



FY2018 TITLE IX ANNUAL REPORT

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Title IX Annual Report

Fiscal Year 2018

This annual 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, 2017–June 30, 2018 (also FY 2018). Through the efforts of many individuals, groups across campus, and the broader community, Grinnell is building a safer, more respectful, responsive, and inclusive educational and working 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 assault, intimate partner abuse, domestic violence, dating 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 respond promptly and equitably 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, at its root, is about maintaining a person's access to his or her educational and workplace opportunities by providing supportive measures, resources, and options. At Grinnell College, the Title IX coordinator is responsible for the oversight of institutional compliance with Title IX. There are six deputy Title IX coordinators with respective areas of specialty in prevention, conduct, athletics, and confidential response and support. Any conduct-related process pursued under Title IX is an educational process and is separate from the criminal process, which is also available.

This report presents the five ongoing goals of the Title IX office at Grinnell College throughout the academic year/FY2018 (July 1, 2017–June 30, 2018):

1. Promote a culture of healthy relationships and sexual respect.
2. Reduce the incidence of prohibited conduct.
3. Maintain a trusted reporting and referral environment.
4. Respond in a trauma-informed, fair, and prompt way to reports of prohibited conduct.
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) tool kit, "Addressing Sexual and Relationship Violence: A Trauma-Informed Approach," as well as the National College Athletic Association's "Sexual Violence Prevention" tool kit (more information below). She also serves on the advisory board of the National Association of Student Personnel Administrators' (NASPA) Culture of Respect initiative (linked 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) tool kit, "Addressing Sexual and Relationship Violence on College and University Campuses: A Trauma-Informed Approach" (2018)
- CALCASA "Sexual Assault Prevention on U.S. College Campuses: A National Scan" (2016)

www.calcasa.org/resources/publications/

- Center for Changing Our Campus Culture, "Not Alone: First Report of the White House Task Force to Protect Students from Sexual Assault" (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," National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf

- American College Health Association's (ACHA) guidelines, "Addressing Sexual and Relationship Violence on College and University Campuses"

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: An Athletics Tool Kit for a Safe and Healthy Campus Culture" (2016) — Grinnell College athletics department met or exceeded the recommendations in the NCAA tool kit.

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 & Incest National Network (RAINN) Prevention Navigator preventionnavigator.rainn.org/

Outreach, training, and discussion supported by Wellness and Prevention/Title IX during the 2017–18 academic year:



- **Major themes:**
 - Everyday consent
 - Sober sex
 - Healthy relationships skills
- **Sober sex campaign:** Efforts to promote accurate social norms about both attitudes towards and behavior regarding sober sex were successful!
 - Trends with data points from 2013, 2015, and 2018 show a statistically significant increase in students who self-reported having oral, anal, or vaginal sex in the past 30 days who also self-reported being sober for 75 percent or more of their sexual encounters, from 53.8 percent in 2013 to 70.6 percent in 2018.
 - Additionally, the percentage of students who self-reported having sex in the past 30 days who self-reported never being sober for sex decreased significantly, from 23.8 percent in 2013 to 7.8 percent in 2018. This decreases risks associated with having sex while intoxicated.
 - Social norms perceptions related to preference for sober sex got significantly more accurate from 2015 to 2018. While the percentage of students self-reporting they preferred to be intoxicated if they were going to have sexual contact with someone else held relatively steady (13.9 percent in 2015 and 11.4 percent in 2018), the percentage of students who reported that they thought the typical Grinnell student preferred to be intoxicated if they were going to have sexual contact with someone else decreased by almost half, from 50.6 percent in 2015 to 24.2 percent in 2018. By becoming more accurate in their perceptions, students become more empowered to have the kind of sex they want to have and also be more aware of dynamics that would benefit from active bystanders checking in.
 - 2013 and 2015 data comes from the Sexual Climate Survey conducted by Chris Ralston's MAP teams. 2018 data is from ACHA-NCHA survey.
- Wellness and Prevention provided a coordinated, evidence-based, inclusive curriculum to reach first-years three–nine times between Aug.1, 2017, and fall break.
- Wellness and Prevention implemented the third year of **online training** for all students using EverFi/Haven. In academic year 2018, 461 incoming students took the pre-matriculation online training program, and 435 followed up with a brief online check-in 45 days after matriculation. This learning module educates and

surveys students about their understanding of consent, healthy relationships, and how to report sexual assault at their school, as well as what campus-specific resources are available.

- **New Student Orientation (NSO)** programming included an all-first-year community values session on sexual respect followed by small group discussions led by community advisers (CAs) and student-athlete mentors (SAMs). We also held a special session, titled “Let’s Talk About Sex,” for incoming international students (IPOP) to begin orientation to U.S. norms and terms. Key student takeaways from NSO were that there are a lot of resources at the College and that consent is an important part of our campus culture.
- International students also participated in the **Student Success** online training program that is specifically developed for the needs of international students.
- Eleven **tutorials** welcomed Jen Jacobsen to lead a facilitated discussion on sexual respect and harm reduction in their First-Year Tutorial courses. Eleven additional tutorial classes participated in the **First-Year Experience (FYE)** pilot, which included a session on healthy and unhealthy relationships.
- Wellness and Prevention partnered with the Office of Admission to provide three **overnight host training sessions**, engaging 150-plus first-year students in discussing campus norms related to sex and a discussion of power dynamics related to sexual relationships.
- Emily Howe ’16, post-bac for sexual respect and harm reduction, conducted 27 **NSO small-group sexual respect follow-up sessions** over the course of fall semester (some with the assistance of peer educators), reaching 335 first-year students. These workshops provided students space to reflect back on the NSO sexual respect session and build upon their knowledge of consent, communication, and sexual respect. Students left the sessions knowing specific actions they could take to contribute to sexual respect on campus and with improved communication skills.
- **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 reduction strategies and policy proposals related to alcohol and other drugs. Related outreach included student-driven implementation of harm-reduction and consent-promoting party advertising (posters/wristbands).
- **Community Advisers and Student-Athlete Mentors** participated in additional training that included:
 - Being a responsible party for referring students to Title IX.
 - Supporting a victim/survivor who discloses.

- Facilitating sexual-respect small group discussions (and facilitated a session at NSO), and alcohol and other drugs discussions (and facilitated a session at NSO).
- Understanding Grinnell-specific expectations and norms.
- Title IX and Wellness provided 90 copies of Heather Corinna's book ***S.E.X.: The All-You-Need-to-Know Guide to Sexuality Through your Teens and Twenties*** to residence life coordinators, community advisers, community-adviser mentors, student athlete mentors, and the Student Health Information Center for access by all students.
- SAMs and Grinnell Advocates co-sponsored a viewing of the movie ***Together*** and a discussion with filmmaker Ali Ragan, with nearly 60 students, staff, and faculty attending. Other groups viewed the movie and participated in facilitated discussions over the course of the year.
- The **Student-Athletes Leading Social Change (SALSC)** group took a student leadership role in prevention and response awareness and hosted the second annual SALSC Sexual Assault Awareness Walk in November (51 attendees, five speakers). It also utilized some of the prevention commitment resources produced after the *Together* movie viewing.
- 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 full active bystander sessions, including 21 athletic teams and All Campus Events Student Safety (ACCESS).
- The **Survey of Student Athlete Norms** was conducted by Lauren Hurley '18 and Noah Jacobson '20 (in collaboration with Jen Jacobsen) as principal investigators in Oct. 9–11, 2017. The survey included questions on sexual orientation and gender identity and had a 90.6 percent participation rate.
- **Parental/family education** prevention programming included handouts at New Student Orientation and family weekend, online resources on the family website, and family newsletter articles.



STUDENTS TABLETING
FOR SEX WEEK,
FEBRUARY 2018.

- Wellness and Prevention supported **new collaborations** with campus areas such as participation in pre-travel workshops (for both course-embedded travel and off-campus study) for the Institute for Global Engagement (IGE) and Development and Alumni Relations (DAR).
- **Sex Week:** Wellness and Prevention coordinated the first Sex Week in support of STI testing from Student Health and Counseling Services (SHACS)

with the theme “Sexual Health is Sexual Respect.” Actively participating student groups included the Student Government Association, peer educators, Chemistry Student Educational Policy Committee (SEPC), Sexual Health Information Center (SHIC), International Student Organization (ISO), Monsoon, PubQuiz, residence life, Stonewall Resource Center, and Grinnell Advocates (as well as community members Isabel Cooke ’16 and Angela Onwuachi-Willig ’94). Programs throughout the week were created and marketed to engage various and diverse populations.

- **Elemental:** Six Grinnell College staff members representing four campus departments obtained certification in the Elemental program, which involved 20 hours of online and in-person training. Elemental is an evidence-based, sexual assault protection program that teaches students individual-level skills. Staff piloted Elemental in three summer sessions attended by a diverse group of 25 invited students and collected feedback for “Grinnellifying” the program (with the authors’ permission) for launch in spring 2019.
- **2017 Heartland Campus Safety Summit:** A team of students and staff from Grinnell College attended this regional summit for the fifth consecutive year.

Next Steps:

- Collaborate with campus groups to continue development of identity-specific resources.
- In fall 2018, train student leaders in Our Whole Lives (OWLs) 10th–12th grade curriculum produced by the Unitarian Universalist Association, which focuses on learning about healthy sexuality and relationships.
- Offer PHY100-53 Sex and Relationships as a one-credit course in fall 2018.
- Train faculty in academic departmental meetings in AY2019.
- Institutionalize coordinated, evidence-based, inclusive first-year sexual respect curriculum (three–nine interventions from Aug. 1 to fall break).
- Institutionalize coordinated annual sex-week programming.
- Engage fully with ACHA’s tool kit “Addressing Sexual and Relationship Violence on College and University Campuses: A Trauma-Informed Approach” (2018).
- Offer Elemental training to students in spring 2019.

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 and respondents; underscoring the agency of the person who

has experienced prohibited conduct; and training faculty, staff, and student leaders about their responsibilities to refer to Title IX.

During the 2017–18 academic year, the Title IX office received 75 referrals that included a range of prohibited conduct, including: 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, 52 (or 69 percent) communicated with or asked for help from the Title IX coordinator or deputy for case management. The majority of the work done by the Title IX office is in protective and remedial measures, which are discussed in more detail under Goal 4. Title IX does 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. Below is a chart of referrals for the past four academic years.

ACADEMIC YEAR	2014–15 (FY2015)	2015–16 (FY2016)	2016–17 (FY2017)	2017–18 (FY2018)
REFERRALS/REPORTS	52	74	75	75

Scope of Title IX

The scope of Title IX at Grinnell College is very broad and addresses prohibited conduct perpetrated by or against all members of the Grinnell College community. The scope includes all students (domestic and international), staff, faculty, volunteers, independent contractors, and visitors, including any individuals regularly or temporarily employed, studying, living, visiting, conducting business, or having any official capacity at Grinnell College. It also applies to community members of any gender, gender identity, gender expression, or sexual orientation. The scope of Title IX at Grinnell also includes conduct occurring on campus or in the context of any College program or activity, regardless of where it occurs.

Training “Responsible Employees”

“Responsible employees” include all faculty, staff, and designated student leaders (community advisers, house coordinators, the Student Government Association, peer educators, mentors, athletic team captains, student safety, etc.). These individuals have a responsibility to refer to Title IX unless information is specifically designated as confidential. These individuals receive a 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.
- The scope of Title IX.
- The intersection of Title IX and Title VII.
- About resources and protective and remedial measures available and strictly confidential resources available.

In the 2017–18 year, the Title IX office conducted more than 45 trainings with staff, faculty, and student leaders.

As mentioned above, responsible employees 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 by phone, email, or by reporting anonymously on EthicsPoint.

When the Title IX office receives a referral, it will work with the referring party and will send an email titled “reaching out” to the complainant. The referring party (if not the complainant) can work with the complainant on when Title IX reaches out. Responsible employees are trained to listen with compassion and let the complainant know that they are not obligated to respond to a reach-out from Title IX, but the responsible employee needs to share the disclosure with Title IX. At the very least, the College wants to make sure that a person who may have experienced a form of prohibited conduct has access to the available resources and options.

Referral Sources for FY2018

To provide a person with immediate access to contact information for resources and to aid in training the community, the Title IX office developed a widely distributed Title IX Resource Card in 2013, which was recently reorganized by resource type for easier reading.

REFERRAL ROLES	NUMBER
Student Affairs/Academic Affairs Staff	28
Student Reporter (Designated Student Leaders)	15
Self	15
Faculty and Staff Members	7
Athletics	3
Chaplain's Office (confidential resource who refers only with permission)	3
Campus Safety and Security	2
SHACS	1
Anonymous	1
TOTAL	75

Reaching Out Email

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 is aware of and accessing the available resources.

NCAA Attestation Form

In the first year it was required by the NCAA Board of Governors, Grinnell College successfully submitted the NCAA attestation form signed by the college president, athletic director, and Title IX coordinator attesting to and demonstrating how the College meets all three policy requirements set forth by the NCAA.

1. The athletics department is fully knowledgeable about, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence.
2. The institutional policies and processes regarding sexual violence prevention and adjudication and the name and contact information for the campus Title IX coordinator are readily available within the department of athletics and are provided to student-athletes.
3. All student-athletes, coaches, and staff have been educated on sexual violence prevention, intervention, and response, to the extent allowable by state law and collective bargaining agreements.

Hi (NAME),

I am reaching out to you from the Title IX office. I heard that you might need some help with resources and options. The role of Title IX is to connect people who may have experienced some form of sexual misconduct to available resources and options. I am reaching out to you to let you know what I am here to help you and that there are resources that are strictly confidential that you can speak with.

Below I list a number of resources that are available to you. I am also attaching our resource card, which has more information.

I want you to know how important your well-being is. Would you like to meet to talk about the support we can give you? You can bring a friend, family member, staff person, or any other support person if you would like. There is no requirement to respond or meet back with me. You can utilize many of the resources below without talking to Title IX. I stand ready to help you either way.

If you would like to meet or talk by phone, let me know what time and I will arrange the schedule to meet your needs. Meeting with me doesn't mean you want to do anything, it allows you to hear all the options we have to support you.

TITLE IX RESOURCES

Safety and Security Resources
Grinnell Police (24 hrs), 911 or [641-236-2670](tel:641-236-2670)
Campus Safety and Security (1432 East St.) (24 hrs) [641-269-4600](tel:641-269-4600)

On-Campus Confidential Resources
Grinnell Advocates (student victim advocates) [641-260-1615](tel:641-260-1615)
Student Health and Counseling Services [641-269-3230](tel:641-269-3230)
Grinnell College Ombuds [641-269-3399](tel:641-269-3399)
Campus Chaplains/Rabbi (CRSS) Deanna Shorb/Rob Cabelli [641-269-4981](tel:641-269-4981)

On-Campus Resources
Title IX Coordinator (Nolan House) Angela Voss [641-269-4999](tel:641-269-4999)
Dean of Students (BRC) Sarah Moschese [641-269-3714](tel:641-269-3714)
Assistant Vice President for Human Resources (OGP) Mary Greiner [641-269-4910](tel:641-269-4910)
EthicsPoint Anonymous Reporting [855-667-1753](tel:855-667-1753) grinnell.edu/ethicspoint
Grinnell College Sexual Respect Website, www.grinnell.edu/sexualrespect

Other Confidential Resources
Grinnell Regional Medical Center | 210 4th Ave, Grinnell | (24 hrs) [641-236-2380](tel:641-236-2380)
Amani (African American victim support) [319-804-0741](tel:319-804-0741)
ARC (LGBTQ Affirmation and Resources) Chat
Crisis Intervention Services (24 hrs) [800-270-1620](tel:800-270-1620)

Crisis Center for Intimate Partner Violence/Abuse and Stalking (24 hrs) [800-464-6340](tel:800-464-6340)
LUNA, Latino/a Resources [515-271-5060](tel:515-271-5060)
Meskwaki Victim Services (24 hrs) [855-940-7363](tel:855-940-7363)
Monsoon United Asian Women of Iowa (Asian and Pacific Islander) (24 hrs) [515-288-9591](tel:515-288-9591)
Nissa African Immigrant support (24 hrs) [1-866-891-4641](tel:1-866-891-4641)
Transformative Healing (LGBTQIA) [515-950-8001](tel:515-950-8001)

Confidential Helpline Resources
National Resource Center on Domestic Violence Helpline [800-799-SAFE](tel:800-799-SAFE)
National Sexual Assault Helpline [800-656-HOPE](tel:800-656-HOPE)

Local Resources
Iowa Coalition Against Sexual Assault [515-244-7424](tel:515-244-7424), <http://www.iowacoalition.org/>
Iowa Public Defender [515-242-6159](tel:515-242-6159), <https://mpd.iowa.gov/about-us/offices/locations>



STUDENT ATHLETES LEADING SOCIAL CHANGE (SALSC) LEADING A SEXUAL ASSAULT AWARENESS WALK, NOVEMBER 2017.

Title IX Resource Card

Resources and Policies for Faculty, Staff, and Students

Prohibited Conduct:

- Sexual and Gender-Based Harassment
- Sexual Assault
- Domestic Violence and Dating Violence
- Intimate Partner Abuse
- Stalking

For more information:
www.grinnell.edu/sexualrespect

If Someone Tells You They Have Experienced Prohibited Conduct

What to Do

- The person's health and safety should be your primary concern. If the person's safety is of concern, contact Campus Safety at 641-269-4600 or call 911.
- If someone tells you that they have experienced prohibited conduct including: sexual and gender-based harassment, sexual assault, domestic violence, dating violence, intimate partner abuse, or stalking, first offer them support and confidential resources. Listen to them and encourage them to seek help and counseling.
- Report the incident to Title IX in accordance with the policy on the back of this card. If there is any question about how to proceed after a conversation with someone who has experienced misconduct, consult with the Title IX coordinator, 641-269-4999 or titleix@grinnell.edu. Tear this card at the perforation. Keep this half of the card for your information, and provide the other half to the person who has experienced misconduct.

If You Have Experienced Prohibited Conduct

What to Know

- You set the pace.
- You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.
- There are many resources available to help you, both at the College and in the community (see reverse side).
- You have a right to a support person of your choice.
- It is your choice whether to name the other person(s).
- Your information will be kept private and only shared with those who "need to know."
- We want to take care of you and keep you safe and make sure that others in the community are safe.
- When there is imminent danger to you or the community, we must take action.
- Supporting you is a top priority.
- Prohibited conduct includes sexual and gender-based harassment, sexual assault, domestic violence, dating violence, intimate partner abuse, and stalking.

What to Do

- Consider the following immediate actions (see reverse side for contact information):
- Contact Campus Safety or law enforcement.
 - Seek medical attention.
 - Student Health and Counseling Services
 - Grinnell Regional Medical Center (ER)
 - Contact a trained, experienced counselor or confidential resources.
 - Talk with the Title IX Coordinator.
 - Contact parents, relatives or close friends for support.
 - Preserve physical evidence in a paper bag in case you choose to pursue charges. Evidence might include physical items (clothing, bedding, letters, etc.) or electronic information (photos, emails, text messages, etc.).
 - Submit an anonymous report on Ethicpoint.

If You Have Experienced Sexual Assault, Violence, Abuse, Harassment, or Discrimination

Safety Resources

Grinnell Police (24 hrs) 911 or 641-236-2670
Campus Safety (24 hrs) (On Campus - 1432 East St.) 641-269-4600

Confidential Medical Resources

Grinnell Regional Medical Center (210 Fourth Ave., ER) (24 hrs) 641-236-2380

Student Health and Counseling Services (On Campus in Forum) 641-269-3230

On Campus Confidential Resources

Campus Chaplain/Rabbi (CRS&J) Deanna Shon/Rob Caselli, 641-269-4961 (24 hrs via campus safety) (24 hrs, text or call)

Grinnell Advocate (students) 641-260-1615 (24 hrs, text or call)

Ombuds (JRC) Cheryle Utkoza, 641-269-9399

Student Health and Counseling Services (Forum) 641-269-3230

Title IX Resources

Title IX Coordinator (Nollen House) Angela Voss, 641-269-4999, titelx@grinnell.edu
Department of Education Office for Civil Rights Region V Office, 500 W. Madison St., Suite 1475, Chicago, IL 60661 Phone: 312-730-1500
Email: OCR.Chicago@ed.gov

Anonymous Reporting: 855-667-1753, grinnell.ethicpoint.com

General and Identity-Specific Confidential Resources

Crisis Intervention Services (ocis) (24 hrs) 800-270-1620
Intimate Partner Violence and Stalking (24 hrs) 800-456-5040

Employee and Family Resources (24 hrs) 800-327-4652, www.efs.org/employees-resources/

Amani Community Services (African American victim support) (24 hrs) 888-983-2833

L.L.N.A. Latino Resources (24 hrs) 800-942-0333

Mosoon United Asian Women of Iowa (24 hrs) 866-981-4641

Transformative Healing (LGBTQIA) 319-309-9430

Deaf Issues Against Abuse (24 hrs) 319-531-7715, Text ONLY: 515-661-4015

Legal Resources

Iowa Coalition Against Sexual Assault, 515-244-7424
Iowa Coalition Against Domestic Violence, 1-800-715-1600 or "TEXT" to 679 to 20121

Additional Campus Resources

Dean of the College (Nollen House) Mike Latham, 641-269-3100

Assistant Vice President of Human Resources (Old Glove Faculty) Mary Greiner, 641-269-4818

Dean of Students (Joe Rosenfield Center 310-42) Sarah Moscherosh, 641-269-3713
Chief Diversity Officer (Nollen House) Lakesia Johnson, 641-269-3102

If Someone Tells You They Have Experienced Prohibited Conduct

Who Needs to Report?

All College employees, including students in leadership positions, are required to report to a College resource:

Campus Safety, 641-269-4600
Title IX Coordinator, Angela Voss, 641-269-4999
Dean of Students, Sarah Moscherosh, 641-269-3713
Dean of the College, Michael Latham, 641-269-3100
AVP of Human Resources, Mary Greiner, 641-269-4818

The only exceptions are those few employees who are confidential (i.e., health services, counseling, clergy, sexual assault advocates, ombuds). If you have questions about whether to report, please call the Title IX coordinator.

Why Do I Need to Report?

- To ensure that the complainant has access to all of the available resources.
- To help identify individuals displaying patterns of behavior.
- To identify and address any trends or systemic problems.
- To keep our campus safe.

What to Say

- There are many resources available to help you, both at the College and in the community. Some resources are strictly confidential.
- I am required to connect you to the Title IX Coordinator who will reach out to you to help you take care of your own personal safety and your physical and emotional well-being, direct you to resources, and explain your options if you want the College to take action.
- The Title IX Coordinator will keep your information private and will only share it with those who "need to know." You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.
- Nonretaliation Policy
It is a violation of College policy to retaliate in any way against a student or employee because they raised allegations or were accused of a form of prohibited conduct.

Title IX and Clergy

The section above describes the reporting responsibilities of responsible employees under Title IX at the College. The Jeanne Clery Act has similar reporting requirements of individuals on campus designated as campus security authorities (CSAs). The Clery Act requires CSAs to report crime statistics (including statistics on sexual assault, dating violence, domestic violence, and stalking) within our Clery geography (owned or reasonably controlled property of the College) to the Campus Safety Office. Some staff, faculty, and student leaders are both responsible employees and campus security authorities. The Campus Safety Office oversees Clery compliance.

The Title IX office works with campus safety to make sure any Clery reportable crime under Title IX is reported to campus safety in a timely manner. The Title IX office only shares the necessary information (date, time, location, and allegation) needed for Clery reporting. The Campus Safety Office determines whether a timely warning or emergency notification to campus is necessary based on the information reported. These statistics go into the "Annual Security Report," which is available at www.grinnell.edu/about/offices-services/safety/annual-reports.

Next Steps:

- Increase awareness of the benefits of reporting and decrease perceived barriers to both self-reporting and referrals to Title IX.
- Increase awareness of supportive measures available to a responsible employee.
- Increase awareness of reporting options to 100 percent of students, staff, and faculty.
- Clarify that Title IX is not synonymous with the conduct process — a person does not have to pursue conduct to access protective and remedial measures and support.
- Increase awareness of anonymous reporting option, EthicsPoint.
- Increase training opportunities with faculty.
- Increase training opportunities with students planning to study abroad.
- Continue to expand training and programming 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

Those who have experienced sexual misconduct or harassment can choose to avail themselves of multiple resources, both on and off campus. No matter whom a person reaches out to or is referred by, the complainant will not be required or 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. As mentioned earlier in this report, the majority of work done by the Title IX office is in implementing protective and remedial measures which are available whether or not a complainant pursues a formal conduct process. These measures include, but are not limited to:

Protective Measures

- Facilitating a meeting with law enforcement to discuss safety planning and law enforcement options.
- Limiting an individual or organization's access to certain College facilities or activities pending resolution of the matter.
- Placing an interim restriction on residence hall access pending the outcome of a conduct proceeding.
- Placing an interim suspension, ban, or paid/unpaid leave pending the outcome of a conduct proceeding.
- Providing a safety escort between classes, work, and other activities.
- Issuing a campus no-contact order or no-trespass order
- Assisting in obtaining a civil protection order

Remedial Measures

- Coordinating access to medical and counseling services and assistance in setting up an initial appointment, both on and off campus.
- Coordinating rescheduling of exams and assignments.
- Coordinating alternative course-completion options.
- Coordinating a change in class schedule or transferring sections, including the ability to drop a course without penalty.
- Connecting to academic support services, such as tutoring.
- Suppressing directory information.
- Changing work schedule, job assignment, and office/work space.
- Making a change in student's College-owned residence.
- Assisting navigating off-campus housing concerns.
- Assisting in completing residence relocation.
- Assisting in resolving concerns about immigration status, visas, or financial aid.
- Providing a voluntary leave of absence.
- Providing any other remedy which can be tailored to the involved individuals to achieve the goals of this policy.

These measures and supports are available to anyone (complainants, respondents, witnesses, reporting parties) who participates in a Title IX process and are available whether or not conduct is pursued. The Title IX office will collaborate with other campus entities as necessary, without divulging any details, to implement protective and remedial measure for students, staff, and faculty.

The Title IX office has also developed many helpful policy related handouts, which are available at www.grinnell.edu/sexualrespect.

Confidential Support

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 **Center for Religion, Spirituality, and Social Justice (CRSSJ)**, **Ombuds Office**, and **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 CRSSJ 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 can accompany the victim-survivor and 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 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.
- Advocates also collaborate with campus professionals and other student groups to provide assistance for those who could be triggered at campus conversations, lectures, and cultural or awareness events.
- This year, advocates have attended multicultural group meetings as invited guests seeking to have conversations about how to better serve the group members and to promote becoming advocates to their membership.

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 Community Services for African-American victims, 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 designated confidential resources. 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 prohibited conduct with dignity and respect, from the maintenance of privacy to the availability of protective and remedial measures, resources, and options in line with federal and state laws and our core institutional values.

The Title IX office has created several policy-related handouts to assist a person in navigating policy-related questions without having to look through the entire policy. These handouts that are available at www.grinnell.edu/campus-life/sexual-respect/policies/at-a-glance.

Adjudication (on Campus Conduct Process for Student Respondents)

External Investigator(s) and Adjudicator

In FY2015, the formal conduct process shifted significantly. The College moved to using outside investigators and a single, external adjudicator model. The College engages highly trained external parties to investigate and adjudicate sexual misconduct cases. These parties 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 the availability of an external party to conduct investigations and adjudications helps maintain privacy of the parties during this sensitive process. This shift was initiated in recognition of the challenges inherent in investigating sexual misconduct on a small, residential campus. This model allows the Title IX coordinator and case manager 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. The adjudicator reviews the investigation report provided by the investigator, meets with the parties, and makes a recommendation (finding of responsible or not responsible) to the senior official. The senior official (dean of students) makes the final decision in formal cases involving students.

Appeal

Either party may appeal on the limited grounds of new information or procedural error having a material impact on the outcome. Appeals must be submitted to the associate vice president of student affairs or her designee.

Outcomes of Student Sexual Misconduct Cases FY2018 and a Recap of FY2017

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 oversight and support to the complainant(s), respondent(s), and witnesses throughout the formal process.

In FY2018, of the 75 referrals to Title IX, four cases went through the formal resolution and adjudication process. In these four cases, there were 10 charges of prohibited conduct. Five of the 10 charges of prohibited conduct, or 50 percent, had findings of responsibility.

To recap the previous academic year and to provide comparison, in FY2017, of 74 referrals to Title IX, four cases went through the formal resolution and adjudication process. Three of the six charges of prohibited conduct had findings of responsibility.

In the FY2019 annual report, we will provide a comprehensive five-year look back on conduct and reporting data.

As mentioned earlier, most individuals who seek support after experiencing a form of prohibited conduct do not want to either pursue or participate in a formal resolution through the conduct process. It is always the burden of the College to determine whether to pursue formal resolution. In making that determination, 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 true).

Next steps:

- Create a web page and chat capability for Grinnell Advocates.
- Continue to increase awareness of Grinnell's investigation and adjudication model.
- Provide clarity around student no-contact orders.
- Increase student awareness of and engagement with 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.
- Remove 60-day timeline from conduct process.
- Consider when mediation is appropriate as a form of informal resolution.
- 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.

Next steps:

- Require all new employees to participate in New Employee Orientation for education on policies and procedures related to discrimination.
- Host a campuswide Sexual Respect Town Hall.
- Provide regular Title IX updates in the “Campus Memo” and “Faculty News Digest.”

Office for Civil Rights (OCR)

On Sept. 22, 2017, the U.S. Department of Education’s Office for Civil Rights 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. The department has recently communicated its intention to issue a proposed rulemaking on Title IX to roll out over the next year or so. We will provide timely updates to the campus community as these potential changes unfold.

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 eight individuals whose jobs include Title IX work. The Title IX coordinator and deputies meet on a biweekly basis to collaborate on training and programming opportunities, discuss climate issues, and to check in on any updates or concerns related to our campus.

The deputies do not discuss individual cases. Grinnell has 1.5 FTEs (full-time equivalent), 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. As of July 1, 2018, Bailey Asberry assumed the role of Title IX coordinator. In **Jen Jacobsen ’95**, Grinnell has a full-time prevention expert who serves on nationally recognized task forces for the American College Health

Association (ACHA) and the National Collegiate Athletic Association (NCAA) 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**, former dean of students and Title IX deputy and senior official for student conduct, worked closely with students who are involved in conduct cases while managing the adjudication process. In June of 2018, Grinnell welcomed a new dean of students, **Ben Newhouse**, as Moschenross assumed the associate vice president of student affairs role. Newhouse served as dean of students at Birmingham-Southern College for six years, where he oversaw the investigation process for Title IX-related matters involving students. **Jeff Pedersen '02**, head football coach and Title IX deputy for athletics, works on programming that develops leadership in athletics to prevent prohibited conduct. **Deanna Shorb**, Title IX deputy for confidential response and support, plays a central role in the training of Grinnell Advocates and providing confidential support to victim/survivors, respondents, and other individuals seeking confidential support. She 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.

CHANGING THE CONVERSATION.

TOGETHER

CHANGING THE CULTURE.

Be more vulnerable. by those I care about

Be supportive to victim survivors and continue to raise awareness on this issue.

Be an ally. Be an advocate for asking men violence against women.

Keep learning.

Be more compassionate and be vocal when you find it hard to relate.

Be willing to have uncomfortable conversations.

Learn more about sexual assault on our campus.

I am feeling frustrated.

I feel uncomfortable... but I guess that's the point right?

Overwhelmed

- so much wrong here.
- so much to do
- so many people to reach out to
- isolated*

Verizon 21:54

Instagram

gcschic Grinnell College



2 likes

gcschic check out our consent photo booth



Angela Voos
Title IX Coordinator;
Chief of Staff
Vice President for
Strategic Planning



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



**Sarah
Moschenross**
Dean of Students;
Deputy Title IX
Coordinator
for Student Conduct
Process



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



**Jen Jacobsen
'95**
Wellness Director;
Deputy Title IX
Coordinator
for Prevention



Bailey Asberry
Title IX Deputy for
Case Management



Mary Greiner
AVP Human
Resources;
Deputy Title IX
Coordinator
for Staff Conduct
Process



Mike Latham
Dean of the
College; Vice
President for
Academic Affairs
and Senior Official
for Faculty Conduct



Grinnell College