



FY2019
TITLE IX
ANNUAL
REPORT

Bailey Asberry, *Title IX Coordinator*

Title IX Annual Report

FY2019 Academic Year

This annual report highlights Grinnell College's collective efforts to prevent and respond to sexual and gender-based prohibited conduct at Grinnell College in the academic year July 1, 2018-June 30, 2019 (FY 2019). This report also includes a five year summary of our student conduct outcomes from FY2015-FY2019. Through the efforts of many individuals, groups across campus, and in the broader community, Grinnell continues to work toward a safer, respectful, responsive, and inclusive educational and working environment.

Title IX is a federal, non-discrimination 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, sexual exploitation, and stalking (referred to collectively in the policy as Prohibited Conduct) against any Grinnell College community member.

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 their 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 initiated under Title IX is an educational process separate from the criminal process, which is also available.

This report outlines the five ongoing goals of the Title IX Office at Grinnell College throughout the academic year FY 2019 (July 1-June 30):

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 and community partners 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 inform our prevention and response efforts.

Jen Jacobsen '95, Assistant Dean of Health and Wellness and Title IX Deputy for Sexual Respect, has been a national contributor and deeply involved in the development of the American College Health Association's (ACHA) toolkit Addressing Sexual and Relationship Violence: A Trauma-Informed Approach as well as the National College Athletic Association's Sexual Violence Prevention toolkit that are both mentioned below. She also serves on the advisory board of NASPA's Culture of Respect (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) toolkit on 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)
<http://www.calcasa.org/resources/publications/>
- Center for Changing our Campus Culture (formerly White House Task Force/*Not Alone*) (2014-2017)
<http://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.
<https://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>
https://www.acha.org/documents/resources/guidelines/Addressing_Sexual_Violence.pdf
- NASPA Culture of Respect: Core Blueprint (2017)
<https://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: A Toolkit for a Healthy and Safe Culture* (2016)

http://www.ncaa.org/sites/default/files/SSI_Sexual-Violence-Prevention-Tool-Kit_20161117.pdf

- National Sexual Violence Resource Center (NSVRC)

<https://www.nsvrc.org/>

- Rape, Abuse & Incest National Network (RAINN) Prevention Navigator

<http://preventionnavigator.rainn.org/>

Outreach, Training, and Discussion supported by Wellness & Prevention/Title IX during the 2018-2019 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! We continue to integrate them into existing programming.

- 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 last 30 days who also self-reported being sober for 75% or more of their sexual encounters, from 53.8% in 2013 to 70.6% in 2018.
- Additionally, the percentage of student who self-reported having sex in the last 30 days who self-reported never being sober for sex decreased significantly, from 23.8% in 2013 to 7.8% 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% in 2015 and 11.4% 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% in 2015 to 24.2% 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 from Sexual Climate Survey conducted by Chris Ralston's MAP teams. 2018 data from ACHA-NCHA survey.

- Wellness & Prevention provided a **coordinated, evidence-based, inclusive curriculum** to reach first-years between three to nine times between August 1st and Fall Break.
- Wellness & Prevention implemented the fourth year of **online training** for all incoming students using EverFi. In AY2019, 99% of incoming students took the pre-matriculation online training program and 88% 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 advisors (CAs) and student athlete mentors (SAMs). We also held a special session for incoming international students (IPOP) prior to NSO to titled "Let's Talk About Sex." 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 course. Eleven additional tutorial classes participated in the **First Year Experience (FYE)** pilot which included a session on healthy and unhealthy relationships.
- Wellness & Prevention partnered with the Office of Admissions to provide three **overnight host training sessions**, engaging 150+ first-years in discussing campus norms related to sex and a discussion of power dynamics related to sexual relationships.
- Emily Howe '16,5, post-bac for sexual respect and harm reduction, conducted nearly 30 **NSO small group sexual respect follow-up sessions** over the course of fall semester (some with the assistance of peer educators), reaching more than 300 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 session knowing specific actions they could do to contribute
- **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** met biweekly, also comprised of students, staff, and faculty, to discuss harm reductive strategies and policy proposals related to alcohol and other drugs. Related outreach included student-driven implementation of harm reductive and consent promoting party advertising (posters/wristbands).

- **Community Advisers and Student-Athlete Mentors** participated in additional training that included:
 - Being a responsible employee for referring students to Title IX.
 - Supporting a victim/survivor who discloses.
 - Facilitating Sexual Respect small group discussions (and facilitate session at NSO), Alcohol and other Drugs (and facilitate session at NSO).
 - Understanding Grinnell-specific expectancies 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 Advisors, Community Advisor 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 hosted the third annual SALSC Sexual Assault Awareness Walk in November (90 attendees, five speakers).
- New faculty and staff received **Active Bystander Training** at New Faculty Orientation and in the periodic new employee training sessions. In addition, annual training was provided to staff in administrative divisions and, for the first time, all academics departments (faculty). Several affinity groups also participated in full active bystander sessions including 22 varsity and club athletic teams and ACCESS.
- In September 2018, trained student leaders in **Our Whole Lives (OWLs)** 10th-12th grade curriculum which focuses on learning about healthy sexuality and relationships produced by the Unitarian Universalist Association. Seventeen students participated in the 20+ hour training, including students representing residence life, peer educators, Student Athlete Mentors, SGA, Stonewall Resource Center, Sexual Health Information Center, Grinnell Advocates, Monsoon, and the Educational Professionals Program.
- The **Survey of Student Athlete Norms** was conducted by Noah Jacobson '20, Marguerite Devine-Mraz '21, and Nicky Midlash '21 (in collaboration with Jen Jacobsen) as principal investigators in October 13-15, 2018. The survey included questions on sexual orientation and gender identity and had more than a 95% participation rate and had over a 95% participation rate
 - **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.
 - **Wellness & Prevention** supported recent collaborations with campus areas such as participation in pre-travel workshops (for both course-embedded travel and Off-Campus Study) Institute for Global Engagement (IGE) and Development and Alumni Relations (DAR).
- **Sex Week** Wellness & Prevention coordinated the second annual Sex Week in

support of SHACS' STI testing with the theme "Sexual Health is Sexual Respect." Actively participating student groups included SGA, Peer Educators, SHIC, Pub Quiz, Residence Life, Stonewall Resource Center, and Grinnell Advocates. Programs were created and marketed to engage a diversity of populations that spanned the week. Peer Educators promoted STI testing in October as well as part of self-care week.

- **Elemental** is an evidence-based, sexual assault program that teaches students individual-level skills. A small group of staff and students piloted Elemental in an effort to "Grinnellify" the program (with the authors' permission) in six sessions during spring semester.
- **Dr. Trent Claypool PsyD**, a national expert on a trauma-informed approach and men's engagement in sexual violence prevention spent two days on campus. Highlights include (1) training our SHACS, Title IX, and Student Affairs staff on trauma-informed response of incidents on campus (2) training the athletics department on mentoring first-year men into a campus culture of respect (3) leading a session with 25 men's athletic team leaders on their role in contributing to the nationally-recognized work of Grinnell varsity athletics in sexual respect and (4) a campus-wide program on men in the era of #metoo, attended by 85 students, staff, faculty, and community members.
- **2018 Heartland Campus Safety Summit** A team of students and staff from Grinnell College attended this regional summit for the sixth consecutive year, collaborating on two presentations: "Sex Ed as Sexual Violence Prevention" and "Collaborations Across Campus (including students)."
- **Sexual Assault Awareness Month Programming** Eight events in April primarily led by partnerships in residence life (and connected with Crisis Intervention Services for the kickoff event); specific events included "Donut stop believing" and a series of lawn signs intended to raise awareness annually.
- **PHE 100-53 Sex & Relationships** continued to be offered as a credit-bearing course in Physical Education with eight students enrolling in fall 2018.
- **The Outdoor Safety and Lighting Committee** was established and supported, co-led by Rick Whitney and SGA VPSA Khadijah Tombou. They performed a nighttime lighting audit of South Campus.

Next Steps:

- Institute First Year Experience course as a requirement for all first-year students and Session No. 5 will focus on respectful and disrespectful relationships of different types, as well as community responsibility to address and appropriate resources.



- Collaborate with campus groups to continue development of identity-specific resources and integrate more about race and the gender spectrum into existing programming.
- Renew post-bac position for sexual respect and harm reduction for two more years (through end of AY2021) and hire former CA/CAM Leah Johnson '19.
- Institutionalize coordinated, evidence-based, inclusive first-year sexual respect curriculum (three-nine interventions from August 1 to Fall Break).
- Institutionalize coordinated annual sex week programming.
- Engage fully with ACHA's toolkit *Addressing Sexual and Relationship Violence on College and University Campuses: A Trauma-Informed Approach* (2018).
 - Offer programming targeted toward second-year students.
- Increase Title IX contact with students outside of reporting.
- Offer programming around the use of social media
- Plan next sexual climate survey
- Determine and address environments (space, time, culture)
- Enhance collaboration with various campus groups
- Expand training opportunities with staff and faculty
- Contribute to and participate in National Academies of Science, Engineering, and Medicine's Action Collaborative for the Prevention of Sexual Harassment.

GOAL 3: Maintain a Trusted Reporting and Referral Environment

Reports and Referrals

Grinnell's approach to creating and maintaining a trusted reporting environment has focused on lowering the barriers for individuals and groups in need of help, 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 FY2019 academic year, the Title IX office received 96 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. On average, about 60% of individuals Title IX reaches out to respond to and meet with the Title IX Coordinator. 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 last five academic years. Referrals to Title IX have nearly doubled from FY 2015 to FY 2019. We see this as a positive sign that our

community is accessing the available resources and that barriers to reporting are lessening. It is important to note that increased referrals are not a sign of "a serious rape problem" (as many national headlines tend to suggest) on our campus given what we know of the incidence rate nationally for experiences of sexual assault.

ACADEMIC YEAR	2014-15 (FY2015)	2015-16 (FY2016)	2016-17 (FY2017)	2017-18 (FY2018)	2018-2019 (FY2019)
REFERRALS/REPORTS	52	74	75	75	96

REFERRAL ROLES	NUMBER
Student Affairs/Residence Life/Academic Advising/Disability Resources	25
Student Reporter (Designated Student Leaders)	17
Self	17
Faculty and Staff Members (other than Student Affairs/Residence Life/Academic Advising/Disability Resources staff)	16
Off-Campus Study	12
Athletics	2
Campus Safety	4
Anonymous	3
TOTAL	96

Anonymous Reporting

Any individual may make an anonymous report concerning Prohibited Conduct or any other kind of unethical and illegal misconduct at the College without disclosing their name, identifying the Respondent, or requesting any action. The reporting party is assigned 'report key' to login for updates and communications from the responding official at the College. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the College's ability to respond or pursue appropriate action.

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 (guests), 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 if the conduct could have an ongoing effect on someone educational or workplace experience.

Educating “Responsible Employees”

“Responsible Employees” at Grinnell College include all faculty, staff, and designated student leaders including Community Advisors, Project House Coordinators, Student Government Association, peer educators, peer mentors/tutors, athletic team captains, student safety, All Campus Events Student Safety, Sexual Health Information Center (SHIC) etc.). These individuals have a responsibility to refer disclosures to the Title IX Coordinator unless they are specifically designated as confidential. They receive a required scenario-based training each year with the Title IX Coordinator on their referral responsibilities. As part of the training, they learn about:

- How to support someone coming forward
- Available resources for a Responsible Employee
- What contacting the Title IX Office entails and options for sharing with Title IX
- How and when the Title IX Coordinator will reach out to a complainant
- The scope of Title IX
- The intersection of Title IX and Title VII
- Resources and protective and remedial measures available and strictly confidential resources available

In the 2018-19 year, the Title IX Office conducted more than 60 training sessions with staff and faculty departments and student leadership groups. These departments/groups are trained alongside their colleagues/fellow students within their department/group to provide opportunities to interact with one another and debrief the scenarios within the training.

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 by phone, e-mail, or by reporting anonymously on EthicsPoint

When the Title IX Office receives a referral, they will work with the referring party and will send an e-mail 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 person’s name 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.

Reaching Out E-mail

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.

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. Since 2013 the Title IX Office has reviewed the resource card annually for additional resources, information, and language. See the original (2013) and most up to date (2018) versions on the next page.

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 to or meet 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 [641-269-9399](tel:641-269-9399)
 Campus Chaplain/Rabbi (CRSS) Deanna Skorb/Rob Cabelli, [641-269-4981](tel:641-269-4981)

On-Campus Resources
 Title IX Coordinator (Hollen House) Angela Voss [641-269-4999](tel:641-269-4999)
 Dean of Students (IRC) Sarah Moschourss, [641-269-8714](tel:641-269-8714)
 Assistant Vice President for Human Resources (OHP) Mary Greiner, [641-269-4818](tel:641-269-4818)
 EthicsPoint Anonymous Reporting, [855-667-1753](tel:855-667-1753); grinnell.ethicspoint.com
 Grinnell College Sexual Respect Website, www.grinnell.edu/sexualrespect

Other Confidential Resources
 Grinnell Regional Medical Center | 210 4th Ave, Grinnell | (24 hrs) [641-236-2390](tel:641-236-2390)
 Amani (African American victim support) [319-304-0741](tel:319-304-0741)
 ARCH Iowa 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) [800-464-8340](tel:800-464-8340)
 IJUN.A, Latta/A Resources [515-271-5050](tel:515-271-5050)
 Meskwaki Victim Services (24 hrs) [855-940-7362](tel:855-940-7362)
 Monsoon United Asian Women of Iowa (Asian and Pacific Islander) (24 hrs) [515-289-0881](tel:515-289-0881)
 Nisaa African Immigrant support (24 hrs) [1-866-881-4641](tel:1-866-881-4641)
 Transformative Healing (LGBTQIA) [515-850-8081](tel:515-850-8081)

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

Legal Resources
 Iowa Coalition Against Sexual Assault [515-244-7424](tel:515-244-7424), <http://www.iowacaasa.org/>
 Iowa Public Defender [515-242-6158](tel:515-242-6158), <https://spd.iowa.gov/about-us/office-locations>

GRINNELL COLLEGE
Office of the President

Sexual Harassment, Sexual Violence, and Intimate Partner Violence
Resources and Policies for Faculty, Staff, and Students

For more information:
<http://www.grinnell.edu/sexualrespect>

If Someone Tells You They Have Experienced Sexual Misconduct

What to Do

1. If someone tells you that they were sexually assaulted, raped, or stalked, first offer them support. Listen to them and encourage them to seek help and counseling as soon as possible.
2. The person's health and safety should be your primary concern. If the person's safety is an immediate concern, contact Campus Safety and Security at 641-269-4600 or call 911.
3. **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.
4. Report the incident in accordance with the policy on the back of this card.
5. If there is any question about how to proceed after a conversation with someone who has experienced misconduct, call and consult with the Title IX coordinator.

Other Resources

Campus Safety and Security (1432 East St.)
(24 hrs) 641-269-4600

- RLT on call
- Grinnell advocates (confidential)
- Campus security office

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

Campus Chaplain/Rabbi (CRSS)
confidential Deanna Shorb/Rob Cabelli, 641-269-4981

Angelo Voss, 641-269-3024

Dean of Students (JRC)
Kevin Greene, 641-269-3714

EthicsPoint Anonymous Reporting
855-667-1753
<https://grinnell.ethicspoint.com>

Grinnell College Sexual Respect Website
<http://www.grinnell.edu/sexualrespect>

If You Have Been Sexually Assaulted, Harassed, or Discriminated Against

Who needs to report?

All Grinnell employees, including student employees or volunteers responsible for the welfare of other students, are required to report sexual harassment, sexual violence, and intimate partner violence to a designated College resource:

Interim Title IX Coordinator, Angela Voss, 641-269-3024
Dean of Students, Travis Greene, 641-269-3713
Dean of the College, David Laporte, 641-269-3100
Director of Human Resources, Kristin Lovig, 641-269-4974
Campus Safety and Security, 641-269-4600

The only exceptions are those few employees who operate with statutorily-protected confidentiality (i.e., health services, counseling, clergy, sexual assault advocates). 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 Know

A person who experiences an incident of sexual misconduct **should consider** the following immediate actions:

- Contact Campus Safety & Security at 641-269-4600 or law enforcement (911)
- Seek medical attention
 - Student Health and Counseling Services
 - Lower level of Forum, 641-269-3230
 - Grinnell Regional Medical Center
 - 210 4th Avenue, 641-236-2380
- Report the situation to the Title IX Coordinator at Hollen House, 641-269-3024
- Contact a trained, experienced counselor
- Contact parents, relatives or close friends for support
- You don't have to choose a course of action immediately, but consider preserving evidence in case you choose to pursue charges. Possible evidence might be physical (clothing, bedding, letters, etc.) or not (photos, emails, text messages, etc.).

What to Say

- 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).
- It is your choice whether to name your perpetrator.
- 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 we want to make sure that others in the community are safe.
- Grinnell College considers sexual misconduct, whether it be sexual harassment, sexual assault, or sexual violence, a serious violation to person and community.

Non-retaliation Policy

It is a violation of College policy to retaliate in any way against a student or employee because he/she/iz raised allegations or was accused of sexual harassment, sexual violence, or intimate partner violence.

Card printed 8/13

2013

NCAA Attestation Form

In 2018, as expected 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.

Title IX and Clery

The section above 'Educating "Responsible Employees"' describes the reporting/referral responsibilities of Responsible Employees under Title IX at the College. The Jeanne Clery Act of 1990 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 Clery Compliance Coordinator in Campus Safety. Some staff, faculty, and student leaders are both Responsible Employees under Title IX and Campus Security Authorities under the Clery Act.

The Title IX Office works with the Clery Compliance Coordinator to make sure any Clery reportable crime under Title IX is reported in a timely manner. The Title IX Office only shares the necessary information (date, time, location, and allegation) needed for Clery reporting and additional information as needed. The Campus Safety Office determines whether a timely warning or emergency notification to campus is necessary based on the information available. These crime statistics go into the Annual Security Report (ASR), which is available at www.grinnell.edu/about/offices-services/safety/annual-reports. The ASR is published annually by October 1.

It is important to note that referrals to Title IX will not mirror Clery crime statistics. Clery reports on the calendar year and Title IX referrals are based on the academic year. Additionally, not all Title IX referrals are Clery reportable. For more information on the distinction between Title IX and Clery, see the table in our FY 2017 Annual Report, page 8.

Grinnell College

Title IX Resource Card
Resources and Policies for Faculty, Staff, and Students

For more information:
www.grinnell.edu/sexualrespect

If Someone Tells You They Have Experienced Prohibited Conduct

What to Do

1. 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.
2. 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.
3. 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 titex@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.

Other Resources

Campus Safety and Security (1432 East St.)
(24 hrs) 641-269-4600

Confidential Health Resources

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

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

On Campus Confidential Resources

Campus Chaplain/Rabbi (CRSS)
Deanna Shorb/Rob Cabelli, 641-269-4981

Angelo Voss, 641-269-3024

Dean of Students (JRC)
Kevin Greene, 641-269-3714

EthicsPoint Anonymous Reporting
855-667-1753
<https://grinnell.ethicspoint.com>

Grinnell College Sexual Respect Website
<http://www.grinnell.edu/sexualrespect>

If You Have Experienced Prohibited Conduct

What to Know

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 (RMC)
- Contact a trained, experienced counselor or confidential resource.
- 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 EthicsPoint.

What to Say

- 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 (see reverse side).
- 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.
- While there is no 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.

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 Moschenko, 641-269-3713
Dean of the College, Michael Latham, 641-269-3100
SVP of Human Resources, Mary Greiner, 641-269-4918

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.

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.

Grinnell College

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

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 Moschenko, 641-269-3713
Dean of the College, Michael Latham, 641-269-3100
SVP of Human Resources, Mary Greiner, 641-269-4918

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.

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.

Card printed 3/18

2018

Next Steps:

- Increase educational opportunities for those who are both a CSA and Responsible Employee.
- Increase awareness of the benefits to reporting and decrease perceived barriers to both self-reporting and referrals to Title IX.
- Continue to educate about and increase awareness of supportive measures available to a “Responsible Employee.”
- Provide additional education to the campus community about external investigators and adjudicator.
- 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.
- Continue to increase awareness of anonymous reporting option, EthicsPoint.
- 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

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 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
- An interim restriction on residence hall access pending the outcome of a conduct proceeding
- 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
- Campus No-Contact Order or No-Trespass Order
- Assistance in obtaining a civil protection order

Remedial Measures

- Coordinating access to medical and counseling services and assistance in setting up 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
- Connection to academic support services, such as tutoring
- Suppression of directory information
- A change in work schedule, job assignment, and office/work space
- A change in student’s College-owned residence
- Assistance navigating off campus housing concerns
- Assistance in completing residence relocation
- Assistance in resolving concerns about immigration status, visas or financial aid
- A voluntary leave of absence
- 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 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 a 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 CRSSJ, Ombuds Office, and Student Health and Counseling Services (SHACS) – now know at Student Health and Wellness (SHAW). Grinnell Advocates (trained students who volunteer) are a confidential resource available to students and are co-advised by the Chaplain of the College and Title IX Deputy for Confidential Response and Support, Deanna Shorb, 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, Crisis Intervention Services (CIS) helps advocates develop trauma-informed listening and first response skills. CIS and the Chaplain of the College co-supervise the advocates program.
- 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.
- In December of 2018, Grinnell Advocates added a confidential chat option via a secure channel on GrinnellShare. This provides an additional way to get in touch with an advocate for help.
- 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 promote 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.
- Advocates also collaborate with campus professionals and other student groups to provide assistance for those who could be triggered at campus conversations, lectures, cultural, or awareness events.
- This year, Advocates have attended multi-cultural 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), L.U.N.A. (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 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/sexualrespect/policies/at-a-glance.

Respondent Support

In October of 2018, the Title IX Office developed a Respondent support page on our Sexual Respect site for Respondents or those who may have been accused of a form of prohibited conduct. This page offers resources, rights, and options available for Respondents or those who have been accused.

Adjudication Process for Students

External Investigator(s) and Adjudicator

In February of 2015, the formal conduct process shifted significantly. The College moved to using external investigators and a single, external adjudicator model. The College engages highly trained external parties to investigate and adjudicate sexual misconduct cases who are well trained 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 to maintain privacy of the parties 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 Coordinator 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 assault. The College's policy allows all parties to have a support person (advisor) 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.

Five Years of Outcomes for Student Conduct Cases FY2015-FY2019

The data below summarizes conduct outcomes for a period of five years, FY2015 (July 1, 2015-June 30, 2016) to FY2019 (July 1, 2018-June 30, 2019)

Title IX Formal Conduct Resolution Data for Students FY15-FY19

(July 1 - June 30)

Individuals charged	26
Found Responsible	15
Found Not Responsible	11

Allegations investigated	41
Findings	
Responsible	18
Not Responsible	23
Outcomes for Individuals Found Responsible	
Conduct Warning	2
Probation	6
Suspension	2
Dismissal	3
Ban from Campus/Degree Held	2

Allegations Investigated by Behavior	
Nonconsensual Sexual Intercourse	21
Nonconsensual Sexual Contact	9
Sexual and Gender-Based Harassment	7
Sexual Exploitation	2
Intimate Partner Abuse	1
Stalking	1

Pattern Behaviors Investigated	10
---------------------------------------	-----------

As mentioned earlier, most individuals who seek support after experiencing a form of prohibited conduct do not want to either pursue or participate in formal resolution through the conduct process. It is always the burden of the College to determine whether it is appropriate 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, fair, 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:

- Increase student awareness of and engagement with options and resources, particularly confidential and identity-specific support resources.
- Continue to improve College response to reports of prohibited conduct.
- Implement content warnings for campus programming and events.
- Continue to increase awareness of Grinnell College investigation and adjudication model.
- Continue to provide clarity and distinction on campus no contact orders and civil protection orders.
- Increase training opportunities for support persons in the adjudication process.

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: <https://www.grinnell.edu/sexualrespect>

Next steps:

- Continue to require all new employees to participate in New Employee Orientation for education on work and learning place respect, Title IX, Active Bystander, and Implicit Bias
- Host a campus-wide Sexual Respect event
- Provide regular Title IX updates in the Campus Memo and Faculty News Digest

Office for Civil Rights (OCR)

On September 22, 2017, The 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. On November 16, 2018 the Department of Education released their proposed rulemaking on Title IX for public comment. No rulemaking has ever received so many comments. In December of 2018, the Title IX Coordinator held open office hours to provide an opportunity for the community to ask any questions about the proposed rulemaking. As of this writing, we still await the final changes to Title IX. We will provide updates to the campus community when these changes are finalized.

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 concerns:

U.S. Department of Education

Citigroup Center

500 W. Madison Street, 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 related work. The Title IX Coordinator and deputies meet on a bi-weekly basis to collaborate on training and programming opportunities, and to check in on any updates or concerns related to our campus. The deputies do not discuss individual cases. Grinnell has a full time Title IX Coordinator, Bailey Asberry, who is charged with oversight of Title IX compliance, referrals to the office, conduct cases, providing resources and options to students, faculty, and staff, and training/educating the campus community in Title IX.

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.

Ben Newhouse is Grinnell's Dean of Students and Senior Official for Student Conduct. In his role, Ben oversees the student conduct process and serves as the Senior Official and has the final decision making authority in conduct matters involving students. Ben works closely with Bailey Asberry to respond to and provide a trauma-informed conduct process for all parties. Ben also manages campus no-contact orders between 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, 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 the Assistant Vice President for Human Resources and serves as the Senior Official and Title IX Deputy for Staff Conduct.



Ben Newhouse
Dean of Students
and Deputy Title
IX Coordinator for
Student Conduct



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



Bailey Asberry
Title IX Coordinator



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



Mary Greiner
Assistant Vice-
President for Human
Resources; Deputy
Title IX Coordinator
for Staff Conduct
Process



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



Grinnell College