

# TITLE IX REPORT TO THE COMMUNITY 2023- 2024

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

# PURPOSE OF THIS REPORT

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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 Title IX 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 Title IX website: <https://www.carleton.edu/title-ix/>

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# SEXUAL MISCONDUCT PREVENTION & RESPONSE

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## 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.



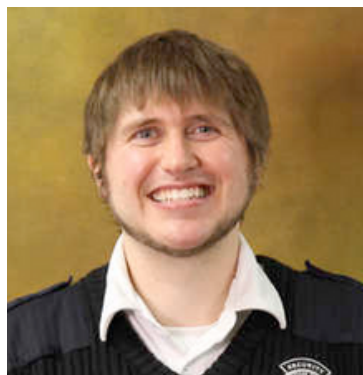
Laura Riehle-Merrill  
Assistant Dean of Students  
and Title IX Coordinator



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

# DEPARTMENT HIGHLIGHTS

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- SMPR created and hosted a new training for 65 international students on "Healthy Dating in the US, " piloted in the fall during NSW. This program focused on providing healthy dating norms in the United States and resources available to students through Title IX if they were to experience harm. This presentation was created in consultation with International Student Life.
- SMPR piloted a new trivia program called "Sex Ed Trivia" on various sex education topics which had 31 students in attendance.
- This year, to honor Sexual Assault Awareness Month (SAAM), SMPR hosted a clothesline project where folks were able to share/release messages about violence they had experienced. This space was utilized for survivors to have an opportunity to share what they wanted, see that they were not alone in their experiences, and for the community to gain an understanding of violence as something that can impact anyone.

# DASHBOARD INDICATORS FOR TITLE IX

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- 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.

**"Laura offered me connections to resources (both on campus and off) and helped hold space for my processing of an extremely difficult situation."**

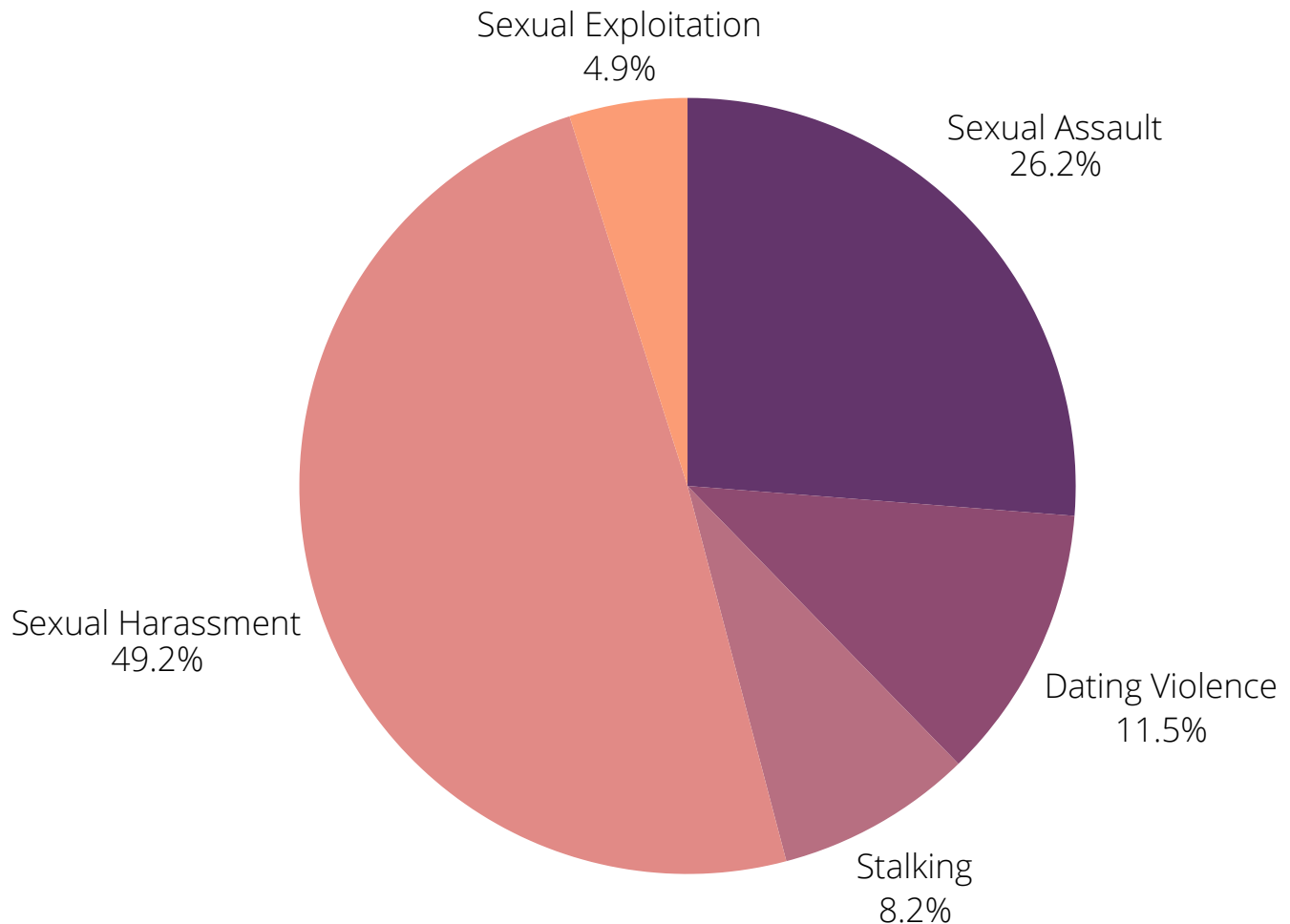
**"I really appreciate how promptly Laura replied."**

**"Laura was patient and helpful."**



# TITLE IX REPORTED INCIDENTS BY TYPE

Below is a chart of 64 reports regarding 61 incidents. This chart does not include reports which did not indicate any form of sexual misconduct.



*Note that these data contain reports from and/or about students, faculty, and staff; reports of individuals who aren't affiliated with Carleton; third-party reports; anonymous reports; reports about the same incident; incidents from the past, prior to someone's time at Carleton; and reports that include multiple types of allegations/incidents.*

# TITLE IX TRAINING: STUDENTS, FACULTY, & STAFF

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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

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While sexual violence prevention is incorporated into each month of the academic year at Carleton, we always have a specific focus on prevention during April, which is Sexual Assault Awareness Month (SAAM). For this year's 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 paper and create an origami crane out of it. Participants chose what they did with their crane after the event (display it, tear it up, etc.). The second event was the "Sexual Citizens & Rape Culture" discussion, which focused on the concept of sexual citizenship from the book "Sexual Citizens" by Jennifer S. Hirsh and Shamus Khan. Participants discussed how rape culture can influence or impact sexual citizenship. SMPR also hosted two of our standard programs during SAAM which were the "Green Dot Overview" and the "Consent & Boundaries" training. The final event of SAAM, Denim Day, includes community members wearing denim to challenge the perception of rape culture. The campus showed up in a variety of ways for these events and for survivors during SAAM.

## BY THE NUMBERS

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- **825 students received Carltalk Consent within their first week of arriving to campus.**
- **542 of incoming students completed Sexual Assault Prevention for Undergraduates (SAPU) online training**
- **Over 512 students, staff, and faculty received training on Title IX**
- **385 athletes trained in Green Dot Bystander Athletics intervention training.**

# THE YEAR BY TERM

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## Fall 2023

This past fall was a busy term for SMPR with New Student Week (NSW) and various events and trainings throughout the term. Beginning with NSW, SMPR peer leaders were divided amongst new student groups, providing them with valuable information on the Title IX processes and support services at Carleton as well as educational opportunities available to them. They also assisted in facilitating the Consent CarlTalk presented to the incoming first-year class, alongside Title IX Coordinator Laura Riehle-Merrill and Sexual Violence Prevention Coordinator Grace Espinoza. This CarlTalk was presented to 542 brand new students, as well as 203 peer leaders, and 80 NSW leaders received CarlTalk Consent within their first week of arriving to campus. Grace Espinoza and Laura Riehle-Merrill also facilitated a new session for 66 international students on “Healthy Dating in the United States.”

Within the term itself, SMPR hosted three events open to the campus community: a newly created Sex Ed Trivia Night which 31 students attended, ‘Boos, Baes, and Beginnings’ involving discussions on how to enter a healthy relationship with 30 students in attendance, and ‘Sexual Projects’, a workshop encouraging students to think about the reasons they choose to engage in sexual activity and the influences behind them which had 28 students in attendance. The term also included three Green Dot Trainings, as well as a Culture of Respect training facilitated for the Carleton Ultimate Team (CUT).

Outside of these events, peer leaders engaged with the community through Fall Fest, an event intended to advertise various campus offices and peer leaders, and the Board of Trustees meeting, in which students presented their perspectives on the peer leader program to trustees. The SMPR team also maintained passive programming via their Instagram, including information on Domestic Violence Awareness Month, how to navigate power dynamics, and a Carls love Consent hat scavenger hunt! Overall, it was a packed and informative term, and we are looking forward to continuing to provide opportunities for the community to learn about healthy relationships and consent!

# THE YEAR BY TERM

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## Winter 2024

Winter term offered several opportunities for the campus community to engage in conversations with SMPR. Peer educators hosted four workshops open to the campus at large, three specialized trainings for sports teams, and attended and presented at the Peer Leader Winter Conference on “How to Support a Friend who has experienced harm” with 41 students in attendance. SMPR’s four workshops for winter term included Mediating the Media: Sex Education, which opened up discussions about portrayals of sex positivity and sexuality in the media, Maintaining Healthy Relationships, part two of a three part series on healthy relationships which had 25 students in attendance, and a Sexual Pleasure Workshop, which explored how to talk about and engage in pleasurable sexual activity which had 26 students in attendance, as well as one Green Dot Overview with 22 students in attendance.

SMPR also hosted, for the first time, a book club where members read *Sexual Citizens* by Jennifer Hirsch and Shamus Khan. Peer educators also led two Culture of Respect trainings, one for Women’s Lacrosse and Rugby, and one for the women’s D1 frisbee team, Syzygy, and a Consent and Boundaries training for the men’s D3 frisbee team, CHOP.

The team also maintained passive programming via their Instagram, including information on Black History Month, the Community Board on Sexual Misconduct, and advertising the hiring process for one new peer educator. Overall, it was a packed and informative term, and we are looking forward to continuing to provide opportunities for the community to learn about healthy relationships and consent!

# THE YEAR BY TERM

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## Spring 2024

As the year wraps up, the Spring trimester offered yet another busy term of SMPR activity! The month of April was particularly eventful due to it being Sexual Assault Awareness Month (SAAM). Peer educators hosted several events in conjunction with other offices on campus including an Origami Healing Event for survivor support, a conversation regarding Sexual Citizenship and Rape Culture, based off of the book *Sexual Citizens* by Jennifer Hirsch and Shamus Khan, and a Consent and Boundaries training open to the campus.

SMPR also hosted one workshop, *Ending and Mending Relationships*, the third part of a three part series on healthy relationships. The department also conducted two Culture of Respect trainings, for the Badminton and Men's Volleyball teams, and one Consent and Boundaries training, for the women's D3 frisbee team Eclipse. Outside of trainings, the department dedicated numerous hours to encouraging students to complete the Higher Education Data Sharing Consortium (HEDS) sexual assault campus climate survey. As a result of social media and online publicity, tabling, and a pizza party, Carleton was able to stand with a 26% completion rate on the survey.

Passive programming (via Instagram) for this term included information on Sexual Assault Awareness Month, the Community Board on Sexual Misconduct, and warning signs for toxic relationships. Lastly, peer leaders celebrated the end of the year with the spring orientation and celebration dinner, and completed their hiring process for the 2024-2025 academic year adding one new Peer Educator to the SMPR team. Overall, it was a packed and informative term, and we are looking forward to continuing to provide opportunities for the community to learn about healthy relationships and consent in the coming year!

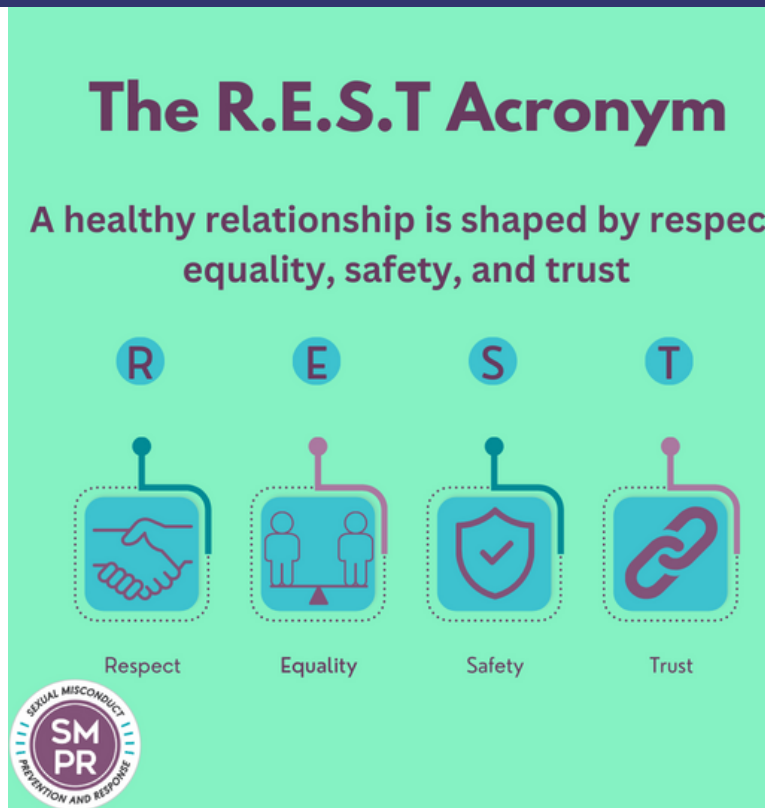
# SOCIAL MEDIA



**Sexual Pleasure Workshop** 1/2

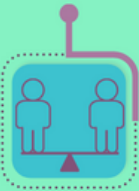
Thursday, February 15th  
12-1pm | AGH meeting room  
lunch from El Tri provided

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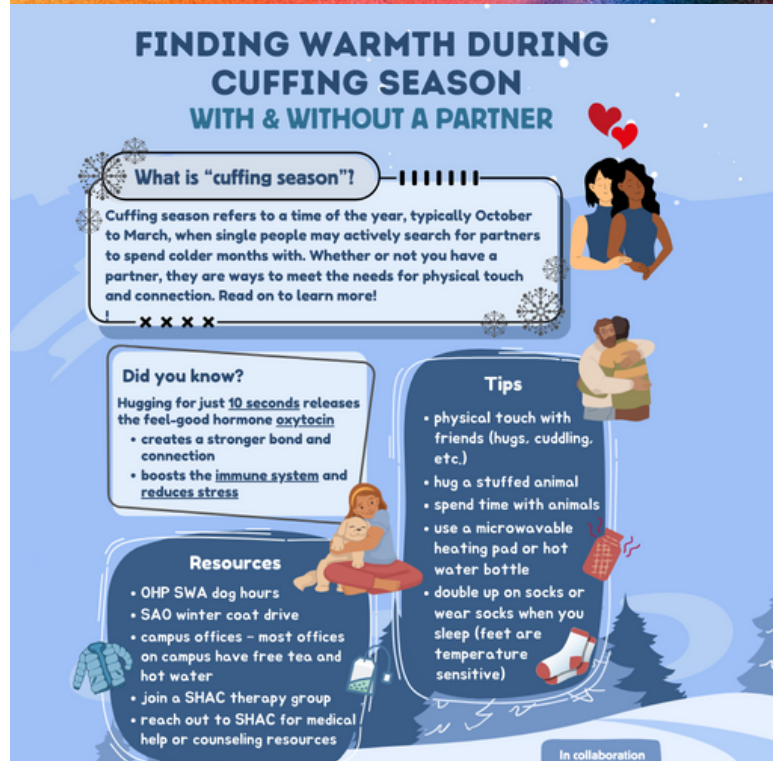


## The R.E.S.T Acronym

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

| R                                                                                   | E                                                                                    | S                                                                                    | T                                                                                    |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
|  |  |  |  |
| Respect                                                                             | Equality                                                                             | Safety                                                                               | Trust                                                                                |

SM PR  
SEXUAL MISCONDUCT PREVENTION AND RESPONSE



### 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!

**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



## October is Domestic Violence Awareness Month

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# PROGRAM HIGHLIGHTS

## Green Dot Overview



Each year there is an annual NCAA required sexual violence prevention training for all varsity athletes. SMPR works closely with club and varsity sport athletes each year to help shape what the cycle of training will be for the coming years. This past years cycle which is a on a two year rotation at this time is the Green Dot Overview. This is a nationally recognized bystander intervention program that focuses on dating violence, stalking, and sexual assault. It gives people who attend skills in how to safely intervene to begin to disrupt violence.

# PROGRAM HIGHLIGHTS

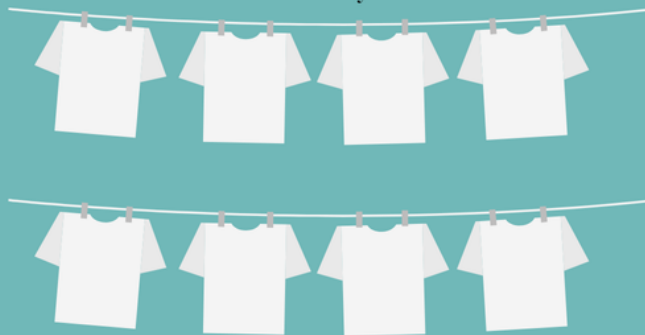
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## SAAM

### Carleton Clothesline Project

Join SMP for the opening of a community art project dedicated to honoring and supporting survivors of sexual violence. We will have white t-shirts and art supplies for folks to make contributions with.

We hope it can be a meaningful way to spread awareness and create community this month.



**Sayles 254**

**Opening: April 22, 12-1**

**Open through May 1**

Every year SMPR participates in Sexual Assault Awareness Month (SAAM). This year we participated in the clothesline project to show that violence is a more common experience than we may think, that there are a variety of kinds of violence that people experience, and that there is a community of survivors and supporters of those survivors here at Carleton.