

**Office of Title IX and Gender Equity**

# **Annual Outcome Report**

**Academic Year 2017-18**



**BROWN**  
Office of Institutional  
Equity and Diversity



## Office of Title IX and Gender Equity

# Annual Outcome Report

### Academic Year 2017-18

Each year, Brown University's Title IX and Gender Equity Office issues a report presenting data on sexual misconduct involving students. The data reflect incidents of conduct prohibited within Brown's Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy, and the disposition of reports of misconduct. The purpose of reporting statistics and outcomes is to increase awareness and promote transparency. This report includes statistics and outcomes reported from July 1, 2017, through June 30, 2018.

This report also tracks the progress and ongoing effort to operationalize the recommendations put forward by the joint student-faculty-staff Sexual Assault Task Force that concluded its work in 2015. The recommendations of the Task Force fell into three main categories: training development, accessibility of information, and assessment.

## I. Training

Training remains a priority of the Title IX and Gender Equity Office. The training program consists of a network of in-person and self-directed learning experiences that allow participants to reflect on the importance of gender equity and gender inclusion. Offices across campus host talks, trainings and workshops on gender inclusion and sexual assault prevention. The staff of the LGBTQ Center, Sarah Doyle Center for Women and Gender, and BWell Health Promotion, as well as their student leaders, also play a critical role in sustaining all the prevention initiatives on campus.

The Title IX office facilitated 50 Responsible Employee Reporting training in the 2017-18 academic year. The training workshops are designed to deepen our community's awareness of the University's reporting obligations for responsible employees, build awareness of the support services available and highlight pathways of reporting. Consistent with the recommendations of the Task Force, the training now includes the link between harassment and power dynamics associated with identity-based privilege and position of authority. These workshops also incorporate scenario-based exercises and examples to increase a participant's ability to identify the various ways that gender-based inequality may arise. These scenarios and examples were drawn from patterns that were identified in Brown's 2016 Campus Climate Survey.

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## Training

Another item of note was the launch in the past year of the Campus of Consent Bill, an initiative led by the Sexual Assault Peer Education (SAPE) program and the Undergraduate Council of Students (UCS). This bill requires SAPE training for representatives within funded student organizations to enable them to lead a conversation among their group. This initiative is an example of the ongoing efforts to continue conversations on consent, sexual violence and power-based inequity for upper-class students.

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## Communication and Outreach

### II. Communication and Outreach

#### Outreach

The Title IX office dedicated a significant amount of time in outreach to the community. Based on the recommendations of the Sexual Assault Task Force, the outreach continues to focus on making a connection with identity-based centers, graduate students and medical students. An overview of the Title IX and Gender Equity Office was added to the orientation sessions for incoming master's, doctoral and medical students. In addition, the office hosted listening sessions within senate meetings of UCS and the Graduate Student Council (GSC). Office staff also met with women peer counselors within residential life, student leaders and advocates within the Sarah Doyle Center, and the executive board of the Medical Student Senate (MSS). Staff also participated in a question-and-answer session hosted by the Brown Center for Students of Color (BCSC), including a session for student leaders in the Third World Transition Program.

The office engaged with a number of faculty and academic departments to review their reporting requirements and discuss the various ways in which gender harassment and gender bias impact the classroom. At the request of Brown's president and provost, office staff met with several senior leadership teams over the course of the year. Information on responsible employee reporting, in-the-moment strategies of working with a report and examples of inequity in the academic and work spaces were covered in sessions with department chairs and directors, the President's Executive Committee and the Faculty Executive Committee.

## Materials

The listening sessions provided insight into changes to the Title IX and Gender Equity website and handouts necessary to make accountability options more clear. The office will condense and simplify information in the current handout regarding the complaint preprocess to demystify and destigmatize reporting and investigation procedures. The office will make the following changes in the 2018-19 academic year:

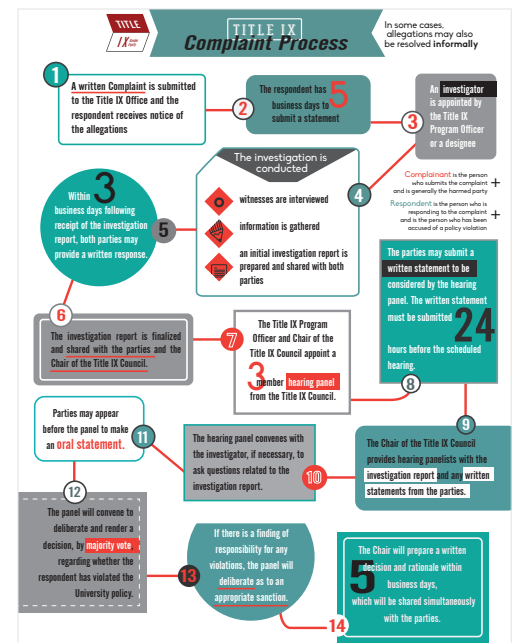
- Separate the handout into three distinct information graphics on the informal resolution procedures, formal resolution procedures, and support resources available with or without filing a complaint.
- Create an information graphic on the intake and investigation process. This document will answer key questions such as:
  - What happens in an investigation interview?
  - What type of questions are asked?
  - How is an incident with no witnesses investigated?

## Language

The language used to describe the work of the office and our process can have a significant impact on how individuals access services from the Title IX and Gender Equity Office. The Title IX office reframed conversations about the use of the formal and informal resolution procedures to focus on accountability rather than punishment. Similarly, the office also changed the language in outreach, shifting from “report” to “referral.” This shift was designed to destigmatize the information shared by responsible employees to encourage more referrals and to distance these referrals from the complaint procedures, thereby addressing fears of individuals hesitating to seek support.

## III. Assessment

Summer 2019 is the next designated term for the comprehensive three-year review of the Title IX and Gender Equity Office. The review of the Title IX program will be led by the Steering Committee on Equity and Diversity. The Steering Committee on Equity and Diversity comprises student representatives from undergraduate, graduate and medical school programs as well as staff



## Assessment

and faculty. In addition to this community-centered assessment, the University is participating in the Sexual Assault and Misconduct Survey hosted by the American Association of Universities in Spring 2019.

In addition to these formal assessment channels, the office works closely with advocates within the Sexual Harassment and Assault Resources and Education program to seek general feedback from individuals who identify as survivors. The office will continue to gather feedback from the shared governance groups across campus, such as UCS, GSC, MSS and SAPE peer leaders. Community feedback will be gathered through listening sessions and open forums.

#### **Policy and Procedures Updates**

The Title IX office is in the process of proposing updates to the complaint procedures and current unified policy that prohibits sexual and gender-based harassment, sexual assault, sexual exploitation, relationship and interpersonal violence, provision of alcohol and/or other drugs for purposes of prohibited conduct, and stalking. The revisions will incorporate the ongoing feedback solicited from participants within the process, ongoing research and best practices, and forthcoming changes in the federal regulations governing Title IX.

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## **Notable Achievements**

### **IV. Other Notable Achievements**

The University has added staffing resources to the Office of Institutional Equity and Diversity and the Title IX and Gender Equity Office to strengthen our response to referrals and reports made to the office, and to increase our capacity for case management and ongoing support. The staff of the office increased in the fall of 2017 to include administrative support. The University also added a second investigator position, with an anticipated start of fall 2019.

## V. Summary of Referrals and Reports to the Title IX and Gender Equity Office

The prevalence of sexual harassment, sexual violence and gender-based inequity remains a problem for campuses nationwide. The Title IX and Gender Equity Office is seeing an increase in individuals seeking support, an indicator that community members are aware of the available resources and services. (Note: For the purpose of this document, “report” means any notification or information submitted to the Title IX and Gender Equity Office.)

It is important to remember that the figures in the charts on the following pages do not align with those found in the Annual Security Report issued by Brown’s Department of Public Safety to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”). The Clery Act requires reporting for specific categories of sexual violence that occur on or in the area immediately surrounding the campus. The data contained in this Annual Outcome Report reflect the full set of conduct prohibited within Brown’s Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy. It includes conduct that occurred on and off campus and during University-sanctioned activities or programs, and it includes referrals of actions by individuals not affiliated with the University. As such, some of these data are embedded within the University’s Annual Security Report. The Annual Security Report and this Annual Outcome report provide a different context and way in which the University seeks to understand what is occurring within our community.

### Incidents Reported to the Title IX Office

The chart below reflects referrals and reports to the office made between July 2017 and June 2018. The information came from survivors of sexual violence, third parties who witnessed or were concerned for another individual dealing with the effects of sexual violence, and individuals designated as “responsible employees.” Responsible employees are designated individuals across campus who are required to share information about reports.

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## Referrals and Reports

The following chart includes notification of behavior that occurred between 2002 and 2018 but was reported for the first time between July 2017 and June 2018. The incidents are categorized, to the best of our ability, based on the information available. In certain circumstances, the Title IX and Gender Equity Office did not receive enough information to determine whether an incident constituted prohibited conduct as defined in Brown’s policy. This may have been because the reporting party did not have that information or chose not to share certain details. These incidents are included as “unable to categorize.”

### Incidents Reported to the Title IX and Gender Equity Office July 2017-June 2018

Sexual or Gender-Based Harassment	45
Sexual Assault (including non-consensual touch, non-consensual penetration and sexual assault undefined by the reporting party)	35
Sexual Exploitation and Sexual Coercion	1
Relationship and Interpersonal Violence	2
Stalking	5
Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct (This figure does not indicate whether alcohol or drugs were used by individuals involved in an incident, but whether such substances were used as a means to engage in prohibited conduct)	0
Retaliation	1
Unable to Categorize	3
<b>Total</b>	<b>92</b>

The chart above represents the number of reported allegations to the Title IX and Gender Equity Office. These allegations were not investigated unless a formal complaint resolution procedure was requested (see following section). This chart includes behavior reported between July 2017 and June 2018; however, the reported incidents themselves occurred between 2002 and 2018. Nine (9) of these incidents involved respondents not affiliated with the University. In 20 of these reports, the name of the respondent or potential affiliation with the University was not disclosed.



## A. Complaint Process

Fifteen individuals used Brown’s informal or formal procedures to address allegations of potential violations of the Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy (see Complaint Process sections VI and VIII). These complaints represent third-party complaints, peer-to-peer/colleague-to-colleague concerns or student allegations against a faculty member or members of the teaching staff.

### Overview of Complaint Procedures Initiated with the Title IX Office July 2017-June 2018 Prohibited conduct number of complaints

Sexual Assault (as defined in the chart above)	10
Sexual or Gender-Based Harassment	4
Sexual Exploitation and Sexual Coercion	1
Retaliation	1
Relationship and Interpersonal Violence	1
Stalking	0
Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct (as defined in the chart above)	0

**The total does not equal 15 because a single complaint may have included more than one allegation of Prohibited Conduct**

### Case Appeals July 2017-June 2018 Appeals number of complaints

Total Appeals	1
Appeals Denied	1
Appeals Granted	0

### Case Findings July 2017-June 2018

Informal Resolution (No Investigation or Hearing)*	6
Responsible Findings	3
Not Responsible Findings	6
Case Referred to Another Process	1
Withdrawn	1

\*Informal resolution is a procedure that allows the parties to propose their own resolution or agreement on the appropriate outcome to a report. The informal process is initiated by the reporting party (complainant) who proposes the terms and agreements. However, both parties must agree to the outcome. This process does not require the complainant to communicate directly with the respondent, nor does it involve an investigation, hearing or finding.

### Case Outcomes July 2017-June 2018

Prohibited Conduct	#	Not Responsible	Responsible	Withdrawn	Informal Resolution	Referred to another process
Sexual or Gender-Based Harassment	4	1			2	1
Sexual Assault	10	3	2	1	4	
Sexual Exploitation and Sexual Coercion	1	1				
Relationship and Interpersonal Violence	1	1				
Retaliation	1		1			

The total does not equal 15 because a single complaint may have included more than one allegation of Prohibited Conduct. A finding is provided for each allegation.

### Case Sanctions July 2017-June 2018

Prohibited Conduct	#	Required Training	Reprimand	Deferred Suspension	Suspension	Expulsion
Sexual or Gender-Based Harassment	0					
Sexual Assault	2	2		1	1	
Sexual Exploitation and Sexual Coercion	0					
Relationship and Interpersonal Violence	0					
Retaliation	1		1			





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