



BROWN

Office of Institutional
Equity and Diversity

Title IX and Gender Equity Office

Annual Outcome Report

Academic Year 2020-2021

Title IX and Gender Equity Office

Annual Outcome Report

Academic Year 2020-2021

Table of Contents

[*Introduction*](#)

[*Staff*](#)

[*Training*](#)

[*Policies and Procedures*](#)

[*Summary of Reports and Formal Complaints*](#)

[*Incidents Reported to the Title IX and Gender Equity Office*](#)

[*Allegations of Prohibited Conduct*](#)

[*Formal Complaints*](#)

[*Informal Resolution*](#)

[*Conclusion*](#)

Title IX and Gender Equity Office

Annual Outcome Report

Academic Year 2020-2021

Introduction

Each year, the Title IX and Gender Equity Office at Brown University issues a report that presents data on sexual misconduct involving members of the Brown community and highlights campus-wide training efforts to prevent sexual and gender-based harassment. The data includes reports of conduct prohibited by the following policies:

- Sexual and Gender-based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy, (effective 2015–February 2021);
- Sexual and Gender-based Harassment, Sexual Assault, Intimate Partner Violence, and Stalking Policy (“Title IX Policy,” effective August 2020–present); and
- Sexual and Gender-based Misconduct Policy (effective February 2021–present).

The purpose of reporting these statistics and outcomes is to increase awareness and promote transparency. The information in this document reflects reports received between July 1, 2020, through June 30, 2021. It is important to note that there was a reduced density of students on campus during this period because of the COVID-19 pandemic. For the 2020–2021 academic year, Brown utilized a three-term academic calendar in which undergraduate students were on campus for only two of the three terms. All students were given the option to take courses virtually.

Staff

Rene Davis served as the Title IX Program Officer for the 2020–2021 academic year until May 2021. Jeana Horton, Institutional Equity Investigator, served as the Interim Title IX Program Officer for the remainder of the academic year. In February 2022, Brown University welcomed Ebony Manning as the new Title IX Coordinator. The Title IX and Gender Equity Office is currently comprised of the following staff members:

Title IX Coordinator	Administrative Coordinator
Ebony Manning Tel: (401) 863-2026 Email: ebony_manning@brown.edu Office Location: Horace Mann House, 47 George St., Providence, RI 02912	Rowan McKenna Tel: (401) 863-5140 Email: rowan_mckenna@brown.edu Office Location: Horace Mann House, 47 George St., Providence, RI 02912

Training

Training by the Title IX Office

Providing training for members of the Brown community remains a priority with the goal of reducing incidents of sexual and gender-based harassment, including sexual violence. The Title IX and Gender Equity Office trained members of the Brown community on their obligations and expectations under Title IX of the Education Amendments of 1972 and Brown's policies and hosted sessions to increase awareness of the policies and the conduct prohibited. Over the period of this report, the Title IX Program Officer facilitated 36 training sessions and workshops reaching approximately 1,600 faculty, staff, and student participants.

Training by BWell Health Promotion

In addition to the training provided by the Title IX and Gender Equity Office, colleagues in BWell Health Promotion (BWell) provided comprehensive and diverse educational interventions on proactive prevention and response across the spectrum of interpersonal violence, covering topics including consent, bystander intervention, and survivor support. These programs reach a large portion of the campus community. In the 2020-21 academic year, BWell delivered approximately 120 workshops and training sessions, reaching more than 4,000 new and returning undergraduate, graduate, and medical school students. Of particular note is BWell's Sexual Assault Peer Education program which reached 418 participants in 67 programs last year.

Culture of Respect

In 2021, Brown joined the National Association of Student Personnel Administrators (NASPA) Culture of Respect Collective program and cohort.

The Culture of Respect Collective engages institutions in rigorous self-assessment and collaborative strategic planning to take targeted steps towards addressing sexual and gender-based violence on campus. In alignment with the tradition of grassroots engagement at Brown, this initiative brings together campus organizers and practitioners who are engaged in advocacy, scholarship, and support services campus-wide.

The two-year program assists universities in their efforts to assess their effectiveness in addressing gender-based violence prevention and response efforts through a process of self-assessment and targeted organizational change. The assessment is organized around six key pillars (Survivor Support, Clear Policies, Multitiered Education for the entire campus, Public Disclosures of Statistics, Schoolwide Mobilization with students, groups and leaders and Ongoing Self-Assessment). These pillars outline a holistic framework to building infrastructure around sexual violence prevention and response.

Over a period of two-years, each cohort will receive a personalized track that makes use of an expert-developed public health framework, cross-campus collaboration, and peer-led learning to catalyze institutional change. The program has shown success in making programmatic and policy changes at over 100 institutions across North America.

Policies and Procedures

Brown University made significant revisions to its policies and complaint procedures between August 2020 and February 2021. At present, the University has two policies and two procedures in place to address prohibited conduct: the Sexual and Gender-based Harassment, Sexual Assault, Intimate Partner Violence, and Stalking Policy (“Title IX Policy”) and the Sexual and Gender-based Misconduct Policy. By having both the Title IX Policy and the Sexual and Gender-based Misconduct Policy in place, the Title IX and Gender Equity Office is able to respond to reports of sexual and gender-based harassment that involves conduct and locations of harassment that fall outside of the jurisdiction of the Title IX Policy. Both policies and corresponding procedures provide a prompt, impartial, and unbiased resolution process.

Summary of Reports and Formal Complaints

For purposes of this annual outcome report, “report” means any notification or information submitted to the Title IX and Gender Equity Office. A report is made when an individual seeks information or support measures or informs the University of conduct prohibited by the policies. A formal complaint is a written and signed request for an investigation and initiation of the informal or formal resolution process.

It is important to note that the data for reports found in the charts on the following pages does not align with those found in the Annual Security Report issued by Brown’s Department of Public Safety in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”). The Clery Act requires reporting for specific categories of crimes that occur within the University’s Clery geography.

The data contained in this Annual Outcome Report reflect allegations of conduct prohibited by Brown’s Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence, and Stalking Policy. This report includes conduct reported to have occurred on- or off-campus, including during University-sanctioned activities or programs abroad. This report also includes allegations against individuals not affiliated with the University. As such, some but not all of these data are embedded within the University’s Annual Security Report, which has a different scope. The Annual Security Report and this Annual Outcome report provide a different context and way in which the University seeks to learn what is occurring within the Brown community.

I. Incidents Reported to the Title IX and Gender Equity Office

The Title IX and Gender Equity Office received 87 reports between July 1, 2020, and June 30, 2021. The reports originated from self-reports, third party reporters, and mandatory reporters. It is important to note that while these reports were received during the 2020–2021 academic year, the incidents detailed in the reports may have occurred prior to this time frame. There is no time limit on reporting prohibited conduct to the Title IX and Gender Equity Office.

When reporting incidents to the Title IX and Gender Equity Office, reporting parties may self-categorize the nature of the reported behavior and may include multiple types of prohibited conduct. However, it is

the role of the Title IX Office to review reports in order to identify the alleged prohibited conduct. There may be instances where the prohibited conduct identified by the Title IX and Gender Equity Office differs from the categorization in the incident report.

Table 1. Incidents Reported to the Title IX and Gender Equity Office from July 1, 2020 to June 30, 2021

Prohibited Conduct Reported	2020-2021
Sexual and Gender-based Harassment	18
Sexual Assault (including non-consensual touching, non-consensual penetration, and sexual assault undefined by the reporting party)	34
Sexual Exploitation and Sexual Coercion	3
Relationship and Interpersonal Violence	3
Stalking	8
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
Prohibited Consensual Sexual or Intimate Relationship with a Student	0
Conduct outside of the scope of the policies*	24
Total	91**

*Conduct outside of the scope of the policies is determined by the Title IX Coordinator based on how a reported conduct is defined by the policies set forth.

** This number does not match the total number of reports received (87) because reports may include more than one type of Prohibited Conduct. This number also differs from those of the Department of Public Safety due to the manner in which Clery offenses are reported. For instance, some allegations fall outside of Clery’s jurisdiction, and our office accounts for all alleged misconduct where Clery only accounts for the most serious offenses.

II. Allegations of Prohibited Conduct

Seven formal complaints were processed during the 2020–2021 academic year. Five formal complaints were resolved during this time period while two formal complaints were still pending by the end of the reporting period. Of the seven formal complaints, five were brought forward by community members and two formal complaints were initiated by the Title IX Program Officer.

Table 2 displays the allegations contained within the formal complaints that were active between July 1, 2020 and June 30, 2021.

Table 2. Overview of Allegations Associated with the Complaints from July 1, 2020 to June 30, 2021

Prohibited Conduct Reported	2020-2021
Sexual and Gender-based Harassment	5

Sexual Assault (as defined in Table 1)	3
Sexual Exploitation and Sexual Coercion	1
Relationship and Interpersonal Violence	1
Stalking	0
Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct (as defined in Table 1)	0
Retaliation	0
Prohibited Consensual Sexual or Intimate Relationship with a Student	0
Total	10*

* This number does not match the total number of formal complaints because formal complaints can include more than one charge.

III. Formal Complaints

Table 3 and Table 4 provide an overview of the case outcomes for the five formal complaints that were resolved during the reporting period. As in previous tables, each charge is counted individually. A formal complaint may include multiple allegations of prohibited conduct.

Table 3. Formal Complaint Allegations Outcomes

Formal Complaint Outcome	2020-2021
Not Responsible	5
Responsible	2
Complaint Withdrawn	1
Dismissed or referred to another process	1
Total	9

Table 4. Sanctions for Responsible Findings

Sanctions	2020-2021
Reprimand	1
Probation	1
Suspension or Administrative Leave	1
Expulsion or Termination	0
Accompanying Terms*	2

Total	5**
-------	-----

*Accompanying terms include a range of additional requirements imposed by the hearing panel. The accompanying terms can include actions such as required training and education, loss of privilege or restricted access to campus, safety assessment, monitoring...etc.

** This number does not match the number of responsible findings because a Hearing Panel may impose more than one sanction per charge.

IV. Informal Resolution

No formal complaints were resolved through the informal resolution procedure during the 2020–2021 academic year.

Conclusion

Working to create an environment free from sexual and gender-based harassment by preventing and responding to incidents of sexual misconduct remains a priority for the University. As part of that effort, the Title IX and Gender Equity Office is committed to educating the campus community and overseeing equitable and unbiased complaint resolution processes. This Annual Outcome Report is not an exhaustive account of the full work of the Title IX and Gender Equity Office, but rather a reflection of the University’s approach to creating a living, learning, and working environment that is inclusive for all members of the Brown community.

In assessing this year’s data, sexual and gender-based harassment and sexual assault continue to be the predominant forms of prohibited conduct reported. The 2020–2021 data also showed an increase in the number of individuals who reported behavior outside of the scope of the policies. After consultation with the reporting parties, these reports were addressed through feedback or referral to the appropriate office.

The Title IX and Gender Equity Office will continue its efforts to educate the Brown community with the goal of reducing incidents of sexual misconduct by equipping community members with intervention and prevention strategies and an understanding of the University’s policies and procedures. In collaboration with campus partners, the Title IX Office will continue efforts to educate students, staff, and faculty about the reporting and complaint resolution processes as well as the support measures and resources available at Brown University.



BROWN
Office of Institutional
Equity and Diversity

brown.edu/go/equity_and_diversity