Student Health and Counseling (SHAC), SMPR brought award-winning documentary filmmaker Byron Hurt to campus. Over 500 student-athletes attended Hurt's talk, **"Locker Room Talk or Toxic Masculinity?,"** as part of completing the prevention requirement of the NCAA Board of Governors Policy on Campus Sexual Violence.

SMPR provided customized workshops for a variety of student organizations. Trainings included bystander intervention, an overview of sexual violence prevention, and a workshop on supporting a friend who has experienced sexual misconduct.



AT A GLANCE: WINTER TERM 2020

During winter term, the Title IX Lead Team focused on **increasing outreach** to the Carleton community. Lead Team set the goal of increasing outreach to underrepresented students – specifically, students of color, first-generation students, and students who identify as LGBTQIA+ – with the aim of increasing reporting and support-seeking behaviors from these students. To better understand the barriers to support-seeking, members of Lead Team met with representatives from TRIO/Student Support Services, OIIL, the GSC, the POSSE Program, and Disability Services. Based on the feedback received in those meetings, Lead Team identified three immediate action items.

The first action item was creating an awareness campaign, “**9 things to know about Title IX**”, which addressed common misconceptions about Title IX. This campaign lasted throughout the term using social media and electronic signage in Sayles. The second action item was creating a **one-page handout** about Title IX support services for student-facing offices and PEAR. The third action item was to **share information with students** about sexual misconduct prevention and response in student spaces. The Title IX Coordinator and Sexual Violence Prevention Coordinator presented to TRIO peer leaders, to the Latin American Student Organization (LASO), and to POSSE students.

In addition to increasing outreach for response, SMPR also increased outreach for prevention. In collaboration with PEAR, SMPR established the **Sexual Violence Prevention Athlete Advisory Committee (SVPAAC)**, whose purpose is to provide student-athletes’ perspective and input pertaining to sexual violence prevention education, resources and training. This committee comprises 10-12 student-athletes with representatives from both club and varsity sports. During winter term, the student committee members surveyed over 270 student-athletes for their feedback on future sexual violence prevention initiatives.

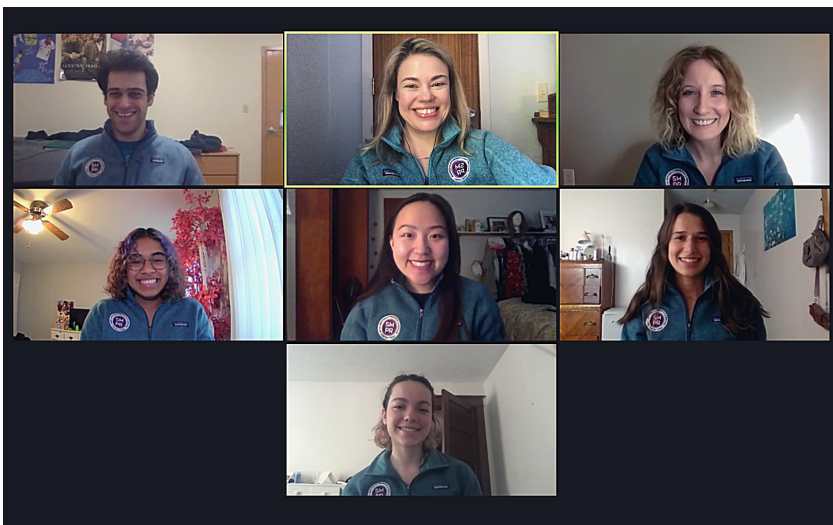


AT A GLANCE: SPRING TERM 2020

Spring term presented significant challenges in the forms of a pandemic and the publication of new Title IX regulations. As Carleton moved to a remote model for spring term, SMPR prioritized communicating Carleton's continued support for all campus community members who have experienced sexual misconduct by creating a new website hub dedicated to **SMPR's response to COVID-19**, including a video message and an FAQ. Additionally, SMPR updated the support services listed on their webpage to include more national resources that would direct students to their local resources if they were seeking support off-campus (see infographic on the following page).

SMPR adapted programming initiatives to a virtual format, shifting the **"9 Things to Know about Title IX"** campaign into a purely social media campaign and updating the content to answer students' questions related to accessing support services while being off-campus. Professional staff and student workers created new programming to address students' current realities, including the **media literacy program, "Let's talk about..."** This program was developed in response to students' increased consumption of media during social isolation, and increased awareness of harmful messages they are consuming, largely subconsciously, in the media and how these messages contribute to a culture that enables systemic sexual violence.

SMPR developed a number of **social media campaigns**, including "Point it Out," a media literacy campaign designed to specifically highlight examples of healthy relationships in media; "Star of the Week," which profiled Sexual Misconduct Support Advisers and the crucial work they do on campus; and interactive virtual bystander intervention scenarios.



On May 6 the **Department of Education released final Title IX regulations**. Campuses had to comply with the new laws by August 14, 2020. The Title IX Coordinator educated key campus stakeholders--including Community, Equity, Diversity, and Inclusion, Student Life Deans & Directors, and the Community Board for Sexual Misconduct --on these new requirements and questions for consideration.

We are here for you

Whether you are on-campus or off-campus, Carleton is here to support campus community members who have been impacted by sexual misconduct

Title IX Coordinator

full support services available
remotely during business
hours via email and Zoom

go.carleton.edu/ccf

lrhlem@carleton.edu

Community Concern Forms (CCF)

reports are reviewed by
staff daily

go.carleton.edu/ccf

SHAC (confidential resource)

Telehealth sessions
available for medical,
counseling, and psychiatry
care during business hours.
Visit the SHAC to make
an appt.

24/7 phone counseling:
855 - 705 - 2479

Chaplains (confidential resource)

Available to talk on the
phone, or via email

507-222-4003

carleton.edu/chaplain

Security Services

available 24/7

507-222-4444

Off-Campus Resources

Your network of resources
goes well beyond campus.
There are many local &
national resources available
to you.

Check out the Sexual
Misconduct Prevention and
Response website for more
information.

go.carleton.edu/smpr

PROFESSIONAL DEVELOPMENT

The Title IX Lead Team participated in ongoing professional development and trainings related to sexual misconduct prevention and response. Here are Title IX Lead Team professional development highlights from the 2019-2020 academic year.

Trainings

- TrainED Annual Training for Advanced Title IX Coordinators and Deputy Coordinators
- TrainED Title IX Adjudicator training
- NCAA Convention Sexual Violence Prevention Education Workshop
- NCAA Title IX Update with Janet Judge
- Diversity Training with Anne Phibbs

Webinars

- Monthly Green Dot Technical Assistance
- "Identity, Power, and Sexual Citizenship: A Conversation with Jennifer Hirsch and Shamus Khan"
- "The Spectrum of Prevention: Risk Factors and People with Disabilities"
- "Don't Just Commit to Compliance, Commit to a Culture of Respect"
- "Title IX Update: Final Regulations"

Professional Groups

- Rice County SMART
- Minnesota Community-Level Prevention Action Collaboration
- Sexual Violence Prevention Network
- Women Leaders in College Sports
- Minnesota Private College Council Title IX Coordinators

Conferences

- Overcoming Racism: Dismantling White Supremacy - Its Power, Structures, & Culture (November 2019)
- Solving the Campus Sexual Assault and Dating Violence Puzzle (December 2019)
- Campus Prevention Network Summit (June 2020)

LOOKING FORWARD

As part of Carleton College's commitment to creating and maintaining a learning, living, and working environment free from all forms of sexual misconduct, the Title IX Lead Team has identified the following goals as priority areas for academic year 2020 - 2021.

Goals for the coming year:

- 1.** Fulfill prevention requirement of NCAA Board of Governors Policy on Campus Sexual Violence by offering varsity teams a choice of sexual violence prevention programming on variety of topics, including: bystander intervention, Title IX, and preventing sexual harassment.
- 2.** Educate campus community on new Title IX regulations and changes to Carleton's sexual misconduct policies and procedures.
- 3.** Continue intentional outreach to underrepresented student groups.
- 4.** Offer new violence prevention programming that focuses on consent, stalking, media literacy, and comprehensive sexuality.
- 5.** Continue to develop opportunities for peer-led student engagement in sexual violence prevention.