

TITLE IX REPORT TO THE COMMUNITY 2022 - 2023



***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/>

Contents

Page 2	Mission	Page 9	Title IX training
Page 3	Title IX Lead Team	Page 10	Sexual violence prevention
Page 4	Continuing education	Pages 11-13	The year by term
Page 5	Department highlights	Page 14	Social media
Page 6	Dashboard indicators	Pages 15 -16	Program highlights
Page 7	Title IX experiences survey	Page 17	Looking forward
Page 8	Reports by type		

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.

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 2022-2023 members of the Title IX Lead Team.



Laura Riehle-Merrill
Assistant Dean of Students
and 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
Director, Security Services
and Emergency
Management



Grace Espinoza
Sexual Violence
Prevention Coordinator



Marit Lysne
Director of Student
Health and Counseling
(SHAC)



Pat Gordon
Director of Health
Promotion



Rae Horton-Clements
Assistant Director of
Residential Life

CONTINUING EDUCATION

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 2022-2023 academic year.

Trainings

- Minnesota Intercollegiate Athletic Conference (MIAC) Diversity Equity and Inclusion Seminar
- Dr. Derek Greenfield Inclusion Presentation
- TrainedED Advanced Title IX Coordinator training
- Trauma Treatment Certification

Webinars

- TTC Webinar: Serving Undocumented Students
- TIX Education Specialists Online New Proposed Regulations Overview 2022

Professional Groups

- Rice County SMART
- Minnesota Community-Level Prevention Action Collaboration
- Sexual Violence Prevention Network
- Women Leaders in College Sports
- Minnesota Private College Council Title IX Coordinators
- Associated Colleges of the Midwest Title IX Consortium

Conferences

- NASPA Conference
- Sexual Violence Prevention Summit
- NCAA National Convention
- NCAA Inclusion Forum
- 44th Annual Conference on Law and Higher Education Policy, Stetson University College of Law

DEPARTMENT HIGHLIGHTS

- SMPR completed an external review, providing extensive materials to two external experts and coordinating meetings with over 50 campus stakeholders.
- SMPR put on the new program, “Alcohol, Incapacitation, and Consent,” a collaboration with SHAC and OHP, for all varsity athletes to fulfill the NCAA requirement.
- SMPR peer educators created a series of new programs to pilot such as: “A Deep Dive on Consent: Beyond Yes and No”, “Boos, Baes and Beginnings”, and “Unpacking Rape Culture”.
- During winter and spring term, SMPR employed two Sexual Violence Prevention Coordinators which allowed the staff to reach over 1,240 students through various programming, workshops, and required training.

DASHBOARD INDICATORS FOR TITLE IX

- 339 students participated in SMPR's campus programs which were open to the campus community
- 340 peer leaders and 24 new faculty members received Title IX training
- SMPR trained 106 club sport athletes
- SMPR trained 432 varsity athletes
- Supported 4 peer educators
- A total of 1,241 Carleton Community members received training on sexual misconduct prevention
- Increased SMPR's socialmedia following from 661 to 743 followers on Instagram
- Title IX received 1 Formal Complaint
- 12 No Contact Orders created
- Received 58 Community Concern Forms marked sexual misconduct in nature

TITLE IX EXPERIENCES SURVEY

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

"IT WAS A VERY DIFFICULT TIME FOR ME AND THE KINDNESS I RECEIVED WHEN I EXPECTED PUNISHMENT AND JUDGMENT REALLY HIT ME. THANK YOU VERY MUCH LAURA."

"THANK YOU FOR ALL OF YOUR HELP, YOU REALLY MADE A DIFFERENCE IN MY LIFE AND MADE ME FEEL A LOT SAFER, MORE SECURE, AND HEARD."

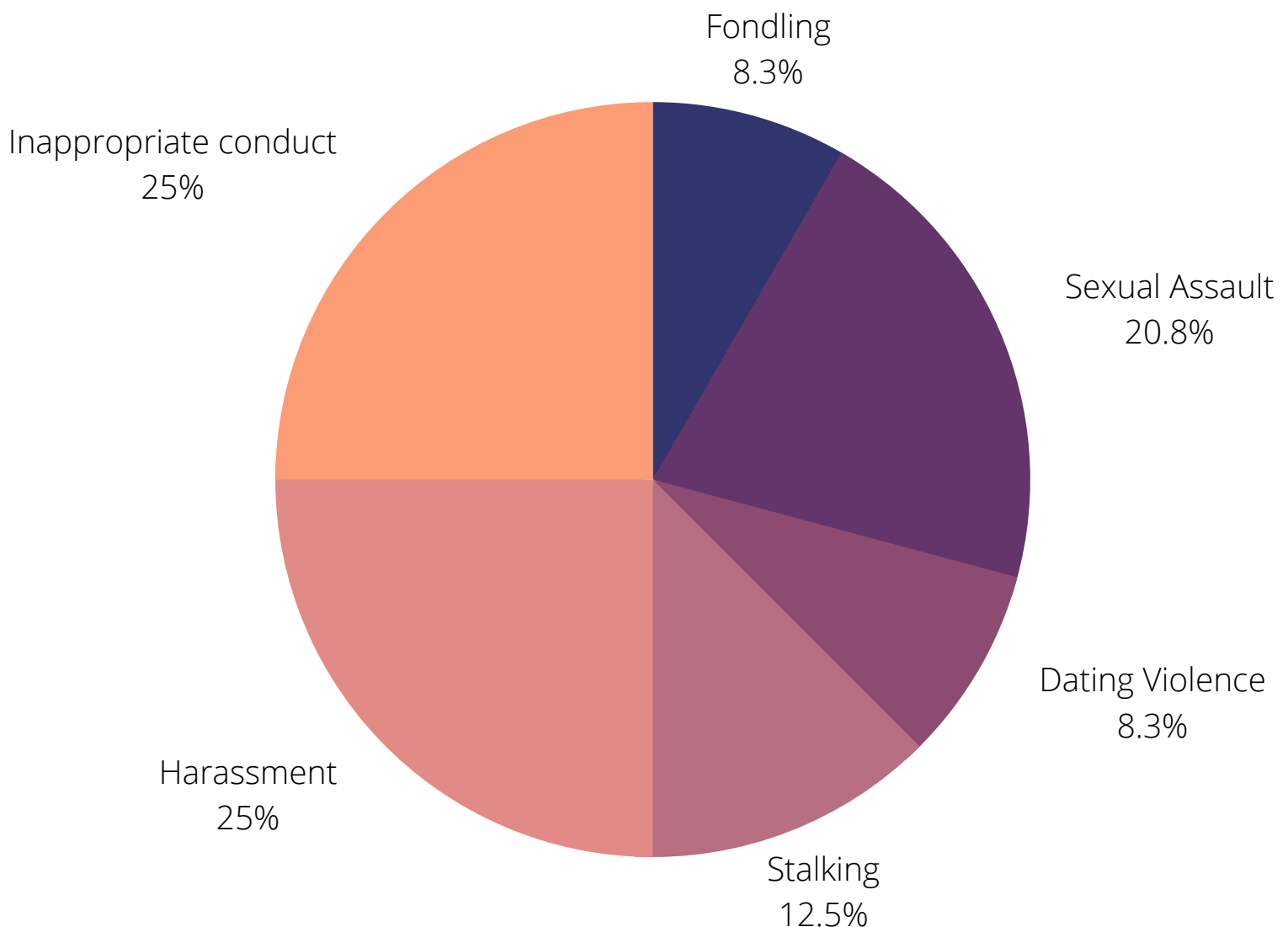
"LAURA DID A GREAT JOB BEING EMOTIONALLY SUPPORTIVE."



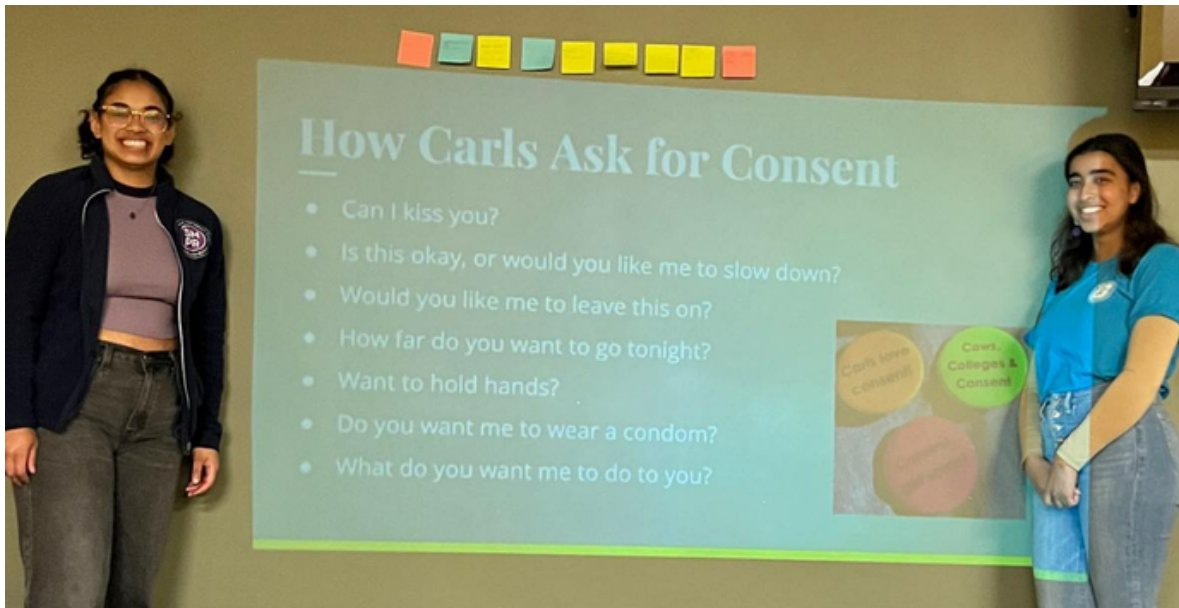
www.carleton.edu/sexual-misconduct/

TITLE IX REPORTED INCIDENTS BY TYPE

Below is a chart of 58 reports regarding 53 incidents. This chart does not include reports which did not indicate any form of sexual misconduct.



TITLE IX TRAINING: STUDENTS, FACULTY, & STAFF



Informing community members and leaders about sexual misconduct policies, procedures, and support resources helps to make our community safer and more supportive. For this reason, we dedicate many hours and resources to training faculty, staff, peer leaders, and general community members.

Peer Leaders and key student groups: Resident Assistants, New Student Week Leaders, Student Wellness Advocates, Gender and Sexuality Center Associates, Chaplains Associates, Academic Support Center and other Tutors, Career Center Associates, Center for Community and Civic Engagement Fellows, Admissions Fellows, Carleton Student Association (CSA), and other student organizations by request.

Employees: New staff, new faculty, language associates, and departments by request.

Appeal adjudicators: received training through TrainEd.

Community Board for Sexual Misconduct & Sexual Misconduct Support Advisers: participated in comprehensive, trauma-informed training offered through Dolores Stafford & Associates as well as ongoing training throughout the year from the Title IX Coordinator and the Title IX Investigator.

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 2022-23 academic year. Thanks to the strong collaboration between PEAR and Sexual Misconduct Prevention and Response, 432 student athletes were trained in sexual violence prevention.

One direct result to come from these required prevention training was the creation of SVPAAC (Sexual Violence Prevention Athletics Advisory Committee). SVPAAC empowers student-athletes to shape prevention education in a way that will be most impactful. This committee is a collaboration between SMPR, PEAR, and student-athletes to positively impact our campus culture with our work in sexual misconduct prevention. Student-athletes' feedback directly shapes the prevention education SMPR provides.

BY THE NUMBERS

- **100%** of incoming students completed Sexual Assault Prevention for Undergraduates (SAPU) online training
- Over **350** students, staff, and faculty received training on Title IX
- **339** students attended various pieces of training on sexual violence prevention
- **432** varsity student athletes trained in sexual violence prevention

THE YEAR BY TERM

Fall 2022

Alec Jacobson '21 joined the department for the 2022-23 academic year as interim Sexual Violence Prevention Coordinator. Alec, Laura Riehle-Merrill and two peer educators helped facilitate “CarlTalk: Wellbeing and Consent” during New Student Week. Carleton maintained a high level of compliance with Sexual Assault Prevention for Undergraduates (SAPU), through 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.

One of the biggest accomplishments was the **creation of the “Alcohol, Incapacitation, and Consent” training that served as the NCAA requirement** for all varsity athletes who need annual sexual violence prevention training. This training was a collaboration between the Office of Health Promotion, Student Health and Counseling, and Sexual Misconduct Prevention & Response. As this program was a pilot, we received extensive student feedback to help make improvements for future years.

SMPR peer educators were fully staffed this year at four total and took on the task of creating new programming to facilitate deeper conversations around sexual violence prevention. For example, “Boos, Baes and Beginnings” focused on the foundations of starting a relationship and exploring personal feelings and expectations about when/how we begin romantic, sexual or intimate relationships.

Laura **hired consultant Adrienne Murray from Stafford & Associates** to come to Carleton to facilitate all federally-required content for Title IX Decision Makers for the Community Board for Sexual Misconduct. Additional topics facilitated in winter and spring by Laura and Alec included sanctioning, mock hearing, and hearing procedure.

THE YEAR BY TERM

Winter 2023

Beginning winter term, SMPR had **two full-time Sexual Violence Prevention Coordinators** for the remainder of the academic year. During winter term, our office hosted our first external review, during which over 50 campus stakeholders gave feedback to help inform SMPR's goals and priorities for the 2023-2024 academic year and beyond.

Two of our peer educators, Alex Thomas '23 and Nectaree Thao '23, participated in the winter Peer Leader conference. Alex presented on de-escalation in crisis situations and Nectaree presented on creating social media content. Additionally, **peer educators piloted a total of three new programs** which included: "Ending & Mending Relationships," "Unpacking Rape Culture," and "Sexual Projects Workshop."

For the **second year, SMPR and the GSC collaborated to host "All About Love,"** a passive educational program focused on what healthy love can look like and celebrating love in all its forms. Attendees were encouraged to create valentine cards and were entered in a draw to win a copy of Bell Hooks' book *All about Love*. SMPR provided tips on what healthy love can look like.

As three out of our four peer educators were graduating in 2023, we hired two peer educators for spring term to continue into the 2023-2024 academic year. As an office we received nine applicants for these positions and interviewed 6 candidates.

As an acknowledgement of her work since 2017, Laura Riehle-Merrill was **promoted to Assistant Dean of Students and Title IX Coordinator.**

THE YEAR BY TERM

Spring 2023

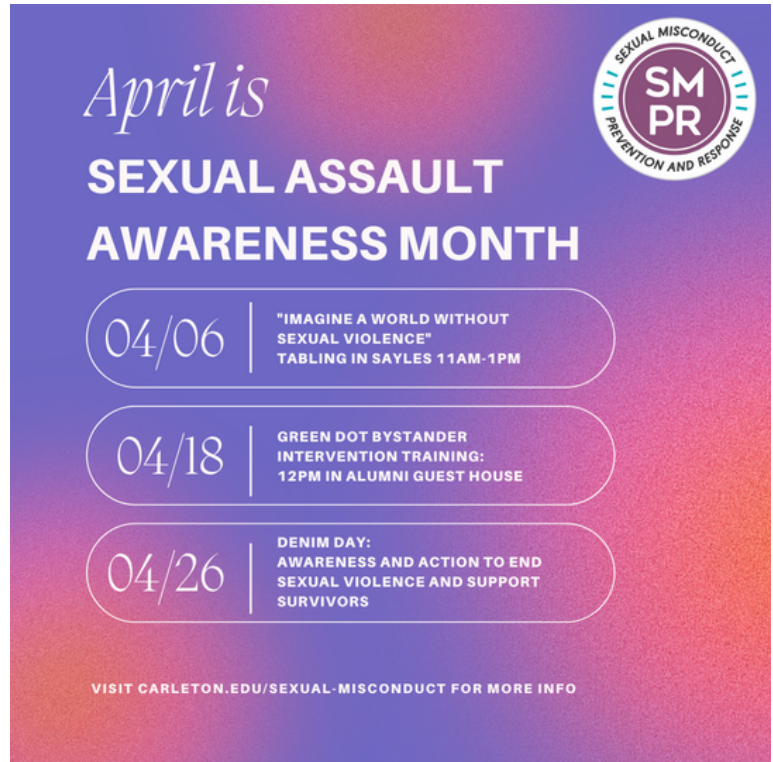
In Spring term, SMPR facilitated training sessions for Carleton's club sports. Though club sport athletes are not legally required to have the same sexual violence prevention as varsity athletes, PEAR has created the expectation that they, too, receive annual training. **This year SMPR added a new session, "Culture of Respect,"** which asks teams to clarify their values and apply them to the prevention and elimination of gender-based discrimination and sexual misconduct. Three club sports teams received this new training, while four teams received "Consent & Boundaries" and one additional team received a Green Dot Overview.

After two years of conducting live Zoom Title IX trainings for all new employees, in March **Laura worked with Human Resources to embed this required training session in Workday.** This new format will provide new employees greater flexibility and make it much easier for Human Resources to ensure compliance.

Alec Jacobson completed his interim role with SMPR at the end of May. We celebrated Alec and also our three graduating seniors: Nectaree Thao and Laurie Avila, our first peer educators when SMPR joined the peer leader program, and Alex Thomas, SMPR's one and only peer educator for fall term of 2022 (his first day coincided with Grace Espinoza's first day as Sexual Violence Prevention Coordinator!).

SMPR hired **one additional peer educator for the 2023-2024 academic year** to continue a full student staff of four peer educators.

SOCIAL MEDIA



PROGRAM HIGHLIGHTS

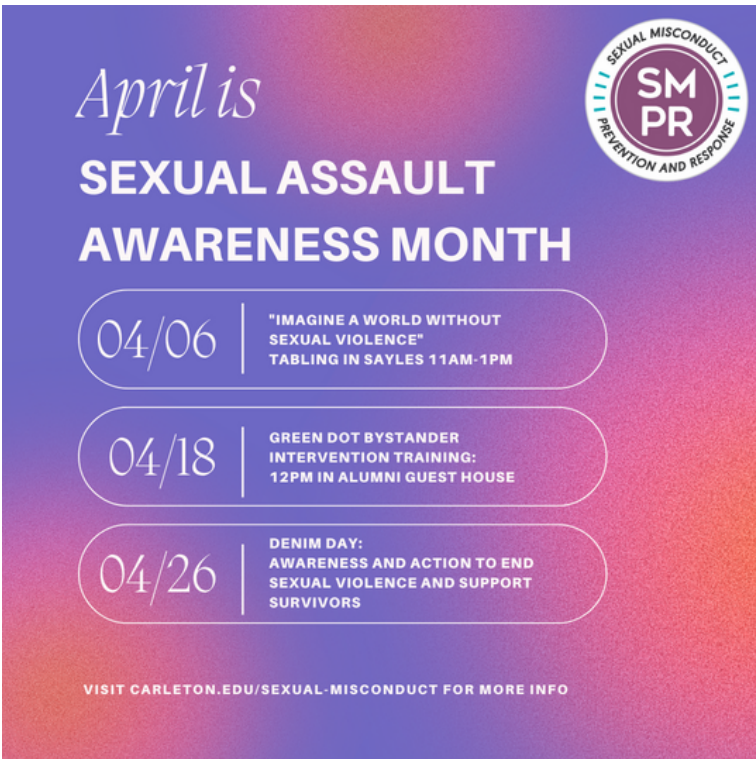
Incapacitation Training



In response to demonstrated need for effective prevention programming related to alcohol and incapacitation, the Title IX Lead Team created the workshop “Alcohol, Incapacitation, and Consent,” with feedback and help from SVPAAC. This program was presented by the Title IX Coordinator and Directors of OHP and SHAC to all Carleton varsity athletes in order to fulfill the yearly NCAA requirement. “Alcohol, Incapacitation, and Consent” aims to increase students’ understanding of the effects of alcohol on the brain, help them identify how to tell if someone may be incapacitated and unable to consent, and provide them with social norming information about alcohol use and expectations on campus.

PROGRAM HIGHLIGHTS

SAAM

A vertical graphic with a purple-to-pink gradient background. It lists three events for April. Each event is in a white rounded rectangle. A circular logo for SMPR is in the top right corner. At the bottom, there is a line of text with a URL.

April is
**SEXUAL ASSAULT
AWARENESS MONTH**

04/06 | "IMAGINE A WORLD WITHOUT
SEXUAL VIOLENCE"
TABLING IN SAYLES 11AM-1PM

04/18 | GREEN DOT BYSTANDER
INTERVENTION TRAINING:
12PM IN ALUMNI GUEST HOUSE

04/26 | DENIM DAY:
AWARENESS AND ACTION TO END
SEXUAL VIOLENCE AND SUPPORT
SURVIVORS

VISIT [CARLETON.EDU/SEXUAL-MISCONDUCT](https://carleton.edu/sexual-misconduct) FOR MORE INFO

SEXUAL MISCONDUCT
SM
PR
PREVENTION AND RESPONSE

A graphic for Denim Day. It features a pair of blue jeans at the top. Below the jeans, the text "Join SMPR for Denim Day for Sexual Assault Awareness Month" is written in blue and black. The date "Wednesday, April 26!" is in blue. At the bottom, a call to action is written in black. A circular logo for SMPR is in the bottom left corner. A circular logo for "SEXPLORATION" is in the top right corner.

Join SMPR for
Denim Day
for Sexual Assault Awareness Month

Wednesday, April 26!

Wear denim in solidarity with those who have
experienced sexual violence

SEXPLORATION
BROUGHT TO YOU BY CCCE AND
SMPR

SEXUAL MISCONDUCT PREVENTION & RESPONSE
SM
PR
Carleton College

This year for Sexual Assault Awareness month (SAAM) SMPR sponsored three events. The first event was "Imaging a World Without Sexual Violence." Students submitted sticky notes of what a world without sexual violence would be like. Second, SMPR sponsored "Green Dot" the bystander intervention overview that helps students to think about how to disrupt violence as it occurs and proactive behaviors that set the norm that violence in our community is not acceptable. Finally, SMPR sponsored Denim Day (see additional photos in section #6). SMPR asked all campus members to wear denim in solidarity with survivors of sexual violence and to challenge some the narratives that rape culture perpetuates.

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 2023 - 2024.

Goals for the coming year:

1. Continue to educate Carleton community about the difference between reporting and the Formal complaint process
2. Work with campus partners to review the anticipated new Title IX regulations and update Carleton's policy and process
3. Pilot healthy sexuality programming