



# FY2016 TITLE IX ANNUAL REPORT

October 2016

Angela Voos  
Title IX Coordinator  
Chief of Staff  
VP for Strategic Planning

# **Title IX Annual Report**

## **FY2016 Academic Year**

This report highlights progress made in our efforts to prevent and respond to sexual misconduct at Grinnell College in the academic year July 1, 2015-June 30, 2016. In effort to inform the community of the commitment at Grinnell College to foster a safe, respectful, and responsible educational environment where learning can take place free of harassment, we share the following information.

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 harassment, sexual violence, sexual assault, and intimate partner violence against Grinnell College community members of any gender, gender identity, gender expression, or sexual orientation. This policy also prohibits gender-based harassment that does not involve conduct of a sexual nature.

The College, as an educational community, will promptly and equitably respond to reports of sexual misconduct in order to eliminate the harassment, prevent its recurrence, and address its effects on any individual or the community. Title IX provides educational processes, remedies, and outcomes. Public law enforcement follows criminal processes, remedies, and outcomes. While the school will act using the education lens of Title IX, complainants always have the option to avail themselves of and will be fully supported by the college to seek the services of law enforcement.

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

1. Reduce the incidence of sexual misconduct.
2. Create and maintain a trusted reporting environment.
3. Respond compassionately, fairly, and promptly to all reports of sexual misconduct in a trauma-informed way.
4. Communicate effectively with our campus community.

## **Goal: Reduce the Incidence of Sexual Misconduct**

Grinnell College's approach to promoting sexual respect and preventing the spectrum of sexual misconduct utilizes a best practice of public health called the socio-ecological model<sup>1</sup>. This means that our prevention efforts are focused on multiple, overlapping levels of intervention: the individual level, relationship/interpersonal level, community level, and societal level.

According to the Centers for Disease Control and Prevention, "In order to prevent violence, it is necessary to act across multiple levels of the model at the same time. This approach is more likely to sustain prevention efforts over time than any single intervention." Grinnell strives to use evidence-based strategies, when possible, and focuses on utilizing interventions informed by our Campus Sexual Conduct: Culture and Respect surveys administered in 2013 and 2015.

Our efforts in the FY2016 academic year included, but are not limited to the following:

### **Individual Level**

This includes any strategy aimed to promote attitudes, beliefs, and behaviors that promote sexual respect and help prevent sexual misconduct.

- My Student Body online education (sexual violence module required of all students each year; this is changing to Haven for FY2017)
- New Student Orientation
  - Community values session on sexual respect
  - Floor discussions on sexual respect, facilitated by Student Advisors (in FY2017 called Community Advisors) and Student Athlete Mentors
- International Student Pre-Orientation (IPOP) session: "Let's Talk About Sex"
- Active Bystander training sessions for Student Safety, admissions hosts, athletic teams, Student Advisors, staff, faculty, and by request (40+/year offered on campus)
- Educational sessions on alcohol and other drugs (which include the intersection of alcohol and sex)
- Intimate partner abuse awareness programming (poster campaigns, panel)
- Sexual Assault Awareness Month programming (1-in-4 campaign, etc.)
- Mentors in Violence Prevention (MVP) training
- Our Whole Lives (OWLS) comprehensive sexuality education training
- Mentored Advanced Project (MAP) students' presentation: "Grinnell College Sexual Conduct: Culture and Respect Survey"
- Dr. Antonia Abbey visit and community presentations on alcohol, sexual assault, and gender
- Tutorial wellness sessions

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<sup>1</sup> For more information on the socio-ecological model for prevention see [Center for Disease Control Site](#).

## **Relationship/Interpersonal Level**

This includes any strategy aimed to promote positive interpersonal interactions, recognizing the influence of peers, classmates, teammates, and student leaders. It also aims to equip students to check in with one another and develop skills to engage in healthy relationships.

- Student Advisor training
- Student Athlete Mentor (SAM) training
- Grinnell Advocates training
- Mentor in Violence Prevention (MVP) training
- Active Bystander training sessions for Student Safety, admissions hosts, athletic teams, Student Advisors, staff, faculty, and by request (40+/year offered on campus)
- New Student Orientation Community Values sessions
- Intimate-partner-abuse awareness programming (poster campaigns, panel)
- Sexual Assault Awareness programming (1-in-4 campaign, etc.)
- Curricular infusion of topics related to sexual respect and disrespect
- Residential life programming
- Student Safety training
- Event host training (for both on- and off-campus events)
- Biweekly Title IX Deputies meetings
- Monthly Title IX Task Force meetings (students, faculty, staff)

## **Community Level**

This includes any strategy at the college-wide level aimed to create an environment that encourages sexual respect and discourages the spectrum of sexual misconduct.

- Comprehensive sexual respect policies and communication thereof
- Environmental assessments of and adjustments to student social spaces
- Substance-free residence halls
- Substance-free programming offered regularly
- Title IX and active bystander training required of all faculty and staff
- Student Safety presence at on-campus events

## **Next Steps**

- Continue existing programming and evaluate its effectiveness
- Increase capacity for outreach
- Increase collaboration with campus community partners

## **Goal: Create and maintain a trusted reporting environment**

### **Reporting**

During the FY2016 academic year, reporting increased from the previous year. This may indicate that members of our community are increasingly willing to refer issues to the Title IX Coordinator (Angela Voos) or Title IX Case Manager (Bailey Thompson) or come forth to seek support for themselves.

<b>Academic Year</b>	<b>2014-2015</b>	<b>2015-2016</b>
<b>Referrals / Reports</b>	52	74

<b>Referral Source FY 2016</b>	<b>Number</b>
Self	16
Student Leader	15
RLC	10
Student Affairs Staff	10
Campus Safety and Security	8
Faculty	6
Staff	3
Off Campus Study	2
Anonymous	2
SHACS	1
External/Other	1

These reports do not encompass all Clery related reports. Unlike Clery<sup>2</sup>, Title IX counts all reports or referrals that involve a student, faculty, staff member, or visitor on or off campus.<sup>3</sup> The Clery Report can be found [here](#).

Staff, faculty, and student leaders are considered “responsible parties” and are thus required to refer disclosures related to sexual misconduct to Title IX. They are asked to complete three steps when a person discloses to them:

1. Inquire about safety: Is emergency or immediate medical attention needed?
2. Offer to connect the person with confidential support
3. Refer the name to the Title IX Coordinator

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<sup>2</sup> Clery reports include incidents that take place within Grinnell College’s geographical designations.

<sup>3</sup> The Clery report requires colleges to employ criminal law definitions of crimes rather than definitions in the College Sexual Misconduct Policy; covers only incidents that occur on campus; on streets and sidewalks immediately adjacent to campus; and on property owned or controlled by the College.

To help with this effort and to aid in training the community, the Title IX Office has developed a [Title IX Reporting Card](#) and a [Reporting At-A-Glance](#) handout for our campus community to refer to when talking with someone who is disclosing to them.

Our community is working together to connect people to Title IX resources when the need arises. While the College continues to make strides towards increasing reports, it also strives to create trust in the reporting process so that everyone who experiences sexual misconduct feels they can avail themselves of the resources of the Title IX Office. It is important to note that Title IX resources are at the disposal of those in need (students, faculty, staff) even if they choose not to engage with a formal conduct process.

## **Training**

“Responsible parties,” such as faculty, staff, and many student leaders and employees, receive training each year on their reporting 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 Case Manager will reach out to the affected person, and the various resources and accommodations available through the Title IX Office. They also learn that, except in rare cases of imminent danger to the community, the Title IX Coordinator or Case Manager (and the conduct process) will not move forward unless it is the wish of the affected person.

### **Next Steps:**

- Increase perceived benefits to reporting and decrease perceived barriers to reporting (both self-reporting and referrals to Title IX)
- Engage with key stakeholders of campus populations that experience higher rates of victimization, proportionately lower rates of reporting, or both to determine how to better serve them

**Goal: Respond compassionately, fairly, and promptly to all reports of sexual misconduct in a trauma-informed way.**

## **Response and Support**

Response can take several forms and the person affected can choose from multiple resources, both on or off campus.

Confidential resources for all students, faculty, and staff on campus include the Chaplain’s Office and the Ombuds Office. Additional confidential resources for students include Grinnell Advocates (trained students) and Student Health and Counseling Services (SHACS). While other sources of support, including the Title IX Office, are not confidential, they place a high value on privacy.

Off-campus partnerships include Crisis Intervention Services, Crisis Center and Women’s Shelter, Monsoon, and emerging partnerships with Transformative Healing, L.U.N.A. (Latinas Unidas Por Un Nuevo Amanecer) Latino/a victim services, Amani African-American victim services, and other culturally-aware organizations. These organizations provide confidential, trauma-informed support for those in need.

Accessing confidential resources does not preclude also accessing resources and options from the Title IX Office.

## Adjudication (on campus conduct process for student respondents)

### Outcomes of Student Sexual Misconduct Cases 2013-2015

Below, we present three years of data for adjudicated, student sexual misconduct cases between FY2013 and FY2015. There were 13 individuals charged with 29 sexual misconduct policy violations. The data are presented in terms of the charges-made, not the individuals, because individuals were typically charged with more than one violation. Eighteen of the charges (not individuals) had findings of “responsibility”. Note that twelve of the charges were a charge of *Physical or Psychological Harm*. Prior to Fall of 2015, when the policy was revised, every individual who was charged with some form of sexual misconduct was also charged with physical or psychological harm.

Individuals Charged and Number of Total Charges	Count
Individuals charged with sexual misconduct	13
Number of sexual misconduct charges	29

  

Responsibility Finding	Count
Number of <b>charges</b> found responsible	18
Number of <b>charges</b> found not responsible	11

  

Types of Charges	Count
Physical or Psychological Harm	12
Nonconsensual sexual intercourse	9
Nonconsensual sexual contact	5
Non-contact, nonconsensual sexual behavior (sexual and gender-based harassment, sexual exploitation)	2
Intimate Partner Abuse/ Violence	1
Stalking	0

The table below represents the outcomes/sanctions for each of the charges. When interpreting counts it is *incorrect* to conclude that (for example) two *individuals* were suspended as a result of being found responsible for the charge of nonconsensual sexual contact. Proper interpretation of this category would indicate that of the five nonconsensual sexual contact *charges*, two resulted in suspension.

2013-2015 Outcomes/Sanctions	Not responsible	Educational	Written Warning	Probation	Suspension	Dismissal	Barred from Campus	Total
Non-Contact	1	0	1	0	0	0	0	2
Nonconsensual Sexual Contact	1	0	0	1	2	1	0	5
Nonconsensual Sexual intercourse	6	0	0	1	0	1	1	9
Intimate Partner Abuse	0	0	0	0	1	0	0	1
Stalking	0	0	0	0	0	0	0	0
Psychological or Physical Harm	3	0	2	1	3	3	0	12
<b>Total</b>	<b>11</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>29</b>

### ***Outcomes of Student Sexual Misconduct Cases FY2016***

This past year, the formal conduct process shifted significantly when the College chose to use outside resources to investigate and adjudicate sexual misconduct cases. We believe that having an external party conduct investigations and adjudications helps to maintain privacy during this sensitive process. This shift was initiated in recognition of the challenges inherent to investigating sexual misconduct on a small, residential campus. This model allows the Title IX Office to concentrate on providing support and options to both parties and maintain impartial oversight of the process. In response to student requests, the College also moved to a single, external adjudicator model. This allows for greater neutrality and anonymity during the adjudication process. Mediation is never utilized in cases of sexual violence. The complainant and respondent do not directly engage with each other during the investigation or adjudication process. The College’s policy allows students to use advisors of their choice during the adjudication process.

In FY2016, seven cases were adjudicated which involved 13 charges. Six of the 13 charges had findings of responsibility. The number of cases is too small for us to report the detailed outcomes and still protect the privacy of students involved in the cases. To put these seven cases in the context of referrals, in FY2016, 74 individuals were referred (by self or other) to the

Title IX Office. Bailey Thompson or Angela Voos in the Title IX Office reached out to all of the referred individuals to provide support and resources. Forty-eight of those individuals responded that they wanted or needed support from the Title IX Office. Ultimately, seven conduct cases were adjudicated.

Many students who seek support for an incident of sexual misconduct ultimately choose not to use the formal conduct process. It is our desire to make the process of adjudication as straightforward as possible for all students who choose to engage with the process. Using a College adjudication process does not preclude a complainant from accessing the criminal justice system (and the reverse is also true.)

## **Policy**

The College rolled out significant updates to Grinnell College Policy, Procedures and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence. The policy will continue to be reviewed and updated each summer.

This year, a set of at-a-glance handouts were made available. The list of handouts includes information on Anonymous Reporting, Interim Remedies, OCR: Know Your Rights, Pregnancy and Parenting, Reporting, Retaliation, Sexual Misconduct Definitions, Student Conduct Process, and Role of the Title IX Coordinator and are posted on our Sexual Respect website.

## **Next Steps:**

- Increase student awareness of options and resources, particularly confidential and culturally-aware resources
- Continue to evaluate the adjudication process
- Increase training and support for advisors (for both complainants and respondents) in the adjudication process

## **Goal: Communicate effectively with campus community**

The most up-to-date policies and procedures, as well as information on prevention, data, resources, etc. is available on the Grinnell College Sexual Respect website:

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

Campus updates will also be periodically sent to the campus community.

## **Sexual Climate Survey**

Last year, the College received the 300+ page, Grinnell College Sexual Conduct, Culture, and Respect Survey for 2012-13 and 2014-15 Academic Years, authored by Chris Ralston, associate professor of psychology and principal investigator for the study, with the support and

assistance of six Mentored Advanced Project (MAP) students: Tyler Anderson '16, Rachel Cusick '17, Jen-Ai Notman '16, Hayley Levin '16, Nele Löcher '17, and Erin Weber '16. The survey had a robust response rate of 56.8% of enrolled students, which increases confidence that the results are likely to be representative of our student population. It's rare for an institution's Title IX Office to benefit from the expertise and judgment of a faculty member with professional expertise in designing, administering, analyzing, and reporting sexual climate results. Additionally, it's unique and immensely valuable to have student involvement at every step of the survey process.

This is the second administration of the survey, both of which were independently led by Professor Ralston. Professor Ralston and his team presented about the survey process at both the Iowa Safety Summit (October 2015) and the NASPA Strategies Conference (January 2016).

The results from the surveys improve our understanding of the student body and the dynamics of student sexual misconduct at the College. The information that survey participants have provided during both of these sexual climate surveys goes far in helping to identify and effectively address gaps in efforts to reduce the incidence of sexual misconduct on campus as well as challenges to the reporting and conduct processes.

Type of misconduct experienced	2012 – 2013 Academic Year	2014 – 2015 Academic Year	Reference Group
Unwanted Sexual Communication	19.0%	14.4%	
Unwanted Sexual Touching	17.3%	13.1%	8.7%*
Attempted or Completed Assault	3.3%	3.2%	5.8%*
Intimate Partner Abuse	12.5%	12.8%	
Stalking	NA	3.9%	5.5%*

\*ACHA-NCHA-II, Spring 2015, national undergraduate reference group (n=74438)

A particular concern that emerged was both the prevalence of and difficulty in identifying the range of behaviors that are associated with intimate partner abuse. Students need more information to help them recognize behaviors that would constitute intimate partner abuse. Grinnell Advocates conducted campaigns in both fall 2015 and spring 2016 to increase awareness.

Qualitative highlights of the survey included students expressing greater knowledge around affirmative consent, the role of alcohol and consent, and in identifying the Title IX Coordinator.

## Office for Civil Rights (OCR)

In July of 2015, Grinnell College received notification that the institution was being investigated by the Department of Education's Office for Civil Rights.

At this time, the College is still under investigation and awaiting next steps. There are approximately 250 open investigations of institutions of higher education by the OCR.<sup>4</sup> It is currently taking up to four years for the OCR to arrive at a resolution in investigations.<sup>5</sup> Grinnell College is proactively continuing to revise and improve policies, procedures, and practices to better serve the community.

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 Street, Suite 1475  
Chicago, IL 60661-4544  
Telephone: (312) 730-1560  
Facsimile: (312) 730-1576  
[Email: OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)

**Next Steps:**

- Continue to engage with sexual climate survey results to better understand the dynamics of sexual misconduct on the Grinnell College campus
- Continue to use sexual climate survey results to inform prevention efforts
- Collect feedback from campus stakeholders regarding the type and frequency of communication that best suits their interests and needs

**Title IX Team**

Among the biggest changes to Grinnell College Title IX resources is the addition of a fulltime Title IX Deputy for Case Management. Bailey Thompson assumed this role in February 2015. Grinnell now has 1.5 FTE devoted to oversight of cases and providing resources and options to students, faculty, and staff. In Jen Jacobsen, Grinnell also has a full time prevention expert-serving on nationally recognized task forces for the American College Health Association and

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<sup>4</sup> Richmond, Emily. "Is Your College on Feds' List of Title IX Investigations? Here's How to Find Out - Education Writers Association." *Is Your College on Feds' List of Title IX Investigations?* Education Writers Association, 25 Jan. 2016. Web. 15 Sept. 2016.

<sup>5</sup> New, Jake. "OCR Letter Says Completed Title IX Investigations in 2014 Lasted More than 4 Years." *OCR Letter Says Completed Title IX Investigations in 2014 Lasted More than 4 Years*. Inside Higher Ed, 6 May 2015. Web. 15 Sept. 2016.

the National Collegiate Athletic Association. Sarah Moschenross, Dean of Students and Title IX Deputy for Student Conduct Cases joined Grinnell last year and has worked closely with students who are involved in conduct cases while providing oversight of the adjudication process for students. Jeff Pedersen, Title IX Deputy for Athletics is developing programs that develop leadership in athletics to prevent sexual misconduct. Deanna Shorb, Title IX Deputy for Confidential Response and Support has played a central role in the training of Grinnell Advocates, provided confidential support to victim/survivors and other individuals seeking confidential support, and has, for more than 20 years, tirelessly worked to raise awareness and support for victim/survivors. Mary Greiner is the newest deputy, Title IX Deputy for Staff Conduct Process. As AVP for Human Resources, she will work closely with staff members.

**Angela Voos**  
Title IX Coordinator  
Chief of Staff  
VP for 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 Pedersen '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 Thompson**  
Deputy Title IX Coordinator for Case Management and Strategic Planning Assistant



**Mary Greiner**  
AVP Human Resources,  
Deputy Title IX  
Coordinator Staff Conduct  
Process



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

Angela Voos

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