

2024-2025 TITLE IX COMMUNITY REPORT

JOHN CARROLL UNIVERSITY



Overview of 2024-2025

The legal landscape related to Title IX was in flux throughout the 2024-2025 academic year, one of the main priorities this year was to monitor changes to both the federal regulations and judicial precedent to ensure that the institution was always in compliance with Title IX. Additionally, the Title IX Office sought to build on our work in previous years to keep the campus community informed as well as strengthen our relationship with community partners like Bricker Graydon LLP, a national law firm with a team that focuses on higher education law. Given those goals, the following are highlights from the 2024-2025 academic year:

- Hosted the Title IX Summit which brought in practitioners from across Ohio and the John Carroll Community to discuss the current legal landscape with Bricker Graydon LLP as well as best practices;
- Trained over 600 student athletes on sexual misconduct prevention and healthy relationships in compliance with NCAA requirements as well as all of the club sport athletes:
- Facilitated in-person trainings for other various stakeholders including, Resident Assistants, Navigators, faculty, coaches, graduate assistants, Peer Health Advocates, international students, and several academic classes:

- Completed training for all Title IX Officers in conjunction with Bricker Graydon LLP;
- Ensured Deputy Title IX Coordinators engaged in continued learning via ATIXA conferences and training; and
- Assisted with prevention efforts in partnership with the Wellness Center such as the Bystander 101 program for all first year students, the Purple Lights program for employees to raise awareness of Domestic Violence Awareness Month, and a Tower Time devoted to Denim Day to raise awareness of sexual assault.

The Title IX Office will continue to develop partnerships, programs, and initiatives that will make campus a more inclusive, welcoming, and safe space for all of our John Carroll University community members.

Emily Sherwood, J.D.

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Title IX Coordinator
Director of Community Standards
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Deputy Title IX Coordinator Coordinator for Diversity, Equity, Inclusion and Belonging

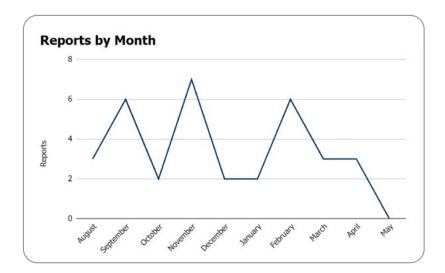


Reports to Title IX

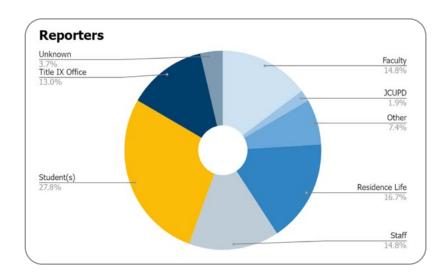
There were 34 reports made to the Title IX Office during the 2024-25 academic year. Key data points include:

- There was an increase in the number of reports involving respondents from outside of the John Carroll University community that the institution did not have jurisdiction to investigate. (However, supportive measures were offered.) While only two (2) reports fell into this category last year, there were nine (9) this year.
- The overall number of reports decreased this year but it is unclear if the decrease reflects a decrease in incidents or in reporting.
- Of the overall reports, students submitted the highest percentage for the second year in a row. The number of reports made directly to the Title IX Office increased. The following chart outlines the number of reports received by the Title IX Office each month:

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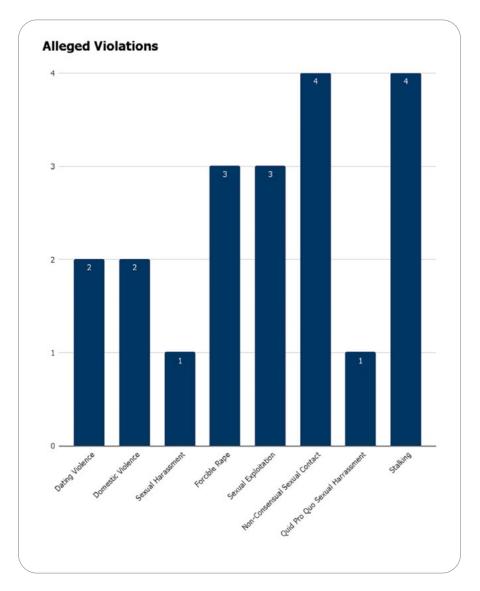


The following chart outlines who submitted reports to the Title IX Office:





The following chart outlines the alleged violations of Interim Sexual Harassment & Interpersonal Violence Policy in reports made to the Title IX Office:



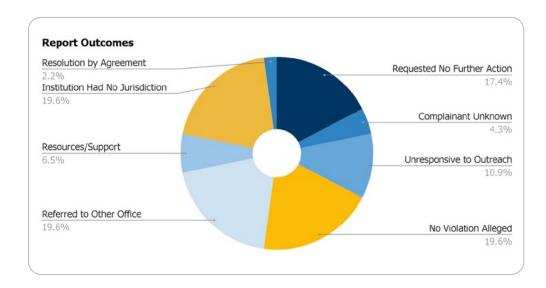
Note 1: Each reported concern to the Title IX Office may implicate multiple policies. Additionally, some reports may not allege violations of Interim Sexual Harassment & Interpersonal Violence Policy.

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 <u>JCU Annual Security Report</u> (Clery Report).

Note 3: Some alleged violations occurred off-campus. It is unknown if the respondent was a John Carroll University community member, and/or the respondent is known to not be a John Carroll University community member.



The following chart outlines the outcomes of reports made to the Title IX Office:



Reports may be resolved in a variety of different ways. Some of those resolution options include:

- Resources/Support This section refers to Complainants that elected to only receive supportive measures and did not want to pursue further action. Complainants and Respondents are eligible to receive supportive measures and resources. Respondents' utilization of supportive measures is not captured as an outcome because they generally request supportive measures following a notice of investigation where they are made aware that a formal complaint has been filed.
- Requested No Further Action Complainants may opt to take no further action regarding the report.
- Investigation/Hearing Investigations are conducted by university officials to gather and compile information regarding the report. This information is then given to both the parties and a Complaint Review Panel ("CRP"). The CRP holds a hearing and reaches a decision regarding responsibility and, if applicable, sanctions.
- Resolution by Agreement Complainants or Respondents may ask to engage in a resolution by agreement process. Both parties must agree to participate in the process and then will come to an agreement regarding outcomes. This agreement is then enforced by John Carroll University. (For allegations of Title IX Sexual Harassment involving a Complainant who is a student and a Respondent who is an employee, resolutions by agreement will not be available.)
- In Progress A case is considered in progress when a formal complaint has been filed but the investigation/hearing or resolution by agreement process has not concluded.
- Unresponsive to Outreach The Title IX Coordinator will reach out to Complainants twice via email, and Complainants may decide not to respond to that outreach. Complainants may reach out in the future if they decide they would like to discuss options.



- No Violation Alleged Some reports do not allege violations of the Interim Sexual Harassment & Interpersonal Violence Policy. These reports are still important so that community member concerns can be addressed. However, these reports are not resolved using the Sexual Harassment & Interpersonal Violence process.
- Referred to Other Office Reports may not allege a violation of the Interim Sexual Harassment & Interpersonal Violence Policy but may allege other policy violations. Reports are most commonly referred to the conduct or bias processes.
- Institution Had No Jurisdiction John Carroll University does not have jurisdiction to investigate reports when the Respondent has no relationship with the university. While the report will not be investigated, the Complainant is still entitled to receive supportive measures.
- Complainant Unknown Reports may be submitted anonymously or may not name a Complainant. In these cases, the report is retained but the Title IX Office is not able to do outreach to a Complainant to discuss support and options.
- Complaint Dismissed/Withdrawn Complainants may elect to withdraw their formal complaint at any time throughout the process before an agreement is reached or a decision is issued by a CRP. Additionally, under certain circumstances, a formal complaint will be dismissed prior to resolution and/or prior to the conclusion of the live hearing conducted by the CRP.

Prevention and Education

The Title IX Office works closely with the Wellness Center each year to provide prevention training and education.

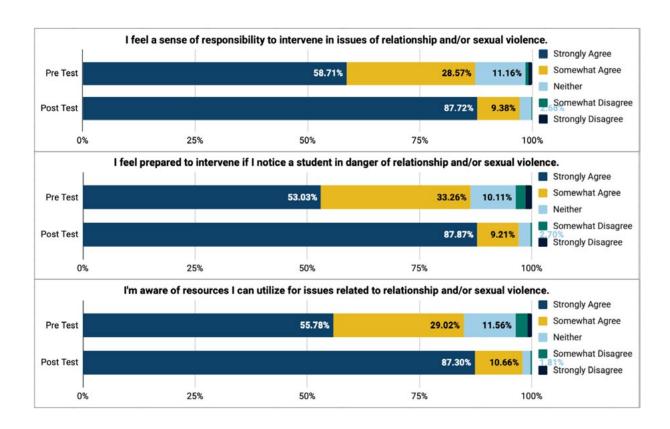
In accordance with NCAA requirements, all student athletes are trained each year on Title IX. Although all of the trainings cover foundational topics like consent and resources related to filing a Title IX report, there is a different area of focus each year to promote engagement in the material. This year's focus area was a deeper dive into the meaning of consent. To demonstrate the ideal version of consent, the acronym EVACK is used to help students remember that consent is ideally enthusiastic, voluntary, active, clear, and knowing. Their knowledge was demonstrated in the post-training evaluations where they were asked what EVACK stood for:

Unweighted Average	78.34%	73.18%	64.99%	63.80%	83.09%	0.40%	3.6	329
Year	Enthusiastic	Voluntary	Active	Clear	Knowing	EVACK	Average Total	Got all 5
First	69.84%	63.10%	56.35%	56.35%	75.00%	0.79%	3.2	33.33%
Second	80.34%	76.40%	64.04%	62.92%	83.71%	0.00%	3.7	43.82%
Third	81.10%	79.27%	70.12%	70.12%	87.80%	0.00%	3.9	49.39%
Fourth	88.55%	80.92%	78.63%	68.70%	90.08%	0.76%	4.1	55.73%
Average	79.96%	74.92%	67.29%	64.52%	84.15%	0.39%	3.7	45.57%



The upperclass students appear to be more likely to remember all of the components, and this is likely because this concept is reviewed every year with them. The focus next year will be a deeper dive into bystander intervention that builds on the training that all rising sophomores receive.

The Title IX Office and the Wellness Center also partner on a yearly bystander intervention training for all rising sophomores. The training must be completed before students may select their housing. The students are additionally required to take a pre- and post-survey to verify their attendance. The following charts illustrate how students rated the following statement before and after the training:



The percentage of students that strongly agreed with the statements increased significantly after the training, demonstrating the impact the training had on the students' confidence to address potential sexual misconduct as a bystander.





Opportunities

While we are currently following requirements in the regulations issued in 2020, new federal Title IX guidance may emerge in the upcoming year. As the legal landscape evolves, the Title IX Office will be focusing on the following opportunities during the coming year:

- Editing the Interim Sexual Harassment & Interpersonal Violence Policy and Complaint Resolution Process to modify and clarify processes to better serve the community;
- Creating more opportunities throughout the year to provide training and education to students, faculty, and staff regarding reporting options to ensure that the number of reports is an accurate reflection of what is occurring on campus; and
- Connecting with other Title IX offices across Northeast Ohio and developing a network that can provide support, ideas, and best practices.

While promoting gender equity will continue to be the primary goal of the Title IX Office, these strategic priorities will create opportunities to make John Carroll University a more welcoming and inclusive campus for all of our community members.





Contact the Title IX Office

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- Title IX Office Website: http://sites.jcu.edu/title-ix/
- Report Sexual Harassment & Interpersonal Violence: https://cm.maxient.com/reportingform.php?-JohnCarrollUniv&layout_id=5/
 - Interim Sexual Harassment & Interpersonal Violence Policy: https://www.jcu.edu/sites/default/files/2022-08/AY2223%20Policy%20-%207.22.2022%20Update.docx.pdf
 - Sexual Harassment & Interpersonal Violence Complaint Resolution Process: https://www.jcu.edu/sites/default/files/2022-08/AY2223%20Resolution%20Process%207.22.2022%20update.docx.pdf