



**BROWN**

Office of Institutional  
Equity and Diversity

---

*Title IX and Gender Equity Office*

# **Annual Outcome Report**

**Academic Year 2021-2022**

---

**Title IX and Gender Equity Office**

# ***Annual Outcome Report***

**Academic Year 2021-2022**

## **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\*](#)

[\*Appeals\*](#)

[\*Informal Resolution\*](#)

[\*Conclusion\*](#)

---

**Title IX and Gender Equity Office**

***Annual Outcome Report***

**Academic Year 2021-2022**

***Introduction***

Each year, the Title IX and Gender Equity Office at Brown University issues an Annual Outcome Report that presents data on reports of sexual misconduct involving members of the Brown community and highlights campus-wide training efforts to prevent sexual and gender-based harassment. The Annual Outcome Report includes reports received between July 1, 2021-June 30, 2022 and references conduct that was governed by the following policies and procedures:

- Sexual and Gender-based Harassment, Sexual Assault, Intimate Partner Violence, and Stalking Policy (“Title IX Policy,”);
- Title IX Grievance Procedure;
- Sexual and Gender-based Misconduct Policy; and
- Sexual and Gender-based Misconduct Complaint Procedure.

The purpose of reporting these statistics and outcomes is to increase awareness and promote transparency. It is important to note that during the reporting period (July 2021-June 2022) there was an increased population of on-campus community members compared to the previous reporting period of July 2020-June 2021. Fall 2021 brought the return of employees who had been working remotely, as well as new and returning students living and learning on campus following the reduced density of students because of the COVID-19 pandemic.

***Staff***

Jeana Horton, Institutional Equity Investigator, served as Interim Title IX Program Officer for this reporting period until Ebony Manning joined Brown as the University’s Title IX Coordinator in February 2022. The Title IX and Gender Equity Office is currently comprised of the following staff members:

<b>Title IX Coordinator</b>	<b>Administrative Coordinator</b>
Ebony Manning Tel: (401) 863-2026 Email: <a href="mailto:ebony_manning@brown.edu">ebony_manning@brown.edu</a> Office Location: Horace Mann House, 47 George St., Providence, RI 02912	Rowan McKenna Tel: (401) 863-5140 Email: <a href="mailto:rowan_mckenna@brown.edu">rowan_mckenna@brown.edu</a> 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 hosted sessions to increase awareness of the conduct prohibited by its policies and the procedures used to resolve complaints. For this report, the Title IX and Gender Equity Office facilitated 27 training sessions and workshops reaching approximately 1,500 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 the BWell Health Promotion Office (BWell) provided comprehensive and diverse educational interventions on proactive prevention and response across the spectrum of interpersonal violence, covering topics including consent, bystander intervention, dynamics of coercive and healthy relationships, and survivor support. These programs reached a large portion of the campus community. In the 2021-22 academic year, BWell delivered approximately 182 workshops and training sessions, reaching approximately 5,500 new and returning undergraduate, graduate, and medical school students.

### *Culture of Respect*

As stated in the 2020–2021 Annual Outcome Report, Brown University joined the 2021 cohort of NASPA’s (Student Affairs Administrators in Higher Education) Culture of Respect Collective program. The University continued its work as a member of the Collective during the 2021–2022 academic year.

The Culture of Respect Collective engages institutions in rigorous self-assessment and collaborative strategic planning to take targeted steps toward 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) and ensures that they are fully addressed and adapted by each university. These pillars outline a holistic framework for building infrastructure around sexual violence prevention and response.

Over two years, each cohort will receive a personalized track that uses 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***

Currently, the University has two policies and 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 Title IX Grievance Procedure, as well as the Sexual and Gender-based Misconduct Policy and Sexual and Gender-based Misconduct Complaint Procedure. By having both the Title IX Policy and the Sexual and Gender-based Misconduct Policy in place, the Title IX and Gender Equity Office can respond to reports of sexual and gender-based harassment that involves conduct and locations of harassment that fall within and outside 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 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 do 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 Title IX Policy as well as the Sexual and Gender-based Misconduct Policy. As such, some but not all of this data is reported in 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 ways 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 132 reports between July 1, 2021, and June 30, 2022. The reports came from self-reports, third-party reporters, and mandatory reporters. While these reports were received during the 2021–2022 academic year, the incidents detailed in the reports may have occurred before 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. However, it is the role of the Title IX Coordinator to review reports to identify the alleged prohibited conduct. There may be instances where the prohibited conduct identified by the Title IX Coordinator differs from the categorization in the incident report.

*Table 1. Incidents Reported to the Title IX and Gender Equity Office from July 1, 2021 to June 30, 2022*

Prohibited Conduct Reported	2021-2022
Sexual and Gender-based Harassment	35
Sexual Assault (including non-consensual touching, non-consensual penetration, and sexual assault undefined by the reporting party)	58
Sexual Exploitation and Sexual Coercion	10
Relationship and Interpersonal Violence	8
Stalking	15
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.)	1
Retaliation	3
Prohibited Consensual Sexual or Intimate Relationship with a Student	1
Conduct outside of the scope of the policies*	13
<b>Total</b>	<b>144**</b>

\*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 because reports may include more than one type of Prohibited Conduct.

## II. Allegations of Prohibited Conduct

Eighteen formal complaints were processed during the 2021–2022 academic year. Ten formal complaints were resolved during this period while eight formal complaints were still pending by the end of the reporting period. Two of the formal complaints resolved during this period were filed during the previous reporting period. No formal complaints were initiated by the Title IX Coordinator during this time. All formal complaints were brought forward by Brown University community members.

Table 2 displays the allegations contained within the formal complaints that were active between July 1, 2021 and June 30, 2022.

*Table 2. Overview of Allegations Associated with the Complaints from July 1, 2021 to June 30, 2022*

Prohibited Conduct Reported	2021-2022
Sexual and Gender-based Harassment	1
Sexual Assault (as defined in Table 1)	13
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	3
Prohibited Consensual Sexual or Intimate Relationship with a Student	0
<b>Total</b>	<b>19*</b>

\* 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 provides an overview of the case outcomes for the ten 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	2021-2022
Not Responsible	—*
Responsible	—*
Complaint Withdrawn	1
Dismissed or referred to another process	2
Resolved through the informal resolution process	3
<b>Total</b>	<b>—*</b>

\* Less than five (5) Formal Complaints were resolved through the formal resolution process during the reporting period. To uphold the privacy of the parties involved and to comply with the Family Educational Rights and Privacy Act (FERPA), we have omitted the number of “not responsible” and “responsible” findings from Table 3.

### IV. Appeals

The Title IX Grievance Procedure and the Sexual and Gender-based Misconduct Complaint Procedure allow the parties to a complaint (i.e. Complaint and Respondent) to appeal an outcome based on the following grounds:

- (i.) material procedural error that materially affected the outcome;
- (ii.) material, new evidence not reasonably available at the time of the hearing;
- (iii.) a decision and/or Discipline that is clearly contrary to the weight of the evidence; and/or
- (iv.) conflict of interest or bias on the part of the Title IX Program Officer, investigator, or Hearing Panelist that affected the outcome.

Because the number of appeals submitted during the reporting period is less than five, the outcome of the appeals is not disclosed in this report to uphold the privacy of the parties involved.

## **V. Informal Resolution**

The informal resolution process is a voluntary process that allows parties to propose a resolution or terms as an appropriate outcome to a formal complaint. This process does not require the parties to communicate directly with each other, nor does it involve an investigation, hearing, or finding.

As listed in Table 3, three formal complaints were resolved through the informal resolution process during the 2021–2022 academic year.

## ***Conclusion***

Working to create an environment free from sexual and gender-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 reducing instances of sexual and gender-based harassment and sexual violence and creating a living, learning, and working environment that is inclusive for all members of the Brown community.

In assessing this year’s data, sexual assault and retaliation were the predominant forms of prohibited conduct reported. The 2021–2022 data also showed a decrease 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.

While the Title IX and Gender Equity Office continue to see increases in individuals seeking support, this increase may not directly correlate to an increase in incidents of sexual and gender-based harassment and sexual violence. Instead, the increased number of reports may be an indicator that community members are becoming aware of available campus resources and using support services across campus as a result of the Title IX and Gender Equity Office’s outreach efforts.

The Title IX and Gender Equity Office will continue its efforts to educate the Brown community to reduce 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 and Gender Equity Office will continue to inform students, staff, and faculty about the reporting and complaint resolution processes as well as the support measures and resources available at Brown University.

As the University prepares to address the changes the U.S. Department of Education is expected to make to the federal Title IX regulations in 2023, Brown remains committed to maintaining complaint procedures that are fair, impartial, and accessible to all community members.





**BROWN**  
Office of Institutional  
Equity and Diversity