



Title IX Annual Report

FY2017 Academic Year

This report highlights Grinnell College's collective efforts to prevent and respond to sexual or gender-based prohibited conduct at Grinnell College in the academic year July 1, 2016–June 30, 2017 (FY 2017). Through the efforts of many individuals and groups across campus, Grinnell is building a safer, more respectful, and more responsive educational environment.

Title IX is a federal, nondiscrimination statute under the U.S. Department of Education, Office of Civil Rights. It 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. ... Sexual harassment can constitute discrimination prohibited by Title IX.

Title IX at Grinnell College

The Grinnell College Policy, Procedures, and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence prohibits sexual and gender-based harassment, sexual misconduct, intimate partner violence, and stalking (referred to collectively in the policy as “prohibited conduct”) against Grinnell College community members of any gender, gender identity, gender expression, or sexual orientation.

The College will promptly and equitably respond to reports of prohibited conduct to eliminate the harassment, prevent its recurrence, and remedy its effects on any individual, group, or the community. Title IX provides educational processes, remedies, and outcomes. Educational processes are different from criminal processes (those used by law enforcement). While the College will act using the educational lens of Title IX, complainants have the option to avail themselves of (and will be fully supported by the College to seek) the services of law enforcement.

This report presents five goals of the Title IX Office at Grinnell College:

1. Promote a culture of healthy relationships and sexual respect.
2. Reduce the incidence of sexual misconduct.
3. Maintain a trusted reporting and referral environment.
4. Respond in a trauma-informed, compassionate, fair, and prompt way to reports of sexual misconduct.
5. Communicate effectively with our campus community.

GOALS 1 AND 2: PROMOTE A CULTURE OF HEALTHY RELATIONSHIPS AND SEXUAL RESPECT, AND REDUCE THE INCIDENCE OF SEXUAL MISCONDUCT

The Title IX Office works with campus groups to promote a culture of healthy relationships and sexual respect in our community.

Grinnell College's approach to promoting sexual respect and preventing the spectrum of sexual misconduct focuses on multiple overlapping levels of intervention. Grinnell strives to use evidence-based strategies, when available, and Grinnell survey data to focus our prevention and response efforts.

Jen Jacobsen, assistant dean of students and Title IX deputy for prevention, has been a national contributor and deeply involved in the development of the American College Health Association's (ACHA) guidelines and forthcoming toolkit as well as the National College Athletic Association's Sexual Violence Prevention tool kit that are both mentioned below.

In pursuing the related goals of promoting sexual respect and reducing the incidence of sexual misconduct, we follow the evidence-based guidance of multiple professional offices and organizations, mentioned above and including:

- American College Health Association's (ACHA) guidelines and forthcoming tool kit, "Addressing Sexual and Relationship Violence on College and University Campuses" (2017)
- CALCASA Sexual Assault Prevention on U.S. College Campuses: A National Scan (2016); www.calcasa.org/resources/publications/
- Center for Changing our Campus Culture (formerly White House Task Force/Not Alone) (2014–2017); changingourcampus.org/publications/
- Basile, K.C., DeGue, S., Jones, K., Freire, K., Dills, J., Smith, S.G., Raiford, J.L. (2016). STOP SV: A Technical Package to Prevent Sexual Violence. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention; www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf; www.acha.org/documents/resources/guidelines/Addressing_Sexual_Violence.pdf
- NASPA "Culture of Respect: Core Blueprint" (2017); www.naspa.org/focus-areas/violence-prevention/culture-of-respect
- NCAA Sexual Violence Prevention: A Toolkit for a Safe and Healthy Campus Culture (2016) Grinnell College athletics department met or exceeded the recommendations in the NCAA resource Sexual Violence Prevention: An Athletics Tool Kit for a Healthy and Safe Culture (2016); www.ncaa.org/sites/default/files/SSI_Sexual-Violence-Prevention-Tool-Kit_20161117.pdf
- National Sexual Violence Resource Center (NSVRC); www.nsvrc.org
- Rape, Abuse, and Incest National Network (RAINN) Prevention Navigator; preventionnavigator.rainn.org

Outreach, Training, and Discussion Supported by Wellness and Prevention/ Title IX During the 2016–17 Academic Year:

- In the spring of 2016, several staff and students were trained in Our Whole Lives (OWL), a curriculum produced by the Unitarian Universalist Association that focuses on learning about healthy sexuality and relationships. We are using OWL to inform programming for students. Also in the past year, the Grinnell Advocates (student advocates) sponsored coffee talks where participants discussed healthy and unhealthy relationship dynamics.
- Grinnell implemented its second year of online training for all students using EverFi/Haven. In FY2017, 1,260 students took the online training program; this included 420 first-year students who took pre-matriculation training and then another training 45 days after matriculation. Second-, third-, and fourth-year students took the training in October and November 2016. This learning module educates and surveys students about their understanding of consent, healthy relationships, and how to report sexual assault at their school.
- New Student Orientation (NSO) programming included an all first-year community values session on sexual respect followed by small group discussion (led by community advisers and student athlete mentors). We also held a special session for incoming international students titled “Let’s Talk About Sex” to begin orientation to U.S. norms and terms. Eleven tutorial professors welcomed a facilitated discussion on sexual respect and harm reduction in their First-Year Tutorial courses.
- The Title IX Advisory Committee, comprised of students, staff, and faculty, met monthly to review Title IX activities and discuss the needs of the community and next steps to improve prevention and response.
- The Harm Reduction Committee, also comprised of students, staff, and faculty, met biweekly to discuss harm reductive strategies and policy proposals related to alcohol and other drugs.
- Last year, the Community Advisers and Student-Athlete Mentors participated in special training that included:
 - ❑ Being a responsible party for referring students to Title IX.
 - ❑ Supporting a victim/survivor who discloses.
 - ❑ Facilitating small-group discussions on sexual respect (and facilitate session at NSO), and alcohol and other drugs (and facilitate session at NSO).
 - ❑ Understanding Grinnell-specific expectancies and norms.
- We provided 90 copies of Heather Corinna’s book S.E.X: the all-you-need-to-know sexuality guide to get you through your teens and twenties to residence life coordinators, community advisers, community adviser mentors, student-athlete mentors, and Student Health Information Center for access by all students.
- The Student Athletes Leading Social Change (SALSC) group took a student leadership role in prevention and response awareness by: hosting a tabling event with pledges to prevent sexual misconduct; giving away wristbands and bag tags; hosting a SALSC Sexual Assault Awareness Walk on Nov. 19, 2016 (46 attendees);

offering an art gallery talk Nov. 21, 2016; and collaborating with the Grinnell Advocates on the Clothesline Project. Four student-athlete leaders were invited to present at the national conference NCAA Apple Institute Jan. 13–15, 2017, about Grinnell College's student-athlete–led sexual assault prevention efforts.

- New faculty and staff received active bystander training at New Faculty Orientation and in the periodic new employee training sessions. In addition, staff in administrative divisions received annual training. Several affinity groups also participated in active bystander sessions, including 20 athletic teams, the Grinnell Singers, and an Introduction to Psychology class.
- The Survey of Student Athlete Norms was conducted on Oct. 9–11, 2016, by James Page '17 and Lauren Hurley '18 (in collaboration with Jen Jacobsen) as principal investigators. The survey included new questions on sexual orientation and gender identity and had a 90.6 percent participation rate.
- We invited Don McPherson, an athlete-activist for engaging men in preventing violence against women, to meet with athletes, coaches, and Title IX deputies Nov. 28–30, 2016.
- The softball team and baseball team participated in focus groups to evaluate sexual violence prevention campaigns sponsored by Make Your Move! Missoula Coalition during spring break 2017.
- Jackson Katz, a national expert, author, and activist for engaging men in preventing violence against women, made an all-campus presentation titled “Man Enough?” and had campus meetings with student groups, staff, and Title IX deputies. The visit took place on April 13, 2017. This event was co-sponsored by sociology; gender, women's, and sexuality studies; athletics; student-athlete mentors; Wilson Program; and Title IX.
- On May 3, 2017, Chris Moser made a presentation to the campus community about the trans athlete experience. This event was co-sponsored by Queer Athletes and Allies, student-athlete mentors, athletics, Title IX, and other campus partners.
- Parental/family education prevention programming included handouts at New Student Orientation (NSO) and family weekend, online resources on the family website and family newsletter articles.
- Additional outreach included:
 - ❑ Student-driven implementation of harm-reductive and consent-promoting party advertising (posters/wristbands).
 - ❑ Trojan “Be Clear on Consent” poster campaign in Harris bathrooms and residence halls.
 - ❑ “10 Things to Distinguish Consent” poster campaign in residence halls.
 - ❑ Consent heart sticker campaign.

Next Steps:

- Develop peer educators for sexual respect/alcohol and other drug abuse prevention/active bystander sessions.
- Further develop the Our Whole Lives (OWL) programming.
- Administer the ACHA triannual health survey.
- Emily Howe '16, post-baccalaureate prevention and outreach coordinator, will facilitate post-New Student Orientation sessions on healthy relationships.
- Collaborate with campus groups to continue development of identity-specific resources.

GOAL 3: MAINTAIN A TRUSTED REPORTING AND REFERRAL ENVIRONMENT

Reports and Referrals

Grinnell’s approach to creating a trusted reporting environment has focused on lowering the barriers to referrals, increasing awareness of the options and resources available to complainants, underscoring the agency of the person who has experienced sexual misconduct, and training faculty, staff members, and student leaders about their responsibilities to refer to Title IX.

As mentioned above, in the 2016–17 academic year, 1,260 students completed Haven by Everfi. Over 80 percent of Grinnell students who completed the module affirmed that they knew how to report sexual assault at the school and were aware of the resources available to them.

During the FY2017 academic year, the Title IX office received 75 referrals that included a range of prohibited conduct: sexual and gender-based harassment, stalking, intimate partner abuse, sexual assault, sexual exploitation, and unwanted touching or communication. Of the 75 people to whom we reached out, 50 of them, or 67 percent, communicated with or asked for help from the Title IX coordinator or deputy for case management. Most of the services Title IX provides to students are interim remedies such as assistance in moving residence locations, suppressing directory information, working with professors to address extra needs of a student, connecting individuals with confidential resources, collaborating with supervisors, etc. Title IX will not divulge details of an incident, or whether the person is a respondent, witness, or complainant, when collaborating with other offices to arrange remedies and support individuals.

Academic Year	2014–15 (FY2015)	2015–16 (FY2016)	2016–17 (FY2017)
Referrals / Reports	52	74	75

Training “Responsible Parties”

“Responsible parties” include all faculty, staff, and many designated student leaders (community advisers, house coordinators, Student Government Association, peer educators, mentors, athletic team captains, Student Safety). Every faculty and staff member has a responsibility to refer to Title IX unless they are specifically designated as confidential. They receive required training each year with the Title IX coordinator on their referral responsibilities. As part of the training, they learn how to support someone coming forward, what contacting the Title IX office entails, how the Title IX coordinator or deputy for case management will reach out to the complainant, and the various resources and protective and remedial measures available through the Title IX Office and the strictly confidential resources available. They also learn that, except in rare cases of imminent danger to the community or a pattern of perpetration, the Title IX coordinator or deputy coordinator for case management (and the conduct process) will not move forward unless it is the wish of the complainant. In the 2016–17 year, the Title IX Office conducted more than 40 trainings with staff, faculty, and student leaders.

“Responsible parties” are required to refer to Title IX disclosures related to prohibited conduct. They are asked to complete three steps when a person shares with them information that may be Title IX-related:

- 1. Inquire about safety: Is emergency or immediate medical attention needed?
- 2. Offer to connect the person with confidential support and listen with compassion.
- 3. Refer the name to the Title IX coordinator or deputy coordinator for case management.

REFERRAL ROLES	NUMBER
Student Affairs Staff	25
Self	22
Student Leader	16
Faculty and Staff Members	5
Campus Safety	3
Anonymous	2
Chaplain's Office (confidential resource who refers only with permission)	2
Total	75

The Referral Sources for FY2017

To help with this effort and to aid in training the community, the Title IX Office has developed a widely distributed Title IX Resource Card and Reporting At-A-Glance handout. Both are also available at www.grinnell.edu/sexualrespect.

Our community works together to connect people to Title IX resources when the need arises. We believe that the number of referrals and self-reports are a positive indication that the community knows about and is accessing the available resources.

Title IX and the Clery Act

	Title IX	Clery
Definitions	Policy language of prohibited conduct	Criminal law definitions
Scope	All incidents whether domestic or international, on or off campus	On or near campus (property owned or controlled by the College and adjacent streets and sidewalks)
Referral/ Reporting Requirements for Staff/Faculty/ Students	“Responsible parties” (staff, faculty, and designated student leaders) are required to refer disclosures of prohibited conduct to Title IX	Campus Security Authorities (CSAs) are required to report Clery-reportable crimes to Campus Safety
Report Collection	Referrals of prohibited conduct are counted for the academic year (July 1–June 30); Clery reportable crimes are reported to Campus Safety	Must be “Clery reportable” crime reported during the calendar year (January 1– December 31)
Warnings/ Notices	Title IX Office consults with Campus Safety to determine whether a reported incident of sexual misconduct meets the threshold (serious and ongoing threat) for issuing a Timely Warning.	Campus Safety determines if a reported crime presents a serious or ongoing threat to the community and will issue a Timely Warning or Emergency Notification if determined necessary

Title IX and the Clery Act constitute separate and different institutional legal requirements in the reporting of, prevention, and response to sexual misconduct. In this section, we hope to clarify some of the differences between Clery reports and Title IX reports.

First, Title IX defines prohibited conduct in the college policy, while the Clery Annual Security Report (ASR) requires colleges to use criminal law definitions to categorize campus incidents. Second, while Title IX tracks and reports all referrals that involve a student (domestic and international), faculty, staff member, or visitor, Clery covers only incidents that occur within our Clery geography. The Clery geography includes on-campus properties, streets and sidewalks immediately adjacent to campus; and on property owned or controlled by the College. (Title IX provides anonymous data for all Clery-reportable crimes to the Campus Safety Office for inclusion in their crime reporting statistics.) Third, Title IX reports on referrals in an academic year and Clery reports on the calendar year. Because of these differences in the definitions used to categorize incidents, the geographical scope and the reporting time period, numbers in the two annual reports will not match. The Grinnell College Jeanne Clery Annual Security and Fire Safety Report can be found [here](#).

Fourth, under Title IX, “responsible parties” (staff, faculty, and designated student leaders) are required to report disclosures of prohibited conduct to Title IX. In addition to this requirement, anyone who is designated as a campus security authority (CSA) under Clery is also required to report this information to Campus Safety. While there is some overlap in persons considered to be “responsible employees” and campus security authorities, they are not necessarily the same.

One further area that can cause confusion regarding the differences between Title IX and Clery: emergency notifications and timely warnings. Part of the Clery Act focuses on an institution’s responsibility to alert the campus if there is a serious or ongoing threat to the community — students, faculty, and staff. These notifications and warnings are meant to promote safety, assist individuals in protecting themselves, alert the community to emergencies, and are issued by Campus Safety. Clery notifications and warnings are not meant to send general reports or notices about incidents; these can be found in the daily crime log. Therefore, when a referral to Title IX is made, a Clery notification or warning is only issued when there is a serious or ongoing threat to the health and safety of students and employees. This determination is made by Campus Safety in collaboration with the Title IX office.

Next Steps:

- Increase awareness of the benefits to reporting and decrease perceived barriers to both self-reporting and referrals to Title IX.
- Increase awareness of reporting options to 100 percent of students.
- Create an at-a-glance handout for Clery and Title IX to clarify the intersections and differences in legal requirements of these laws.
- Launch an online program for international students to acquaint them with U.S. language and culture around gender and sexual identity, concepts of consent, and Title IX.
- Expand training for students, staff, and faculty to prevent other forms of discrimination and promote discussions of implicit bias.

GOAL 4: RESPOND IN A TRAUMA-INFORMED, COMPASSIONATE, FAIR, AND PROMPT WAY TO ALL REPORTS OF SEXUAL ASSAULT

Response and Support

A person who has experienced sexual misconduct or harassment can choose to avail themselves of multiple resources, both on and off campus. No matter whom the person reaches out to or is referred by, the complainant will not be pressured to take any specific action. To protect the privacy of all parties, Title IX involves the smallest number of people necessary to provide protective and remedial measures. These measures and supports are available to anyone (complainants, respondents, and witnesses) who participates in a Title IX process and are available whether or not conduct is pursued. Only the Title IX coordinator, deputy for case management, and, on a need to know basis, the deputies for conduct are aware of any report or case information. When serving as support for a party, the deputy for confidential response is involved in a report or case.

There is a special category of resources that have statutory confidentiality, and as such will not reveal information without that person's permission (unless there is imminent danger to the person or community). Confidential resources for all students, faculty, and staff on campus include the CRSSJ, Ombuds office, and Student Health and Counseling Services (SHACS).

Grinnell Advocates (trained students) are a confidential resource available to students and are co-advised by the Title IX deputy for confidential response and support and staff from Crisis Intervention Services (CIS). This group of student-advocates supports Grinnell students in the following ways:

- The Grinnell Advocates program serves victim/survivors as peer advocates on campus. In a 30-hour training series, CIS helps advocates develop trauma-informed listening and first-response skills. CIS and the Center for Religion, Spirituality, and Social Justice co-supervise the advocates.
- Advocates take 48-hour call shifts. The advocates' phone number is available on stickers in each campus bathroom stall, on Title IX resource cards, by calling Campus Safety to request an advocate, and on www.grinnell.edu/sexualrespect. The advocates' line can be reached through voice and text.
- If a student who has experienced sexual assault chooses to go to the hospital, a Grinnell advocate will enlist the assistance of a professional advocate from CIS to support the student survivor.
- The Grinnell Advocates program promotes awareness and prevention through:
 - ❑ Poster campaigns to raise awareness about intimate partner violence.
 - ❑ Coffee talks to increase awareness and dialogue about intimate partner violence.
 - ❑ Student Engagement Dinners — for the past two years for student leaders from around campus, especially athletics and cultural groups — to enlist them in educating students in their groups and inviting them to engage in awareness and bystander training.

Off-campus partnerships are listed at the back of this report and include Crisis Intervention Services, Crisis Center and Women's Shelter, Monsoon, Transformative Healing (LGBTQIA support), LUNA (Latinas Unidas Por Un Nuevo Amanecer) Latino/a victim services, Amani African-American victim services, and other identity-specific organizations. These organizations provide confidential, trauma-informed counseling for those in need.

These resources will not divulge information or refer to Title IX without the permission of the individual because they are a designated confidential resource. Accessing confidential resources does not preclude a person from also accessing resources and options from the Title IX Office. Frequently, individuals use many resources.

Policy

Grinnell College Policy, Procedures, and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence describes in detail the expectations of the community, the responsibilities of the institution, reporting and resolution options, and resource options. It lists the following behaviors as prohibited conduct: sexual or gender-based harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, and retaliation. Grinnell College uses a preponderance of evidence standard in formal resolutions.

This policy also outlines Grinnell's commitment to treating all parties to a report of sexual misconduct with dignity and respect, from the maintenance of privacy to the availability of protective and remedial measures and appeals processes.

The policy is reviewed and updated annually. If the Department of Education, Office for Civil Rights, directs institutions to change their practices or policies, Grinnell will review and revise policy as required by law.

In FY2017, we created at-a-glance handouts to address frequently asked questions. We continue to build a set of these handouts as topics arise through the advisory committee or student requests. Currently, the handouts are posted on our Sexual Respect website and address information on Anonymous Reporting, Protective and Remedial Measures, OCR: Know Your Rights, Pregnancy and Parenting, Reporting/Referring, Retaliation, Sexual Misconduct Definitions, Student Conduct Process, and Role of the Title IX Coordinator.

Adjudication (On-Campus Conduct Process for Student Respondents)

External Investigator(s) and Adjudicator

In FY2016, the formal conduct process shifted significantly. The College moved to using outside investigators and a single, external adjudicator model. To investigate and adjudicate sexual misconduct cases, the College engages highly trained external parties who are well versed in the preponderance of evidence standard and will conduct their proceedings in a trauma-informed way that is fair to all parties .

The College finds that having an external party conduct investigations and adjudications helps to maintain privacy during this sensitive process. This shift was initiated in recognition of the challenges inherent to investigating sexual misconduct on a small, residential campus. This model allows the Title IX Office to concentrate on providing support and options to all parties and maintain impartial oversight of the

process. Per College policy, mediation is not utilized in cases of sexual violence. The College's policy allows all parties to have a support person (adviser) of their choice throughout the process.

Outcomes of Student Sexual Misconduct Cases FY2017 and a Recap of FY2016

Sarah Moschenross, dean of students, administers the conduct process when a formal resolution is chosen and the respondent is a student. The Title IX Office continues to provide support to the complainant(s), respondent(s), and witnesses throughout the formal process.

In FY2017, of the 75 referrals to Title IX, four cases went through the formal resolution and adjudication process. Of these four, there were six charges of prohibited conduct. Three of the six charges of prohibited conduct had findings of responsibility.

To recap the previous academic year and to provide comparison, in FY2016, of 74 referrals to Title IX, seven cases went through the formal resolution and adjudication process. Six of the 13 charges of prohibited conduct had findings of responsibility.

The number of cases adjudicated is too small to report the detailed outcomes and maintain the privacy of students involved in the cases. In the cases where there was a finding of responsibility for nonconsensual sexual intercourse or sexual contact, the outcomes were dismissal or suspension.

As mentioned earlier, many students who seek support for an incident of prohibited conduct do not want to pursue or participate in a formal resolution through the conduct process. It is always the burden of the College to decide whether or not to pursue formal resolution. In making that decision, the College attends to the wishes of the complainant in the context of campus and individual safety. We strive to make the investigation and adjudication process as straightforward, prompt, and thorough as possible for all students who choose to participate. Using a College adjudication process does not preclude a complainant from accessing the criminal justice system (and the reverse is also true).

The Title IX Office appointed an independent College office to conduct a qualitative analysis of the formal resolution cases completed from spring 2015 through spring 2017 (18 months). All parties of these cases (complainant, respondent, witnesses) were invited to participate but were not required to do so.

Next steps:

- Increase awareness of Grinnell's investigation and adjudication model.
- Increase student awareness of options and resources, particularly confidential and identity-specific support resources.
- Increase training for support persons (advisers, for both complainants and respondents) in the adjudication process.
- Continue to improve Title IX response to reports of sexual misconduct.

GOAL 5: COMMUNICATE EFFECTIVELY WITH OUR CAMPUS COMMUNITY

The most up-to-date policies and procedures, as well as information on prevention, resources, and survey data are available on the Grinnell College Sexual Respect website: www.grinnell.edu/sexualrespect

Campus Memos sent over the academic year

Campus updates are also periodically sent to the campus community.

Next steps:

- Administer the 2017–18 ACHA-NCHA-II survey.
- Roll out a new online program for international students.
- Analyze the 2016–17 campus climate survey.

Office for Civil Rights (OCR)

The College received a letter from the Department of Education, Office for Civil Rights, on July 28, 2017, informing us the Title IX complaint that was opened in July 2015 had been administratively closed. The notice stated: “OCR has determined that there are no systemic issues pending that warrant OCR continuing the investigation.” This, by no means, suggests our work is done nor is it a signal to stop any of our efforts in education, prevention, or response to sexual violence or misconduct. Rather, we will take this letter as encouragement about our efforts to date. In keeping with our commitment to these issues, we will continue to broaden our efforts to reduce the incidence of sexual misconduct while also expanding our work to address other forms of discrimination.

On Sept. 22, 2017, OCR rescinded the “2011 Dear Colleague” letter and the “2014 Questions and Answers” documents. Concurrently, OCR issued the “[2017 Dear Colleague](#)” letter and “[Questions and Answers on Campus Sexual Misconduct](#).”

While the Title IX Office welcomes critical feedback from all College community members, individuals can also contact the appropriate branch of the Office of Civil Rights (OCR) with complaints:

U.S. Department of Education
Citigroup Center
500 W. Madison St., Suite 1475
Chicago, IL 60661-4544

Telephone: 312-730-1560
Facsimile: 312-730-1576
Email: OCR.Chicago@ed.gov

Title IX Coordinator and Deputies

Grinnell has seven individuals whose jobs include Title IX work. Grinnell has 1.5 FTE (full-time equivalent) employees, between our Title IX coordinator, Angela Voos, and our Title IX deputy for case management, Bailey Asberry, devoted to oversight of cases, providing resources and options to students, faculty, and staff, and training the campus community in Title IX. In Jen Jacobsen, Grinnell has a full-time prevention expert who serves on nationally recognized task forces for the American College Health Association and the National Collegiate Athletic Association and has co-authored much of the guidance issued by these organizations to assist colleges and universities in their sexual violence prevention efforts. Sarah Moschenross, dean of students and Title IX deputy and senior official for student conduct, works closely with students who are involved in conduct cases while managing the adjudication process. Jeff Pedersen, Title IX deputy for athletics, works on programming that develops leadership in athletics to prevent sexual misconduct. Deanna Shorb, Title IX deputy for confidential response and support, plays central role in the training of Grinnell Advocates, providing confidential support to victim/survivors, respondents, and other individuals seeking confidential support, and has, for more than 15 years, tirelessly worked to raise awareness and support for victim/survivors. Mary Greiner is assistant vice president for human resources and serves as the senior official and Title IX deputy for staff conduct.



Angela Voos
Title IX Coordinator



Jeff Pederson '02
Assistant Professor of
Physical Education;
Head Football
Coach and Assistant
Track Coach; Deputy
Title IX Coordinator
for Athletics



**Sarah
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Conduct Process



**Bailey
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**Jen Jacobsen
'95**
Wellness Director;
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Mary Greiner
AVP Human
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Deputy Title IX
Coordinator
for Staff Conduct
Process



Deanna Shorb
Chaplain and
Dean of Religious
Life; Deputy Title
IX Coordinator
for Confidential
Response and
Support

Respectfully submitted with gratitude to the deputies and the many, many individuals who are working together to make Grinnell a safer community.

A handwritten signature in blue ink that reads "Angela Voos".

Angela Voos

Title IX Coordinator, Chief of Staff, Vice President for Strategic Planning



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