



BROWN

**Office of Title IX and Gender Equity**  
**Annual Outcome Report**  
*Issued October 2017*

Every fall, Brown University's Title IX and Gender Equity Office now issues a report presenting data on sexual misconduct involving students. The purpose of reporting statistics and outcomes is to increase awareness and promote transparency. We are committed to doing so prudently and with great consideration to the privacy of the students involved in these cases. This report includes statistics and outcomes reported from July 1, 2016, through June 30, 2017.

In addition to the data, this document also serves as a progress report on the work of the Title IX and Gender Equity Office. The 2016-2017 academic year continued to be a moment of much transition and growth for the Office. In keeping with the 2015 recommendation of the joint faculty-student-staff Sexual Assault Task Force and Title IX Oversight and Advisory Board, the Office has worked with faculty, staff and students to address reports of discrimination, hostile environment and sexual violence under a unified policy. The single policy — supplemented by distinct procedures aligned by constituency — has allowed the Office to engage in accountability procedures that meet the discrete needs of faculty, staff, and students. Similarly, the appointment of deputy Title IX coordinators specific to faculty, staff, undergraduate students, graduate students and medical students provides another layer of support for the respective communities. The deputy coordinator positions also add community-specific insight to the development and refinement of procedures and process.

The priorities of the Office over the time period covered in this report were training, support for reporting parties, support for the accused and the management of the complaint process. What is notable in the 2016-2017 work of the Office is the strengthened outreach to undergraduate and graduate students, despite fluid changes within the Title IX program officer role. This report must acknowledge Liza Cariaga-Lo of the Office of the Provost, Marc Peters of BWell Health Promotion, and Kirsten Wolfe of Student Conduct and Community Standards for their outstanding work in keeping the processes person-centered, trauma-informed and equitable. They substantively manage the work and succeeded in avoiding gaps that could have surfaced during leadership transitions.

## **I. Training**

Training continued to be a hallmark of the program and a priority of the Title IX and Gender Equity Office. Human Resources fully integrated the completion of prevention training on sexual violence and gender discrimination as an onboarding requirement for all staff and faculty. Incoming undergraduate students and transfers, and graduate students completed an online module on sexual assault, relationship violence, stalking and sexual harassment. The

undergraduate new student orientation session was reinforced by small group conversations lead by the BWell Peer Health Educators. These programs introduced new community members to campus policy, behavioral expectations and support services.

Ongoing training for returning community members occurred throughout the academic semester. A mix of required and opt-in sessions were offered to reinforce expectations of appropriate conduct, clarify requirements with reporting, and review ways to support individuals who disclosed an experience of sexual harassment or misconduct. The Title IX program officer trained several departments, offices and student groups to review the work of the Office, policy and procedures, and methods of reporting.

The overarching goal of prevention work created a dynamic network of in-person and self-directed learning experiences that allowed participants to reflect on the importance of gender equity and gender inclusion. The staff of BWell Health Promotion and their student leaders must be recognized for the instrumental role they took in leading the training of students. They revamped the New Student Orientation session to prominently feature the voices of students and introduce topics on the complexity of consent and power and privilege.

## **II. Reports**

For the purpose of this document, “report” means any notification or information submitted to the Title IX and Gender Equity Office. Although the Office is dismayed deeply by the prevalence of discrimination and harassment reported, the Office takes comfort in knowing that the community is consistently reaching out to seek support and make use of the complaint process.

It is important to note that the figures in the charts on the following pages do not align with those found in the Annual Security Report issued by Brown’s Department of Public Safety to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”). The Clery Act requires reporting for specific categories of sexual violence that occur on or in the area immediately surrounding campus.

The data contained in this Annual Outcome Report reflects the full set of conduct prohibited within Brown’s “Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy.” It includes conduct that occurred on and off campus and during University-sanctioned activities or programs. Some of these data are embedded within the University’s Annual Security Report, some is not.

The differences between Public Safety report and this Annual Outcome report provide a different context and way in which the University seeks to understand what is occurring within our community. Research and climate data remind us that sexual violence and gender harassment is underreported across the country and often occurs within marginalized communities at higher rates.

## Incidents Reported to the Title IX Office

These reports from the 2016-2017 academic year came from survivors of sexual violence, third parties who witnessed or were concerned for another dealing with the effects of sexual violence, and individuals designated as “responsible employees.” Responsible Employees are individuals across campus that are required to share information about reports, and include faculty, staff, employees of Public Safety and Residential Life (including RPLs), Meikeljohns, and academic deans.

In addition to the reports listed below, faculty, staff and students have reached out to the Office to discuss access to interim measures and ways of handling problematic conduct or offensive comments before said comments create a hostile environment.

<b>Incidents Reported to the Title IX Office</b>	
Sexual or Gender-Based Harassment	7
Sexual Assault	22
Sexual Exploitation and Sexual Coercion	4
Relationship and Interpersonal Violence	3
Stalking	2
Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct	0
Retaliation	3 *
Unable to Categorize	10
Behavior that falls outside of the scope of the Title IX office or Brown Jurisdiction	11
<b>Totals</b>	<b>59 *</b>

\* Retaliation complaints surfaced within other reports. These numbers are not counted within the total to avoid duplication.

### **III. Complaint Process**

Twelve individuals sought to use Brown’s formal procedures to hold another member of the University community responsible for violations of the “Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy” (see Complaint Process sections VI and VIII). Three of these 12 individuals also filed a report of retaliation while the investigation was in process. These complaints represent peer-to-peer/colleague-to-colleague concerns, or student allegations against a faculty member or members of the teaching staff.

<b>Overview of Complaints Initiated with the Title IX Office</b>	
<b>Prohibited Conduct</b>	<b># of Complaints</b>
Sexual or Gender-Based Harassment	4
Sexual Assault	5
Sexual Exploitation	0
Relationship and Interpersonal Violence	3
Stalking	0
Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct	0
Retaliation	3 *
<b>Totals</b>	<b>12 *</b>

\* Retaliation complaints surfaced with existing complaints

<b>Case Appeals</b>	
<b>Appeals</b>	<b># of Complaints</b>
Total Appeals	2
Appeals Denied	1
Appeals Granted	1

### Summary of Investigation Outcomes

Prohibited Conduct	#	Findings				Sanctions				
		Responsible	Not Responsible	Investigation in Process	Complaint Withdrawn	Deferred Suspension	Expulsion	Required Education/ Training	Transcript Notation	Change in Job Assignment/ Loss of job benefit
Sexual or Gender-Based Harassment	4	1	1	2				2	1	1
Sexual Assault	5		3	2						
Sexual Exploitation	0									
Relationship and Interpersonal Violence	3	3				2	1			
Stalking	0									
Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct	0									
Retaliation	3 *			3						
Totals	12 *	* Retaliation complaints surfaced with existing complaints.								

## **IV. The Work Ahead**

Questions of clarity, training and outreach surfaced as ongoing priorities for the Title IX and Gender Equity Office. The Office will take on these opportunities to bolster trust in the Office and processes, as well as to build our capacity to address effectively, expediently and with cultural competence the concerns brought forward.

### ***Clarity***

Clarity surfaced as a priority for the 2017-2018 academic year. The Title IX and Gender Equity website, related video content and print materials will be simplified to make reporting and complaint processes clearer. One goal is to further delineate the University Title IX procedures from legal proceedings off campus. The Office will also clarify responsible employee designations. For those named as responsible employees, training will be revised to place an emphasis on how to work with and communicate their designation to community members. Clarity is also needed to help the community understand the scope of what is outlined in the unified policy as “informal procedure” and what this entails.

### ***Training***

Concepts identifying the social norms that permit and/or mask behavior that lead to nonconsensual acts will be added to the Title IX and Gender Equity training. The root causes of harassment have been a staple within the programming offered by the BWell Program. The addition of these concepts within the training of the Title IX and Gender Equity Office will expand the reach and capacity of these topics that are central to prevention work.

### ***Broadened Outreach***

The Title IX program officer will continue outreach within the graduate community, partnering with deans, faculty, staff and student leaders within these programs to build on the education and training of faculty and staff. The Office also will broaden our outreach and connection within organized groups and centers supporting marginalized groups to ensure all members of the community see the Office as a resource for resolving gender harassment and sexual violence.

## **V. Conclusion**

This report is not an exhaustive list of the work of the Title IX and Gender Equity Office, but rather a signal to the approach of the work and its priorities. It is worthy of note that the University is physically aligning the staff in the Title IX and Gender Equity Office with the broader efforts on diversity and inclusion. Both the Title IX office and the Office of Institutional Equity and Diversity will move into a single space, within Horace Mann, to further the synergy and collaboration across the offices. Also, a search is underway to hire two Institutional Equity investigators to add to the institution’s internal capacity to investigate complaints of harassment and discrimination. These investigators will review complaints of discrimination along a number of protected classes, including Title IX.

***Prepared by Rene Davis***  
*Title IX Program Officer*