

TITLE IX REPORT TO THE COMMUNITY 2023- 2024



***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.



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 2023-2024 members of the Title IX Lead Team.



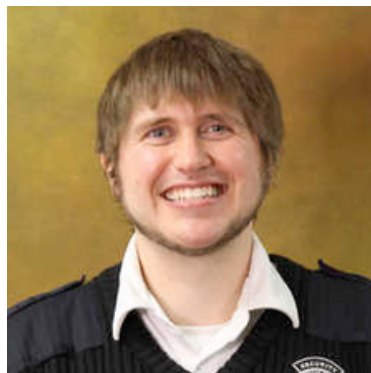
Laura Riehle-Merrill
Assistant Dean of Students
and Title IX Coordinator



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 2023-2024 academic year.

Trainings

- Minnesota Intercollegiate Athletic Conference (MIAC) Diversity Equity and Inclusion Seminar
- Dr. Derek Greenfield Inclusion Presentation
- TrainED 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 created and hosted a new training for 65 international students on "Healthy Dating in the US, " piloted in the fall during NSW.
- SMPR and OHP hosted a "Green Dot Overview" specifically for Club sport members with 80 students in attendance.
-

DASHBOARD INDICATORS FOR TITLE IX

- 100% of incoming students completed Sexual Assault Prevention for Undergrads (SAPU), an online course.
- 542 brand new students, 203 peer leaders, and 80 NSW leaders received Carltalk Consent within their first week of arriving to campus.
- 247 students participated in SMPR's campus programs.
- SMPR trained 275 club sport athletes.
- SMPR trained 385 varsity athletes.
- SMPR Supported 4 peer educators.
- Title IX trained 40 new faculty members.
- Title IX received 1 Formal Complaint.
- 5 No Contact Orders were created.
- Title IX Received 64 Community Concern Forms marked sexual misconduct in nature.

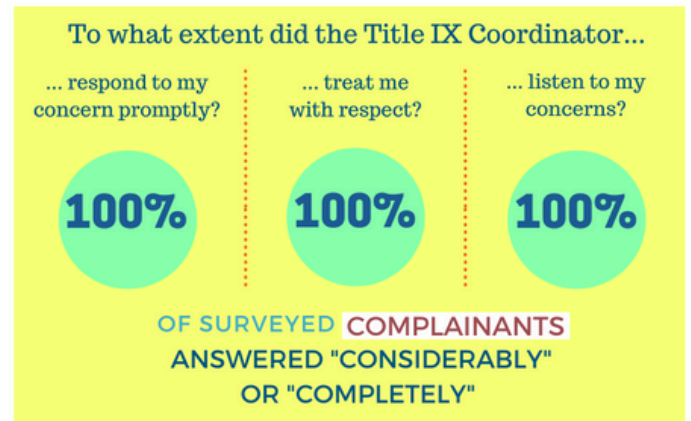
TITLE IX EXPERIENCES SURVEY

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."

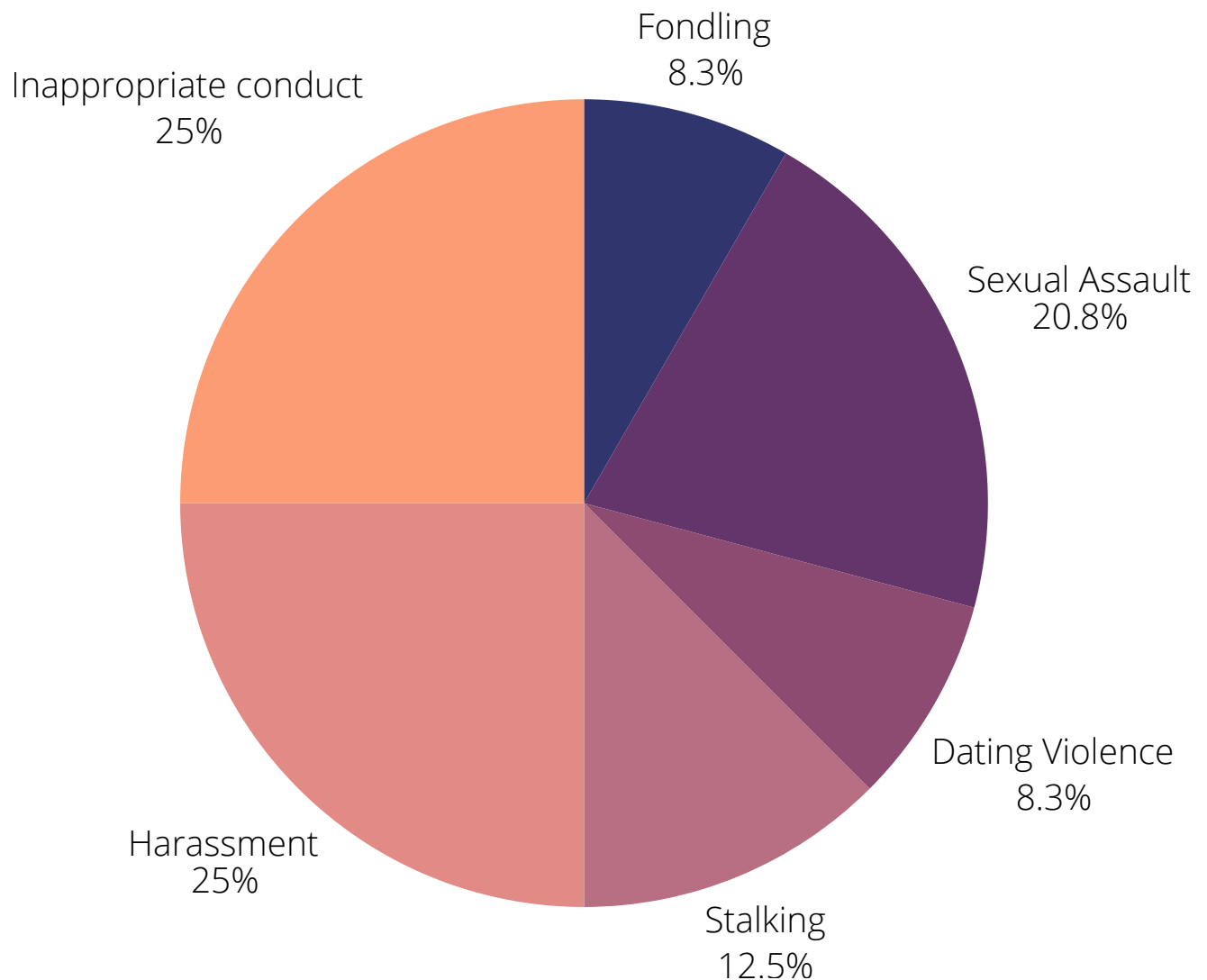
"LAURA DID A GREAT JOB BEING EMOTIONALLY SUPPORTIVE."

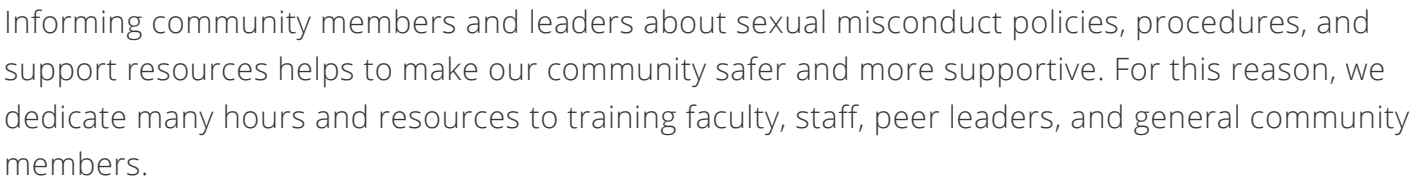


www.carleton.edu/sexual-misconduct/

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.





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

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

Sexual Pleasure Workshop

1/2

Thursday, February 15th
12-1pm | AGH meeting room
lunch from El Tri provided



The R.E.S.T Acronym

A healthy relationship is shaped by respect, equality, safety, and trust

R	E	S	T
			
Respect	Equality	Safety	Trust



FINDING WARMTH DURING CUFFING SEASON WITH & WITHOUT A PARTNER

What is "cuffing season"? |||||

Cuffing season refers to a time of the year, typically October to March, when single people may actively search for partners to spend colder months with. Whether or not you have a partner, there are ways to meet the needs for physical touch and connection. Read on to learn more!

XXXX

Did you know?
Hugging for just 10 seconds releases the feel-good hormone oxytocin
• creates a stronger bond and connection
• boosts the immune system and reduces stress

Tips

- physical touch with friends (hugs, cuddling, etc.)
- hug a stuffed animal
- spend time with animals
- use a microwavable heating pad or hot water bottle
- double up on socks or wear socks when you sleep (feet are temperature sensitive)

Resources

- OHP SWA dog hours
- SAO winter coat drive
- campus offices – most offices on campus have free tea and hot water
- join a SHAC therapy group
- reach out to SHAC for medical help or counseling resources

In collaboration with SM PR



October is Domestic Violence Awareness Month



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

SEXUAL ASSAULT AWARENESS MONTH

APRIL
4

ORIGAMI HEALING EVENT
3:30–5:00 AGH MEETING ROOM

APRIL
9

'SEXUAL CITIZENS' DISCUSSION 12:00–1:00
AGH MEETING ROOM

APRIL
16

GREEN DOT OVERVIEW
12:00–1:00 WCC 230

APRIL
23

CONSENT & BOUNDARIES
12:00–1:00 AGH MEETING ROOM

APRIL
24

DENIM DAY –
WEAR DENIM IN SUPPORT OF SURVIVORS



Join SMPR for
Denim Day
for Sexual Assault Awareness Month

Wednesday, April 24!

Wear denim in solidarity with those who have
experienced sexual violence

This year for Sexual Assault Awareness Month (SAAM) SMPR sponsored five events. The kick off event was “Origami Healing Night” where survivors were encouraged to write down/release a story on the inside of the origami and create a crane out of it choosing what they do with it after the event (display their crane, burn it, etc). The second event was “Sexual Citizens & Rape Culture” discussion which focuses on the concept of sexual citizenship from the book “Sexual Citizens” by Jennifer S. Hirsh and how rape culture can influence or impact sexual citizenship. We hosted two of our standard programs as well which were both the “Green Dot Overview” and the “Consent & Boundaries” training. The final event of Denim Day, which is our second year participating in, was to wear denim to challenge the perception of rape culture.

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 2024-2025.

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