

TITLE IX REPORT TO THE COMMUNITY 2021 - 2022



***SEXUAL MISCONDUCT
PREVENTION & RESPONSE***
CARLETON COLLEGE

PURPOSE OF THIS REPORT

This report informs the Carleton community about reports of sexual misconduct, formal complaints moved through campus adjudication, and issues addressed through a non-adjudicated/informal process. The report also addresses Sexual Misconduct Prevention and Response activities, including programs and trainings.

The College also submits annual data and statistics on sexual assault to the State of Minnesota. Each fall the College submits data covering all reported instances from the previous calendar year. The State of Minnesota releases their comprehensive report the following spring and Carleton links to the report on the Sexual Misconduct Prevention & Response (SMPR) website.

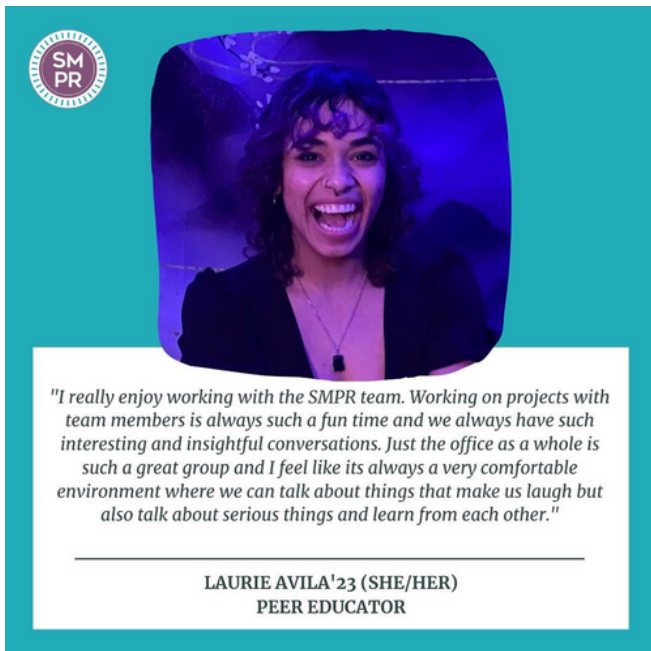
Additionally, the College also submits annual data as required per the Department of Education and publishes statistics in the Annual Security Report. For more information please visit the SMPR website:

<https://www.carleton.edu/sexual-misconduct/>

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SEXUAL MISCONDUCT PREVENTION & RESPONSE



MISSION

Sexual Misconduct Prevention & Response (SMPR) creates a safe and healthy campus community by addressing the upstream causes of sexual misconduct and supporting all members of our campus community who are impacted by sexual misconduct.

GET INVOLVED WITH SMPR

We encourage all members of our campus community to engage and collaborate with SMPR! Some ways that you can get involved are:

- Following us on Instagram @carleton_smpr and Facebook @carletonsmpr
- Joining our [mailing list](#)
- [Requesting](#) a prevention program for your team, student organization, or floor
- Visiting our [website](#)

TITLE IX LEAD TEAM

The Title IX Lead Team meets weekly to provide ongoing insight on sexual misconduct issues on campus and stays current on national trends, federal mandates, and legislation. Here are the 2020-21 members of the Title IX Lead Team.



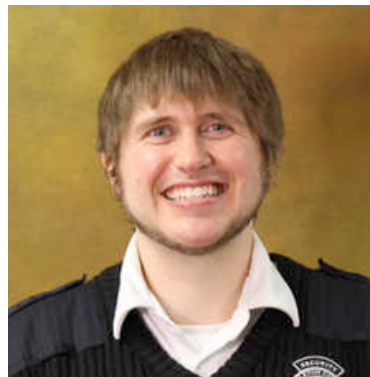
Laura Riehle-Merrill
Title IX Coordinator



Gerald Young
Chair of Physical Education, Athletics and Recreation;
Professor of Physical Education, Athletics, and Recreation;
Athletic Director; Title IX Deputy: Athletics



Heidi Jaynes
Associate Athletic Director; Professor of Physical Education, Athletics and Recreation; Senior Woman Administrator; Title IX Deputy/Faculty and Staff



Blake Held
Assistant Director, Security Services and Emergency Management



Grace Espinoza
Sexual Violence Prevention Coordinator



Marit Lysne
Director of Student Health and Counseling (SHAC)

DEPARTMENT HIGHLIGHTS



Grace Espinoza joined SMPR as Sexual Violence Prevention Coordinator and during New Student Week co-facilitated the “CarlTalk: Growth” workshop for incoming first-year students.

SMPR maintained a high level of compliance with Sexual Assault Prevention for Undergraduates (SAPU), the sexual violence prevention course incoming students—including first-years and transfers—take prior to their arrival to campus, with 100% of incoming students successfully completing the course.



Along with Laura, Heidi Jaynes, Title IX Deputy for Faculty and Staff, recorded an updated training session for all Carleton employees.

Winter term saw the return of Peer Educators Laurie Avila and Nectaree Thao. SMPR focused on team building amongst the peer educator group, yielding a healthy and productive staff who supported each other both in and outside of work.



DEPARTMENT HIGHLIGHTS

The Sexual Violence Prevention Coordinator partnered with Student Health and Counseling to create a session “Trauma and Working with Students,” which was open to all faculty and staff.



Laura presented a Title IX update to the Tuesday Group, coordinated Carleton’s first Title IX hearing since fall 2019, and brought in trainer Anne Phibbs to facilitate implicit bias training for Carleton’s Community Board for Sexual Misconduct.

To reach a wider faculty audience, Laura and Heidi first presented a Title IX update to academic department chairs and then began meeting with individual departments for a refresher on Title IX and Carleton’s responsible party policy.

With three peer educators returning to SMPR for the 2022-23 academic year, SMPR hired one additional peer leader: Anoushka Mallik. Anoushka participated in the spring peer leader kick off and SMPR orientation and also attended a CSA meeting to prepare for her role as SMPR liaison for 2022-23.

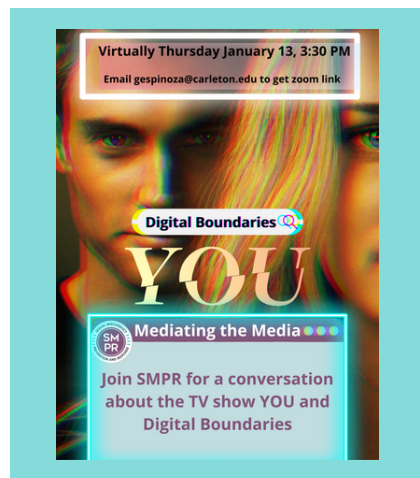


DEPARTMENT³ HIGHLIGHTS

SMPR had two returning peer educators and one new peer educator for the academic year and hired a fourth new peer educator for 2022-2023, making the office **fully staffed in peer leaders and professional staff**.

SMPR had several collaborations across student life and beyond. Examples include: OIL Talk: Hook-up culture and hooking up across cultures discussion; the **“All About Love”** event, which was a partnership between SMPR and the GSC; a training collaboration with SHAC on **“Trauma and Working with Students;”** and numerous department trainings by Laura Riehle-Merrill and Heidi Jaynes on Title IX and reporting responsibilities.

SMPR hosted two **“Mediating the Media”** events. This peer-led program is designed to help us think critically about the media we consume and what messages we are receiving from it. The two programs this year focused on the popular shows, **“You”** and **“Euphoria.”**



THE COMMUNITY BOARD ON SEXUAL MISCONDUCT (CBSM)

The Community Board on Sexual Misconduct (CBSM) is an essential component of Carleton's response to sexual misconduct. The CBSM consists of students, staff, and faculty who are trained to hear formal complaints of sexual misconduct. Following the changes to Title IX regulations in Spring 2020, Carleton decided to add an outside hearing officer who adjudicates formal complaints alongside two members of the CBSM. This hearing officer is a retired judge with extensive experience in Title IX law and is able to rule on the relevance of questions asked by both parties during hearings.

During Fall 2021, the CBSM completed its mandatory yearly training with Stafford & Associates over Zoom, then the Title IX Coordinator continued to provide additional trainings four times per term throughout the academic year. Also during Fall 2021, Mary Dunnewold resigned as Carleton's Investigator and Title IX Adviser and Carleton made the decision to hire Mary as needed as an outside Investigator for Formal Title IX cases.

CBSM trainings during the 2021-2022 year included:

- Understanding & Minimizing Implicit Bias, facilitated by Anne Phibbs, PhD, from Strategic Diversity Initiatives
- Sexual Violence Prevention
- Alcohol and Incapacitation

Prohibited Conduct

Carleton's Policy Against Sexual Misconduct prohibits the following actions:

- Sexual Assault (including rape and fondling)
- Intimate Partner Violence
- Stalking
- Sexual Harassment

OUTREACH AND TRAININGS

- 391 Student Athletes received NCAA mandated training this academic year on the following topics:
 - Consent and Boundaries training (113 students)
 - Green Dot Bystander Intervention training (147 students)
 - How to Support a Friend training (92 students)
 - Title IX Overview training (39 students)
- Laura and Heidi provided Title IX and responsible party training to 72 faculty in the groups: academic chairs and program directors, and the Classics, Economics, and Physics departments
- Laura trained 487 peer leaders, staff, and faculty in the Title IX Overview
- In order to reach a much wider audience, Laura recorded her SMPR/Title IX Overview training and uploaded it to the SMPR website
- The Sexual Violence Prevention Coordinator and the SMPR peer educators trained students through multiple programs:
 - Consent and Boundaries training (138 students)
 - How to Support a Friend (40 students)
 - Green Dot Overview (21 students)
- In total, this year SMPR trained 1,149 Carleton community members on sexual misconduct prevention (this number is in addition to SAPU, which is required for incoming first years)

TITLE IX EXPERIENCES SURVEY

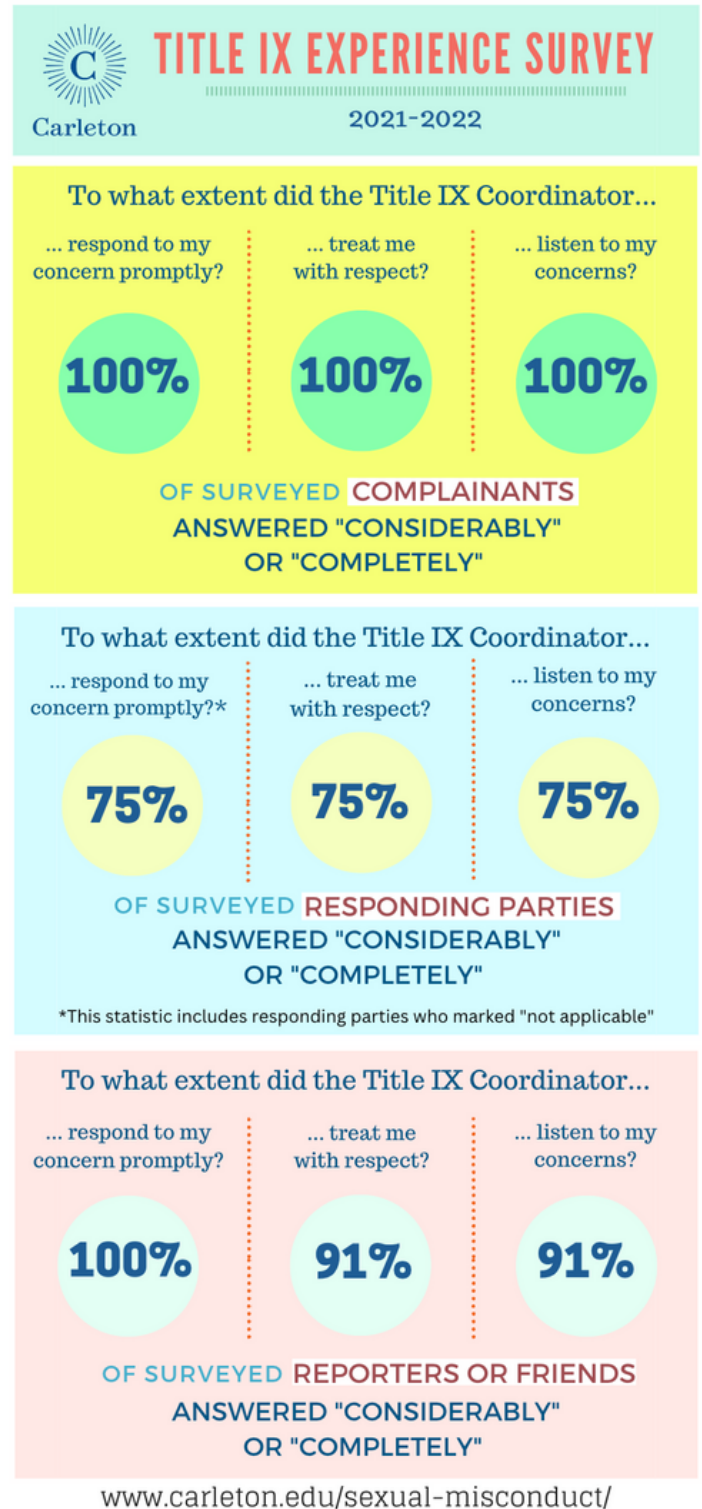
After each academic term, SMPR sent the Title IX Experiences Survey to all students, staff, and faculty who interacted with the Title IX Coordinator regarding the informal process and/or supportive measures. The survey collected both quantitative and qualitative data; results were overall very positive.

"LAURA WAS REALLY RECEPTIVE TO THE SITUATION AND AWARE OF THE UNIQUE NEEDS OF THE INCIDENT I WAS WORKING ON... I REALLY APPRECIATED HOW SHE CUSTOMIZED RESOURCES AVAILABLE TO FIT THE SITUATION AT HAND. "

LAURA'S KINDNESS AND UNDERSTANDING IS INCREDIBLE AND VERY GREAT TO HAVE WHEN YOU ARE UNSURE ABOUT SOMETHING.

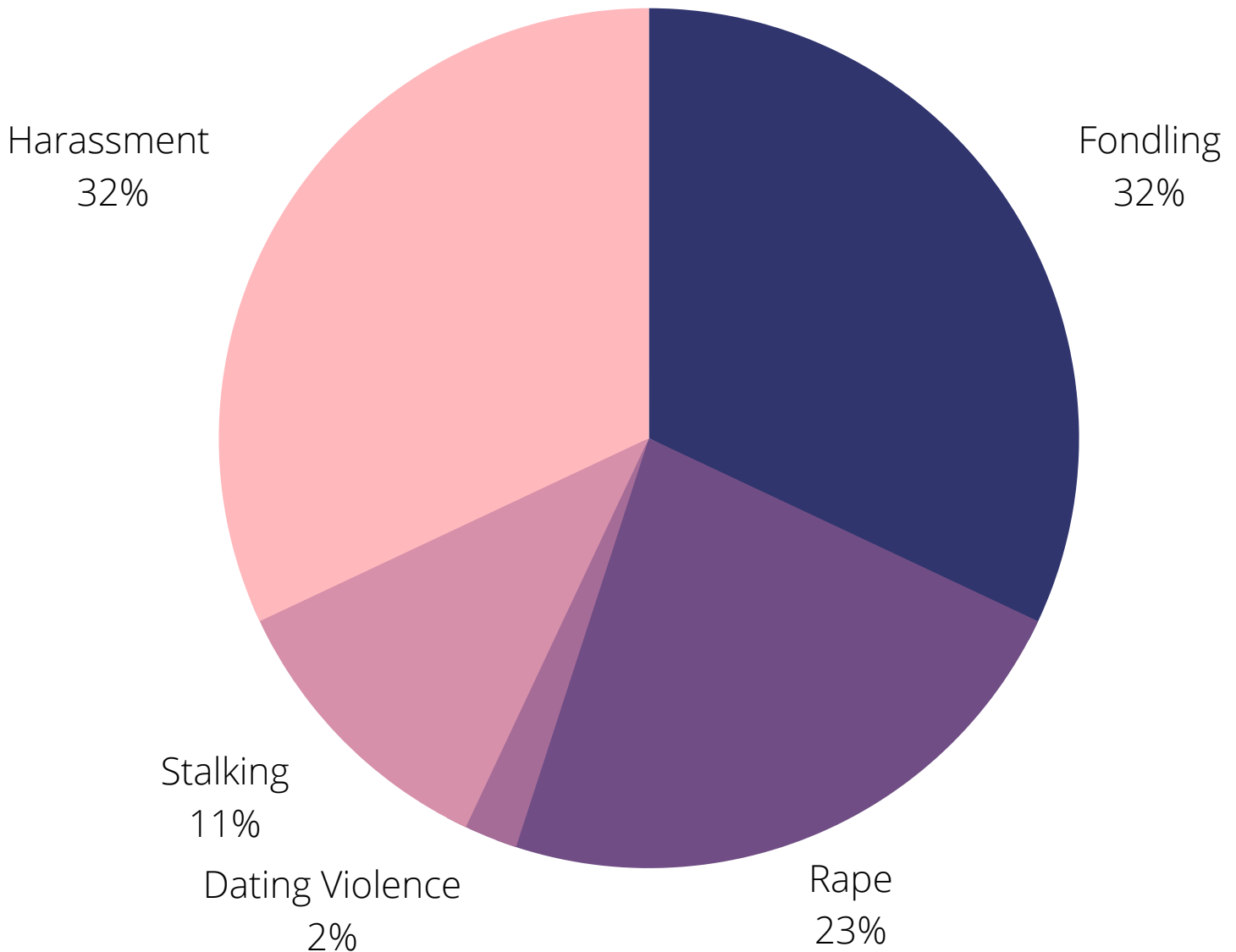
TALKING TO LAURA MADE ME FEEL MUCH BETTER, EVEN WHEN I PERCEIVED THAT I HAD MADE MISSTEPS.

IT WAS HELPFUL TO KNOW THAT SOMEONE WAS ON MY SIDE AND CARES ABOUT ME.



TITLE IX REPORTED INCIDENTS BY TYPE

Below is a chart of 44 reported incidents by type. This chart does not include multiple reports regarding the same incident nor does it include reports that did not align with a potential policy violation.



SEXUAL VIOLENCE PREVENTION

Prevention through education is a central component of Carleton's response to sexual misconduct. One of our greatest partnerships in prevention education has been with Carleton College's Physical Education, Athletics and Recreation Department (PEAR). PEAR fulfilled their NCAA Board of Governors Policy on Campus Sexual Violence during the 2021-22 academic year. Thanks to the strong collaboration between PEAR and Sexual Misconduct Prevention and Response, 376 student athletes were trained in sexual violence prevention.

In 2020, SVPAAC (Sexual Violence Prevention Athletics Advisory Committee) was created as a collaboration between SMPR, PEAR, and student-athletes to positively impact our campus culture through sexual misconduct prevention.

The Title IX Lead Team responded to the campus need for sexual violence prevention programming related to alcohol consumption by creating the training: Alcohol, Incapacitation, and Consent: Creating a Healthy Campus Culture. In Spring 2022, members of Lead Team presented an early version of this presentation to SVPAAC, who provided valuable feedback. SVPAAC continues to be a vital resource, connecting SMPR to student athletes.

BY THE NUMBERS

- **100%** of incoming students completed Sexual Assault Prevention for Undergraduates (SAPU)
- Increased SMPR's social media following from **180 to 193** followers on Facebook and from **427 to 661** followers on Instagram
- Supported **3** SMPR peer leaders
- Title IX received **4** Formal Complaints: **2** Informal Resolutions, **1** Formal Resolution, **1** complaint withdrawn by complainant.
- **6** No Contact Orders created
- Received **92** Community Concern Forms sexual misconduct in nature reflecting an **80%** increase in reports from last year

SOCIAL MEDIA



Carleton Student
Consent Video



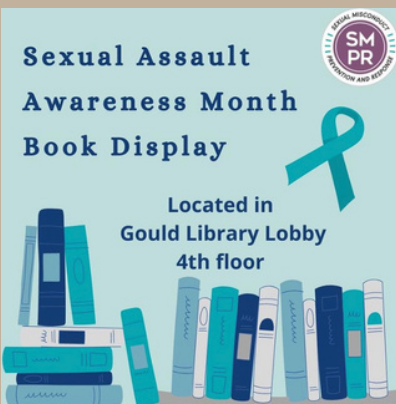
Healthy Media Monday:
Sex explained



Question of the Week



SMPR Newsletter



Library Book Display

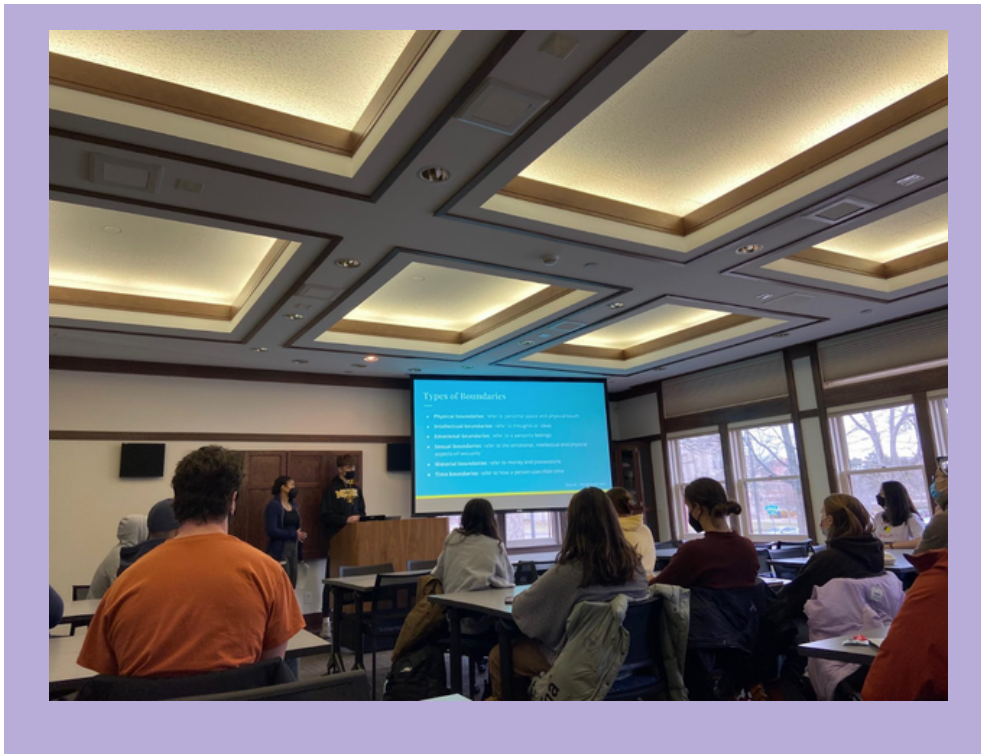


The Tea of Relationships:
Communication Style

PROGRAM HIGHLIGHTS

Consent and Boundaries

Utilizing her experience from direct advocacy work and also current research, the Sexual Violence Prevention Coordinator developed this new training in response to requests from Carleton's student community. While we recognize the importance of consent in all capacities, having conversations about consent and boundaries are intimate conversations that can be hard to do in a large group setting.



SMPR trained two peer leaders as program facilitators in order to provide peer to peer learning. SMPR continues to update the training based on feedback we receive from evaluations. Our picture that we chose to highlight is one of the many "Consent & Boundaries" trainings our office hosted throughout this year. Alex Thomas and Laurie Avila facilitated (pictured).

PROGRAM HIGHLIGHTS



Winter term staff photo (Laurie Avila, Laura Riehle-Merrill, Nectaree Thao, Grace Espinoza, and Alex Thomas)



Grace Espinoza and Alex Thomas tabling at the Fall Student Involvement Fair



OIL Talk #2: "Hook-up culture and hooking up across cultures" event. SMPR, GSC and OIL Collaboration.

PROGRAM HIGHLIGHTS



How to support a friend training:
Women's Tennis Team



Green Dot Overview for men and women's swimming
and diving



“All About Love” event photo;
collaboration with the GSC

PROFESSIONAL DEVELOPMENT

The Title IX Lead Team participated in ongoing professional development and trainings related to sexual misconduct prevention and response. Here are Title IX Lead Team professional development highlights from the 2021-2022 academic year.

Trainings

- Nov 2021 - Title IX Coordinator, Title IX Deputy, Vice-President, HR, Appeal Adjudicators and Dean of the College annual training with Trained
- Fall 2021: Decision Maker Training from Stafford & Associates
- Green Dot College Institute 4-Day Training
- Mental Health First Aid

Webinars

- Title IX and NCAA campus policy against sexual violence webinar - NCAA Virtual Convention Jan 2022
- 2022 Draft Title IX Regulations: A Summary Session for Colleges and Universities

Professional Groups

- Staff Collective for Change: Conversations to Empower Antiracist Action
- Sexual Violence Justice Institute/MNCasa 2021 All Team Event
- Associated Colleges of the Midwest (ACM) Title IX Consortial Group Meetings
- MN Private College Council monthly Title IX Coordinator Meetings
- 2022 VAWA Virtual Conversation

Conferences

- Solving the Campus Sexual Assault & Dating Violence Puzzle Conference 2021
- NASPA Strategies Conference 2022
- Campus Sexual Misconduct: Preventing and Responding to Perpetration

LOOKING FORWARD

As part of Carleton College's commitment to creating and maintaining a learning, living, and working environment free from all forms of sexual misconduct, the Title IX Lead Team has identified the following goals as priority areas for academic year 2022 - 2023.

Goals for the coming year:

1. Explore healthy sex education programming, further enforced as a priority from SAPU data, NSW/Carltalks feedback, and CSA
2. Develop two new training options for the NCAA mandated training for student athletes, including a “Culture of Respect” anti-harassment training and a training focused on alcohol and incapacitation
3. Continue to educate Carleton community about the difference between reporting and the Formal Complaint process
4. Work with campus partners to review the anticipated new Title IX regulations and update Carleton’s policy and process

This report was designed by Alexei Thomas and Alec Jacobson