

# Title IX

## Annual Report on Sexual Harassment & Interpersonal Violence

2018 - 2019

 John Carroll  
UNIVERSITY

## 2018-19 Overview

In a year of tremendous change, the University made great strides in its efforts to promote sex and gender equity on campus. Students, employees, and external community partners all played a crucial role in the continued success of annual programs, and were essential partners in rolling out new initiatives. Those successes for the 2018-19 year included:

- ✦ The hiring and onboarding of a new Title IX Coordinator, with support from Dr. Sherri Crahen in her service as Interim Title IX Coordinator over the summer;
- ✦ An 89% increase in reporting to the Title IX Office;
- ✦ Continued participation in the Ohio Department of Higher Education's Annual Benchmark Survey, with data revealing positive attitudes among students;
- ✦ Creation of a new volunteer Process Advisor role to provide guidance and support to students navigating the Title IX investigative process;
- ✦ Hosting a two-day workshop on forensic interviewing for JCU Title IX Officers, alongside colleagues from 10 other colleges and universities throughout northeast Ohio;
- ✦ Creation of a new partnership with the Cleveland Rape Crisis Center (CRCC) to hold drop-in hours on campus during the school year;
- ✦ Yearlong prevention and education efforts for students, faculty, and staff with the support and partnership of the Violence Prevention and Action Center (VPAC), Health Promotion and Wellness, the Center for Student Diversity and Inclusion (CSDI), Residence Life and Housing, Athletics & Recreation, the Dean of Students Office, Fraternity & Sorority Life, the Office of the Academic Vice President, and Human Resources.

Although the coming year has plenty of challenges in store, we look forward to building on the successes of the past academic year to move the University forward in the area of sex and gender equity in 2019-20.

**Eric Butler, JD**

Title IX Coordinator

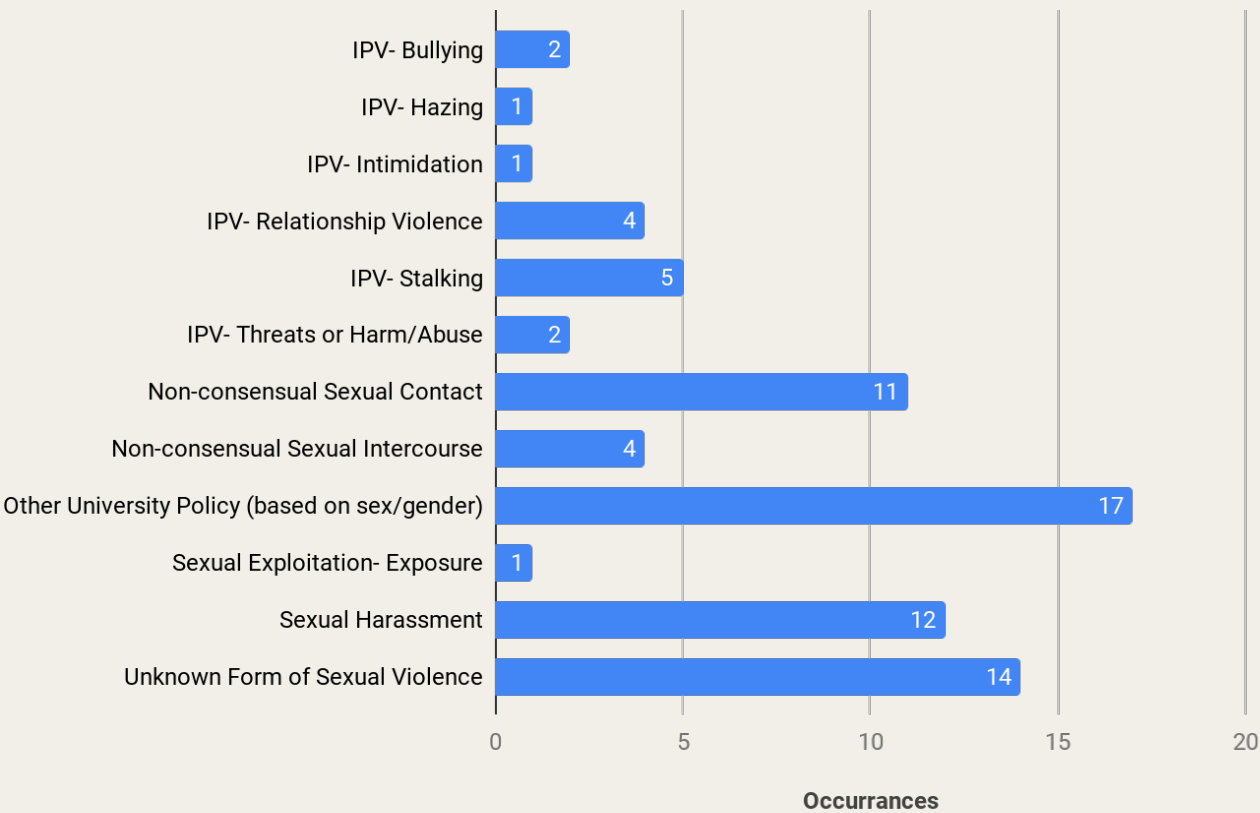
# Reports to Title IX

## Data at a Glance

70 distinct concerns were reported to the Title IX Office during the 2018-19 academic year (June 1—May 31). This represents an 89% increase in the number of reports from the year prior.

- 67% of reports were filed by third-party reporters (e.g. mandatory reporters, friends, or teammates of the impacted person).
- The overwhelming majority of reported concerns involved undergraduate students as the party impacted by the reported violation, while those alleged to have violated policies were equally likely to be students, faculty, or staff.
- Reporting peaked from September—November, with the Title IX Office receiving 32 reports during that period.
- Reporting parties in nearly half of the reported concerns sought informal resolutions or resources for safety and support, while only 7% pursued a formal investigation and Complaint Review Panel (CRP) hearing.

## Policies Implicated in Reports

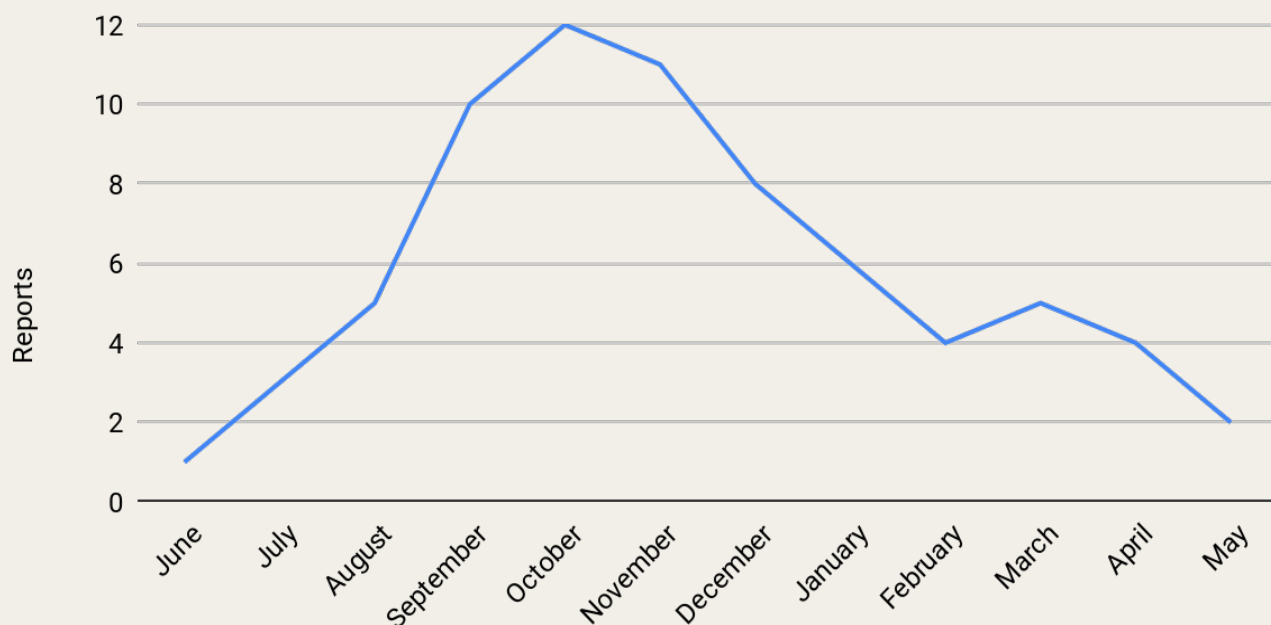


**Note 1:** Each reported concern to the Title IX Office may implicate multiple policies.

**Note 2:** Because of differences in policy definitions and geographic scope, the reporting data from the Title IX office will differ from the crime statistics reported in the [JCU Annual Security Report](#) (Clery Report).

## Reports to Title IX

### Reports by Month



### Report Outcomes

#### In progress

1.4%

#### Referred to Other Department

8.7%

#### Investigation/CRP

5.8%

#### Reporting Party Declined to Pursue

31.9%

#### Informal Resolution

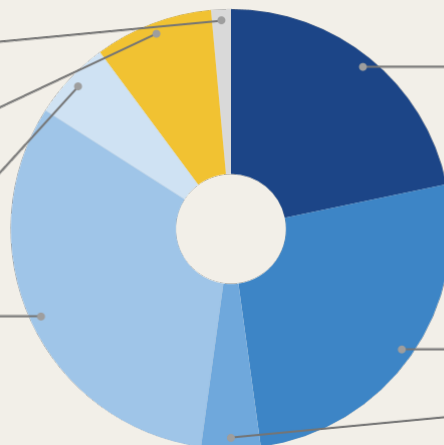
21.7%

#### Resources/Support

26.1%

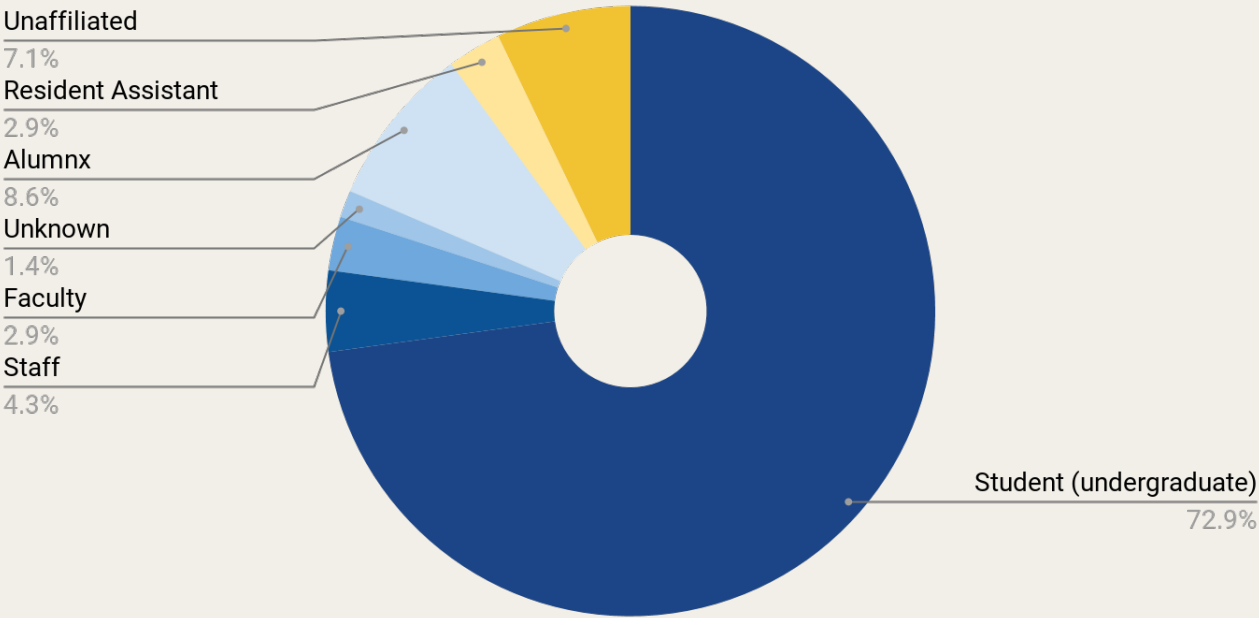
#### Screened Out (no violation alleged)

4.3%

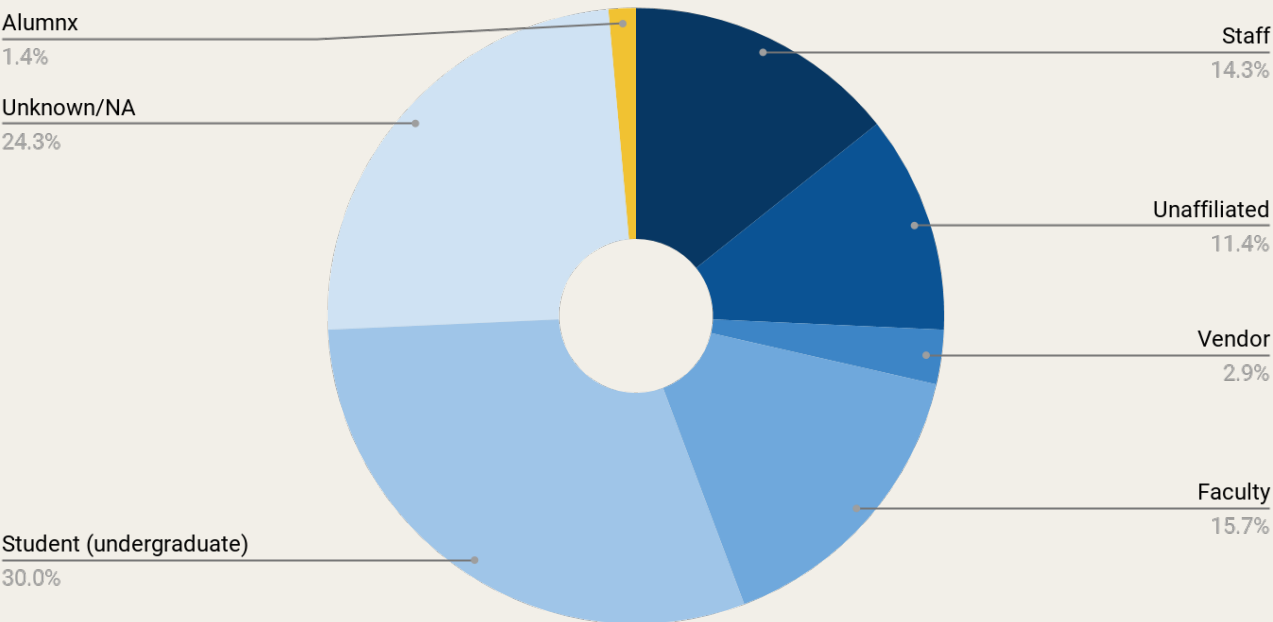


# Reports to Title IX

## Reporting Party Affiliation



## Responding Party Affiliation





# ODHE Benchmark Survey

## Survey Summary

During the month of April, the Title IX Office administered the Ohio Department of Higher Education's (ODHE) 2018-19 student benchmark survey on sexual misconduct. The benchmark survey contains 13 questions regarding:

- students' knowledge of institutional policies and resources on sexual misconduct;
- students' confidence in institutional response to sexual misconduct; and
- whether students have experienced sexual misconduct during their time as a JCU student.

Statewide comparative data is expected to be available from ODHE by the end of 2019.

## Data Overview

✚ **Demographics:** 347 students participated in the 2019 benchmark survey, with 85% of the participants completing all 13 questions.

- 56% of participants were male-identified and 43% were female-identified, with <1% identifying as Genderqueer/Gender non-conforming or declining to answer.
- The ODHE survey does not include other demographic information, including student rank or status.

✚ **Prevention and Education:** Responses regarding prevention and education programs indicate that these initiatives have been well-received by students.

- Nearly all participants (97%) indicate that they received training on the prevention of sexual misconduct, and the overwhelming majority (91%) indicate that the training was "extremely useful," "very useful," or "somewhat useful."

✚ **Knowledge of Policies and Resources:** Overall, the data suggests that the prevention and education initiatives have been effective in educating students on where to find help, how to report, and how the institution handles instances of sexual misconduct.

- Nearly all participants (94%) know where to make a report of sexual misconduct and where to get help for a victim of sexual misconduct.
- 90% of participants indicate that they are either "somewhat knowledgeable" or "very knowledgeable" of the campus policies on sexual misconduct.
- 83% indicate that they are either "somewhat knowledgeable" or "very knowledgeable" about JCU's procedures for addressing complaints of sexual misconduct.

## ODHE Benchmark Survey

- ✦ **Confidence in the Institution:** Generally, students indicate that they have confidence in the University to handle reported instances of sexual misconduct. Though female-identified participants tend to exhibit slightly less confidence in the institution in these areas than their male-identified peers, the responses for that student group are still overwhelmingly positive.
  - 96% of participants have confidence in the University to follow the formal procedures to address complaints of sexual misconduct.
  - 87% think that it is “extremely likely” or “very likely” that campus officials would take a report of sexual misconduct seriously.
  - 85% think that it is “extremely likely” or “very likely” that campus officials would take steps to protect the safety of the person making the report. The same number think that the person making a report would be supported.
  - 78% think that it is “extremely likely” or “very likely” that campus officials would take action to address factors that may have led to the sexual misconduct.
- ✦ **Prosocial Attitudes and Behavior:** Nearly all (95%) of participants believe that they “can do something about sexual misconduct on campus,” but only 48% indicate that they are “actively involved in activities to address sexual misconduct on campus.”
  - Additionally, only 46% “agree” or “strongly agree” that sexual misconduct is a problem on campus.
- ✦ **Unwanted Sexual Experiences**
  - 9% of all participants indicate that it is “very likely” or “extremely likely” that they will experience sexual misconduct on campus (with 6% of male-identified and 12% of female-identified participants reporting the same).
  - When asked whether students have actually experienced particular types of sexual misconduct since coming to JCU, the data reveal that female-identified students are 2-3 times more likely to have experienced each behavior than male-identified students:
    - Sexual Harassment: 14% (male: 7%, female: 24%)
    - Stalking: 6% (male: 4%, female: 9%)
    - Sexual Contact: 12% (male: 6%, female: 20%)
    - Sexual Intercourse: 4% (male: 2%, female: 7%)
    - Intimate Partner Violence: 5% (male: 3%, female: 6%)

## Prevention, Education, and Support

The Title IX Office collaborated with partners both on and off campus to offer resources for sexual misconduct prevention, education, and support to members of the JCU community. These programs included the continuation of programs offered annually in the campus community, along with multiple new initiatives for 2018-19.

### ✦ Creation of the Process Advisor role

- The Title IX Office trained six employees to serve as volunteer Process Advisors for reporting and responding parties in the Title IX investigation process. This newly created role creates the opportunity for participants to be guided by a trained, university-appointed advisor through the course of the investigation.

### ✦ Trauma-informed Interview Principles (TiIPs) Workshop

- The University hosted a two-day workshop on trauma-informed interviewing skills with expert Dave Markel. The event drew over 60 attendees, including 25 JCU employees, participants from 10 other colleges and universities, and local law enforcement.

### ✦ Partnership with Cleveland Rape Crisis Center (CRCC)

- In an effort to make community-based resources more accessible to those living and working on campus, the Title IX Office established a new partnership between JCU and the Cleveland Rape Crisis Center (CRCC). In February, CRCC began holding drop-in hours on campus for confidential conversations about the external services for safety, support, and accountability that are available to those who have experienced gender-based violence. Learn more about CRCC's services at <https://clevelandrapecrisis.org/>.

### ✦ Community Update on Proposed Title IX Regulations

- University students and employees were invited to learn about proposed changes to federal regulations governing sex discrimination and sexual harassment in education. The Title IX Office will continue to closely monitor the status of these proposed regulations, and update the community as new information becomes available in 2019.



## Prevention, Education, and Support

### ✦ Denim Day

- In recognition of Sexual Assault Awareness Month, the Title IX Office promoted community-wide participation in Denim Day on April 24. This annual event promotes international awareness of sexual violence by encouraging participants to wear denim on the fourth Wednesday of April. Learn more about Denim Day at <https://www.denimdayinfo.org/>.

### ✦ On-campus Film Screening of *I AM EVIDENCE*

- In honor of Sexual Assault Awareness Month, the Title IX Office partnered with CSDI's Social Justice Movie Series to host an on-campus screening of the documentary, *I AM EVIDENCE*. The documentary follows the stories of four survivors whose rape kits went untested for years, and their challenges in navigating the criminal justice system.

### ✦ "Hey Guys" (and Other Gender-based Microinequities)

- As part of the HR Training Series, the Title IX Office launched a pilot training designed to hone in on pervasive cultural norms that perpetuate gender inequity, with specific attention to the ways in which the workplace is affected.

### ✦ Sexual Violence Prevention Training for Varsity Athletics

- Continuing an annual partnership, staff from VPAC, Health Education & Wellness, and the Title IX Office facilitated training for all varsity student-athletes and athletics staff on safe and positive Bystander Intervention techniques in situations involving intimate partner violence.

### ✦ White Ribbon Campaign

- In an annual partnership with VPAC, the Title IX Office distributed white ribbons to JCU men on campus on November 16 as a "Pledge to never commit, condone or remain silent about violence against women, girls, or children."

### ✦ Student Open Forum on Title IX

- For the first time, the Title IX Office hosted a program for students to share thoughts on where the Title IX Office is succeeding, and where it stands to improve in prevention, education, and response to sexual harassment and interpersonal violence on campus.

## Contact Title IX

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#### ✦ Title IX Office Website:

- <http://sites.jcu.edu/title-ix/>

#### ✦ Report Sexual Harassment & Interpersonal Violence:

- <https://johncarrolluniversity.wufoo.com/forms/m1cfkcpq17t8oye/>

#### ✦ Sexual Harassment & Interpersonal Violence Policy (2018-19):

- <http://webmedia.jcu.edu/title-ix/files/2018/08/I-6.10a-Sexual-Harassment-and-Interpersonal-Violence--Complaint-Resolution-Process-Policy-FINALv25.pdf>

#### ✦ Sexual Harassment & Interpersonal Violence Complaint Resolution Process (2018-19):

- <http://webmedia.jcu.edu/title-ix/files/2018/08/I-6.10b-Sexual-Harassment-and-Interpersonal-Violence--Complaint-Resolution-Process-FINALv2.pdf>

#### ✦ Resources for Safety & Support:

- <http://sites.jcu.edu/title-ix/title-ix/437-2/>



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