

# DARTMOUTH

Title IX Office



## **Annual Report Academic Year 2020-2021**

## Table of Contents

Introduction.....	Page 3
Executive Summary.....	Page 5
Section 1: Academic Year 2020–21—Title IX Office Update.....	Page 7
▪ Addressing Sexual Misconduct	
▪ Title IX Office Infrastructure	
▪ Services Provided to Parties	
Section 2: Definitions Included in Report.....	Page 10
Section 3: Procedural Information for 2020–21 Matters.....	Page 13
Section 4: Categorical Data for 2020-21 Matters.....	Page 14
▪ Breakdown of Incidents by Category	
– Sexual or Gender-Based Harassment	
– Sexual Assault	
– Relationship and Interpersonal Violence	
– Stalking	
– Retaliation	
– Sexual exploitation	
Section 5: Sexual Violence Prevention Project.....	Page 15
Section 6: Resources.....	Page 17

## Introduction

Evident in the long-established Principles of Community are Dartmouth College's values of integrity, responsibility, and respect for the rights and interests of others. As such, the campus community is dedicated to establishing and maintaining a safe and inclusive environment where all have equal access to the educational and employment opportunities Dartmouth offers. With those guiding fundamentals, the Title IX Office strives to promote an environment of sexual respect, safety, and well-being.

Title IX of the Education Amendments of 1972 defines and ensures sex and gender equity in education. The law prohibits all forms of sex or gender-based discrimination in any education program or activity that receives federal funding. Title IX applies to all Dartmouth educational programs or activities, including sponsored off-campus programs.

The Department of Education Office for Civil Rights ensures compliance with Title IX, which fundamentally states that:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

Some key areas in which institutions have Title IX obligations are: recruitment, admissions, and counseling; financial assistance; athletics; sex-based harassment; treatment of pregnant and parenting students; discipline; single-sex education; and employment. Also, an institution may not retaliate against any person for opposing an unlawful educational practice or policy, or making charges, testifying or participating in any complaint action under Title IX. For an institution to retaliate in any way is also considered a violation of Title IX.

Dartmouth College designates the Title IX Coordinator to coordinate the College's efforts to comply with and carry out its responsibilities under Title IX. In its policies and standards, Dartmouth demonstrates unequivocally that sexual or gender-based harassment, sexual assault, dating violence, domestic violence, and stalking are not tolerated in our community.

As part of the Title IX Coordinator's efforts to increase transparency and efficacy around the work we do, this annual report highlights Dartmouth's programs for promoting sexual respect; explicates informative data from cases reported during the past year; and provides information on resources, policies, and procedures for preventing and responding to sexual misconduct. This report consists of seven sections. **The Introduction and Executive Summary** gives a high-level overview of the College's Annual Security Report and how it differs from the information included and the scope of this annual Title IX Report. [Section 1](#) provides an update on the Title IX Office and the initiatives we have focused on during the 2020-2021 academic year. [Section 2](#) explicates terms of categorical misconduct and College policy materials that are referenced in this report. [Section 3](#) presents an overview of the reports received from July 1, 2020, to June 30, 2021, including graphical information categorized according to the misconduct classification, how the matters progressed through the procedure, as well as outcome information for matters that were reported between July 1, 2020 and June 30, 2021. Also included in the graphical illustrations are matters that were still in progress prior to the 2020-2021 academic year, generally because the matter was reported late in the year; the outcome for matters currently in progress will be reported in next year's report. [Section 4](#) focuses on each categorical subset of misconduct (these matters are

a dissection of the superset of data found in the Section 4 of this report). Finally, [Section 6](#) is a list of resources available to Dartmouth College community members.

It is imperative to note that this report delves into information pertaining to sexual misconduct matters, which is essential for the campus community to be aware of, yet some may find concerning. As always, we encourage our audience to pay utmost attention to how they are feeling and seek support as needed.<sup>1</sup>

---

<sup>1</sup> A comprehensive list of campus and community resources is included in Section 6 at the end of this report.

## Executive Summary

The focus of this Annual Report is disseminating information relevant to Title IX, particularly prevention and education initiatives, as well as sexual misconduct matters that have been disclosed to the Title IX Office during the 2020-2021 academic year. The latter have been categorized under the following classifications of misconduct, also referred to as Prohibited Conduct:

- Sexual or Gender-Based Harassment
- Sexual Assault
- Relationship and Interpersonal Violence
- Stalking

This Annual Report contains incidents reported by Complainants or Responsible Employees. Responsible Employees have an obligation under the [Sexual and Gender-Based Misconduct Policy](#) to promptly report any disclosure of sexual misconduct to the Title IX Coordinators, including any known details. When a Responsible Employee shares information with the Title IX Coordinators, outreach is made to the Complainant and they are given resources, options, and an invitation to meet.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires all colleges and universities that participate in federal financial aid programs to collect, retain, and disclose information about crimes that occur on or near their campuses or other college-owned property. The numbers reflected in this Annual Report may be different from those reflected in the Annual Security Report (ASR) required by the Clery Act for several reasons. First, the ASR reports on a calendar year, not an academic year. Second, the Prohibited Conduct defined in Dartmouth's policies may differ from the crime definitions in the Clery Act. Finally, the ASR only requires reports of crimes that occur on Dartmouth's campus and properties controlled and owned by the college.

In the 2020-2021 academic year, 99 incidents were reported. Of those 99 reports, 17 were determined not to be Prohibited Conduct.

Of the remaining 82 reports, the Prohibited Conduct reported is as follows:

- 31 reports of Sexual or Gender-Based harassment
- 20 reports of Sexual Assault
- 17 reports of Stalking
- 8 reports of Relationship or Interpersonal Violence
- 2 reports of Sexual Exploitation
- 2 reports of Retaliation
- 2 reports without enough information to identify Prohibited Conduct
- 0 reports of a violation of the Consensual Relationships Policy

For all incidents of Prohibited Conduct reported to the office, there are four categories in which the resolution may fall. First, a Complainant may opt for supportive measures only, which are

non-disciplinary, non-punitive individualized measures offered as appropriate, as reasonably available and without fee or charge to the Complainant or Respondent. Second, some incidents may not have any resolution available. Some reasons for that include that the report was made many years after the incident and the parties are no longer members of the community, the report was made by a Responsible Employee and the Complainant did not respond to outreach, or the report was anonymous. In those situations, the information remains in our files should a Complainant wish to engage with our office in the future. The third resolution option is Formal Resolution, more commonly known as a formal investigation, and a final resolution option is an Informal Resolution. Both a Formal and Informal Resolution require the filing of a Formal Complaint.

Resolution data on specific categories of Prohibited Conduct is detailed later in this report. Of the 99 reports to our office, 9 reports were resolved by Supportive Measures only, 66 had no resolution requested or available, 5 were resolved by Informal Resolution, and 17 were resolved by Formal Resolution.

Of the 17 incidents resolved by Formal Resolution, 10 had a finding of Responsible, 2 had a finding of Not Responsible, 2 resigned with a case pending, and 3 were not resolved by the end of the 20-21 year.

For those parties found Responsible, the sanction varied depending on the behavior. Additionally, some individuals may have been found responsible for more than one incident of Prohibited Conduct. In the 2020-2021 academic year, parties found Responsible for Prohibited Conduct received the following sanctions: 3 were separated or terminated, and 6 resigned before sanctioning.

It is important to note that any data reported from 2020-2021 was still impacted by the COVID-19 pandemic and a reduction in residential students on campus. While reports of Prohibited Conduct remained steady, they were still at lower numbers than one would have expected if our campus was fully open and at capacity. However, the number of formal resolutions requested during that time period were higher than expected proportionally.

The purpose of this report is to accurately and transparently convey reports made to our office and their disposition. While we acknowledge that there may be an interest in the divulging of a more detailed narrative pertaining to these reports, our office also recognizes the magnitude of maintaining as much anonymity as possible with regard to potentially sensitive information. We recognize that this report cannot adequately reflect the experiences of parties both in regard to the Prohibited Conduct and their experience with our office.

## Section 1: Academic Year 2020-2021 —Title IX Office Update

### I. Addressing Sexual Misconduct

In September 2019, Dartmouth announced the new Sexual and Gender-Based Misconduct Policy and Procedures (SMP). This Policy, informed by the work of the *Presidential Steering Committee on Sexual Misconduct*, offered clear and consistent definitions of Prohibited Conduct that is unacceptable and will not be tolerated in our learning community. The new policy takes the place of separate policies that existed for faculty, students, and staff.

In addition to providing consistent expectations, the policy provides three separate but similar Processes for Formal Resolution - one for students, one for faculty, and one for staff. All constituencies receive the benefit of a procedurally rigorous investigation by a trained investigator; the resolution processes establish distinct procedures for making findings of responsibility and imposing sanctions, all of which seek to assure a transparent and equitable outcome.

During this academic year and following the implementation of the SMP, the Department of Education released the Final Rule on Title IX on May 6, 2020. Dartmouth amended the Policy and Procedures in accordance with the Final Rule on August 14, 2020. The definitions of Prohibited Conduct remain similar to the 2019 iteration of the SMP, with a distinction between Title IX Prohibited Conduct and Other (Dartmouth) Prohibited Conduct. The differences between these definitions and amendments to the Procedures can be found at [policies.dartmouth.edu](http://policies.dartmouth.edu).

The Title IX Coordinators held Zoom webinars to educate the community about the changes to the Policy and Procedures. During this time, we also shared information about the transition of the Title IX Office to the broader umbrella of Institutional Diversity and Equity (IDE), a shift which occurred on July 1, 2020. Inaugural Senior Diversity Officer Dr. Shontay Delalue oversees IDE and supports the work of the Title IX Coordinators within the office.

Dartmouth continues to require mandatory online training for all faculty, staff, postdoctoral, and graduate students as part of the Campus Climate and Culture Initiative (C3I). This training, titled “Bridges: Building a Supportive Community” is a 45-minute online sexual violence prevention program. The program trains participants to understand and recognize what constitutes sexual misconduct, to know their reporting obligations, and to help prevent sexual misconduct. The Title IX Coordinator oversees the implementation of the program and tracks completion, and every employee must complete it biennially.

The Title IX Coordinator continues to support the development and implementation of the Sexual Violence Prevention Project (SVPP), housed in the Student Wellness Center. Dozens of students are working as interns, student facilitators, or are on the Student Advisory Board for this project. The SVPP team engages with students from all backgrounds, identities, and experiences to ensure optimal development and delivery of new programs and interventions for the four-year experience.

In the 2020-2021 academic year, all first and second-year students were required to complete all components of the SVPP curriculum. The Junior and Senior Experiences are not yet developed. Please find more information about the SVPP, the First-Year and Sophomore Experiences, and student engagement thus far with the curriculum (SVPP Overview) in Section 5 of this report.

## Title IX Infrastructure

In Summer 2020, the Title IX Office and Institutional Diversity and Equity were merged into one office. There were several title and responsibility changes over the year, but the work related to the SMP was still supported by the Title IX Coordinator, the Deputy Title IX Coordinator for Response, and an Administrative Assistant.

The Deputy Title IX Coordinator for Response serves as the primary point of contact for intake meetings involving students. The Deputy Title IX Coordinator for Response responds to disclosures of prohibited conduct, informs parties of all rights and resources, implements appropriate supportive measures, and works with the WISE Campus Advocate. In recognizing that sharing details of an incident may be challenging, the Deputy Title IX Coordinator for Response defers to the party's comfort in deciding what information they share, plans for multiple meetings according to the party's needs, offers a comprehensive explanation of Title IX and the process for dealing with complaints so the parties know how things will move forward, and reaffirms with the parties that our office is always here should they need support or assistance moving forward. In discussing the various support options that are available to each party, the Deputy Title IX Coordinator ensures that a range of areas are covered, including what they may need to ensure continued engagement in their education program or activity, and their options for resolution. By allowing the parties to own their respective experiences and appreciating that parties differ in how they process the incident, the Deputy Title IX Coordinator for Response operates without bias and assists the parties based on their individual needs.

Additionally, the Title IX Coordinator empowers the Deputy Title IX Coordinators across campus to serve as Title IX resources in their designated area—Athletics, Guarini Institute, Guarini School for Graduate and Advanced Studies, Geisel School of Medicine, Thayer School of Engineering, Tuck School of Business, and Human Resources. While the Deputy Title IX Coordinators hold other primary job titles, the Title IX Coordinator equips the group to serve as an initial point of contact and to facilitate trainings as needed.

## II. Services Provided to Parties

The Title IX Coordinators provide a range of services for those affected by sexual and gender-based misconduct:

- A. Explains rights and resources
- B. Makes referrals to the Dartmouth Counseling Center, The Faculty/Staff Assistance Program (FEAP), the Tucker Center for Spiritual and Ethical Life, the WISE Campus Advocate, the Undergraduate Deans Office, the Hanover Police Department, Dartmouth Hitchcock Medical Center, etc.
- C. Assists in obtaining supportive measures, which may be academic, personal, or workplace related
- D. For undergraduates, works with the Housing Office to facilitate housing adjustments
- E. Issues No Contact Orders between individuals
- F. Oversees resolution processes

Additionally, Dartmouth Counseling Center services are available at no charge on a short-term basis for all full-time, enrolled undergraduate and graduate students. Students seeking long-term

therapy may receive a referral from the Counseling Center to a community mental health provider. Our office works closely with the Counseling Center to schedule intake appointments with providers specifically equipped to work with those who have experienced gender-based violence.

Moreover, members of the Dartmouth community are also advised of the option to engage with WISE. As stated in their Mission, WISE is an independent organization that “leads the Upper Valley to end gender-based violence through survivor-centered advocacy, prevention, education and mobilization for social change.”<sup>2</sup> WISE provides advocacy and crisis services to those affected by gender-based violence; all WISE services are free and confidential. WISE Campus Advocacy is available 24/7 through the WISE Crisis Line. An advocate is on campus one day every week and is also accessible to the Dartmouth community by appointment.

---

<sup>2</sup> More information about WISE is available on their website: <https://wiseuv.org/>.

## Section 2: Definitions Included in Report

Described in the following two sections are several figures providing data on misconduct reported to Title IX during the 2020-21 year. For maximum clarity, these definitions come directly from the Sexual and Gender-Based Misconduct Policy which went into effect on September 1, 2019 and was revised in accordance with the Department of Education's Final Rule on August 14, 2020. While there may be individual disclosures counted in this report which correspond to definitions of conduct found in older policies, the definitions contained below are the most accurate. For a full review of inactive policies, please visit <https://sexual-respect.dartmouth.edu/compliance/archived-title-ix-policies-and-procedures>.

Sexual Harassment: Sexual Harassment includes two distinct, but overlapping definitions. As described in the accompanying processes, the specific form of Sexual Harassment may impact the nature of the hearing used in the formal resolution process.

1. The Title IX regulations define Sexual Harassment as conduct on the basis of sex that must satisfy one or more of the following:

- a) A Dartmouth employee conditions the provision of an aid, benefit, or service of Dartmouth on an individual's participating in unwelcome sexual conduct; or
- b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Dartmouth's education program or activity;
- c) Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation, as defined below.

2. In addition, consistent with Title VII of the Civil Rights Act of 1964 and the recognition that Sexual Harassment may also occur in a wider variety of contexts, Dartmouth also defines Sexual Harassment to include (1) any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise (sexual harassment); and (2) unwelcome conduct, whether verbal, nonverbal, graphic, physical, or otherwise, based on sex or gender, sexual orientation, gender identity, or gender expression, even if the acts do not involve conduct of a sexual nature (sex/gender-based harassment) when one or more of the following conditions are present:

- a) Submission to or rejection of such conduct is either an explicit or implicit term or condition of, or is used as the basis for decisions affecting, an individual's employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of a Dartmouth program or activity (quid pro quo); or
- b) The conduct is sufficiently severe, pervasive, and/or persist so as to unreasonably interfere with, limit, or alter the conditions of education, employment, or participation in a Dartmouth program or activity (i.e., Dartmouth's learning, working, or living programs), or by creating an environment that a reasonable person in similar circumstances would find intimidating, hostile, abusive, or offensive (hostile environment). Whether a hostile environment exists will be assessed under both an objective and subjective standard.

In evaluating whether a hostile environment exists, Dartmouth will evaluate the totality of known circumstances, including, but not limited to:

- a) the frequency, nature and severity of the conduct (note that an isolated incident, unless sufficiently severe would not create a hostile environment);
- b) whether the conduct was physically threatening;
- c) the effect of the conduct on the Complainant's mental or emotional state;
- d) whether the conduct was directed at more than one person;
- e) whether the conduct arose in the context of other discriminatory conduct;
- f) whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or Dartmouth programs or activities;
- g) whether the conduct implicates academic freedom or protected speech; and,
- h) whether the behavior is appropriate to the carrying out of certain instructional, advisory, and supervisory responsibilities; and,
- i) other relevant factors that may arise from consideration of the reported facts and circumstances.

Sexual Assault: Sexual assault is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity (see VII below for definition of consent and incapacitation).[4]

Sexual contact includes:

1. Sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, or tongue) or an object, or requiring another to penetrate themselves with a body part or an object, however slight; or
2. Sexual touching of the private body parts, including, but not limited to, contact with the breasts, buttocks, groin, genitals, or other intimate part of an individual's body for the purpose of sexual gratification.
3. Attempts to commit sexual assault.

Sexual Exploitation: Sexual Exploitation is intentionally taking sexual advantage of another person without consent. It may involve use of one's own or another individual's nudity or sexuality. Examples of Sexual Exploitation include, but are not limited to:

voyeurism (such as watching or taking pictures, videos, or audio recordings of another person in a state of undress without their consent or of another person engaging in a sexual act without the consent of all parties);

disseminating, streaming, or posting images, pictures or video of another in a state of undress or of a sexual nature without the person's consent;

knowingly exposing one's genitals to another person without consent;

prostituting another individual; or

knowingly exposing another individual to a sexually transmitted infection or virus without the other individual's knowledge and consent.

Dating and Domestic Violence: Dating and Domestic Violence includes any act of violence against a Complainant who is or has been involved in a sexual, dating, domestic, or other intimate relationship with the Respondent, or against a person with whom the Respondent has sought to have such a relationship, as follows:

- i. Domestic Violence: includes any act of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under New Hampshire state law, or by any other person against an adult or minor Complainant who is protected from that person's acts under New Hampshire state law;
- ii. Dating Violence: includes any act of violence committed by a person:
  - a) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and
  - b) where the existence of such a relationship shall be determined based on a consideration of the following factors:
    - i) The length of the relationship;
    - ii) The type of relationship; and
    - iii) The frequency of interaction between the persons involved in the relationship.

Dating or Domestic Violence may also include forms of Prohibited Conduct under this policy, including Sexual Assault, Sexual Exploitation, and Stalking.

Stalking: Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress.

Course of conduct means two or more instances including but not limited to unwelcome acts in which an individual directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish.

Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used.

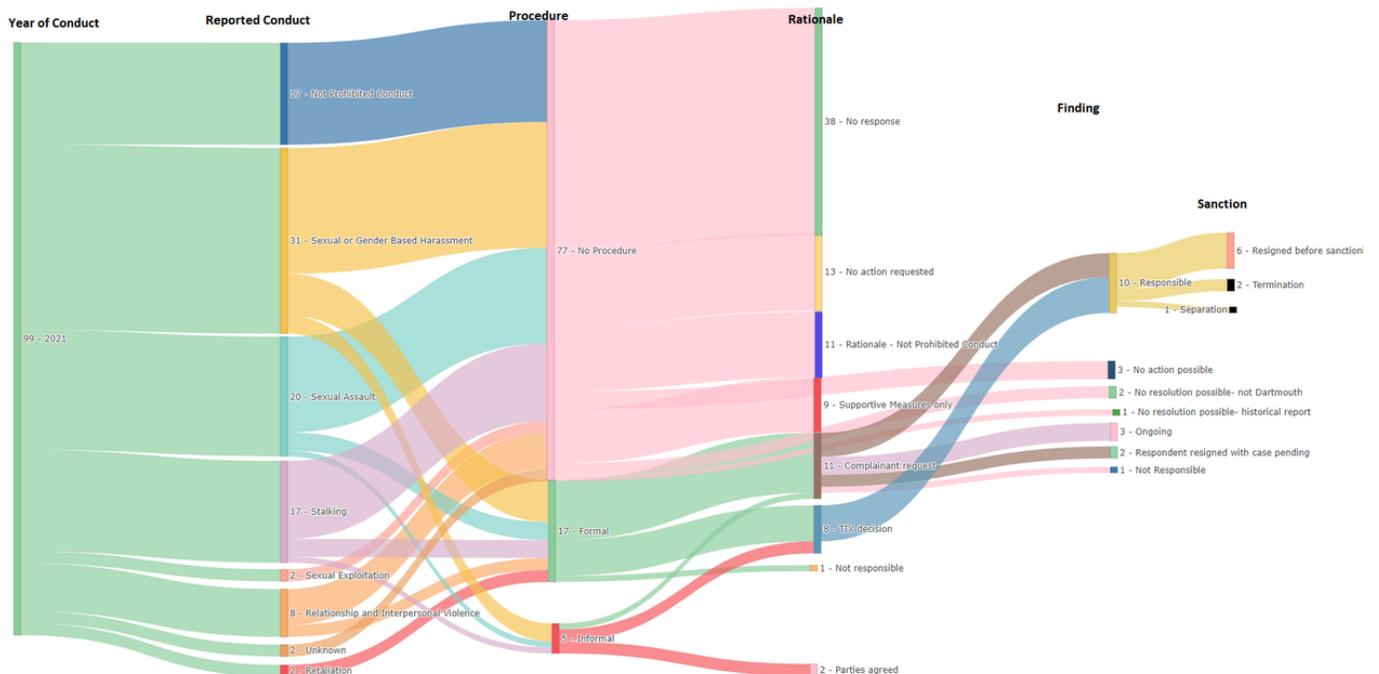
### Section 3: Procedural Information for 2020–21 Matters

When the Title IX Coordinator receives a report alleging Prohibited Conduct, an Initial Assessment is promptly conducted. The goal of the Initial Assessment is to provide a consistent, integrated and coordinated response to all reports and to ensure that all Dartmouth community members have access to information about Dartmouth resources, policies and procedural options for resolving the report. The Initial Assessment seeks to gather information only to determine whether the policy applies to the report and, if so, what form of resolution is reasonably available and appropriate. The Initial Assessment in no way represents a finding of fact or responsibility. The Initial Assessment will also include a determination whether a timely warning pursuant to the Clery Act is necessary to protect the safety of the Complainant, any other individuals, or the campus community.

If after the Initial Assessment it is determined that the allegations, if true, *would not* constitute a policy violation, that report would be classified as “Not Prohibited Conduct.” However, if the allegation is determined to constitute a policy violation, the Complainant may elect to pursue Supportive Measures Only, or file a Formal Complaint leading to Formal or Informal Resolution. If, through Formal Resolution the Respondent is found responsible for violating the Policy, an appropriate sanction will be determined. Sanctions may include, but are not limited to, one or more of the following: reprimand, restriction from specific College programs, training/education, suspension, or separation (i.e., expulsion).

When it comes to analyzing how matters procedurally progress, *Figure 3.1* clarifies the trajectories of the 2020-21 reports. There are several takeaways of import, namely the proportion of Complainants who requested no action or did not respond, as well as the divergence of those who preferred to proceed according to either the formal or informal procedures.

Figure 3.1: Procedural Outcomes



## Section 4: Categorical Data for 2020–21 Matters

In this section, we break down the categories of Prohibited Conduct and their resolution paths.

### **Sexual or Gender-Based Harassment**

There were 30 reported incidents of sexual or gender-based harassment in the 2020-21 academic year. Of these reports, 20 did not have a resolution available or requested, 7 elected a formal resolution, and 3 Complainants elected an informal resolution.

### **Sexual Assault**

There were 19 reported incidents of sexual assault in the 2020-2021 academic year. Of these reports, 15 did not have a resolution available or requested, 3 elected a formal resolution, and 1 Complainant elected an informal resolution.

### **Relationship and Interpersonal Violence**

There were 8 reported incidents of relationship and interpersonal violence in the 2020-2021 academic year. Of these reports, 6 did not have a resolution available or requested, and 2 elected a formal resolution.

### **Stalking**

There were 17 reported incidents of stalking in the 2020-21 academic year. Of these reports, 13 did not have a resolution available or requested, 3 elected a formal resolution, and 1 Complainant elected an informal resolution. Two reports of stalking moved forward to formal resolution at the request of the Title IX Coordinator, as this was repeated behavior impacting several members of the community.

### **Retaliation**

There were 2 reported incidents of retaliation in the 2020-2021 academic year. Of these reports, both proceeded through informal resolution.

### **Sexual Exploitation**

There were 2 reported incidents of sexual exploitation in the 2020-2021 academic year. Of these reports, 2 did not have a resolution available or requested.

## Section 5: Sexual Violence Prevention Project<sup>3</sup>

### Four-Year Experience

Sexual assault, dating violence, stalking, and harassment are concerns both nationally and here on campus, where members of our community have been deeply affected by the behavior of others. In order to shift the culture, we need to do something drastically different. Dartmouth is building and rolling out a four-year prevention and education experience for all undergraduate students. This initiative, known as the Sexual Violence Prevention Project (SVPP), is designed to challenge the culture that perpetuates harm by helping students cultivate and strengthen positive behaviors and develop the skills to:

1. Use resources and support those who have been impacted by harm (i.e., sexual assault, stalking, sexual harassment, and dating violence),
2. Develop positive relationships and sexual behaviors,
3. Use their power to foster equity and belonging, and
4. Intervene to prevent harm.

Each year, students engage in experiences aligned with the four behavioral outcomes and will come together for common experiences to discuss, connect, reflect, and put their learning into intentional and meaningful action.

Student experiences are and will be:

1. Research based, theory-driven, and culturally relevant
2. Created in collaboration with students
3. Timed with students' intellectual, cognitive, and social development
4. Infused into many existing social structures
5. Inclusive of varied teaching methods to account for different learning styles
6. Focused on active skill-building

### First-Year Experience

The Components of the SVPP First-Year Experience will introduce students to the following concepts regarding each of the behavioral outcomes: foundational knowledge; our shared language, vision, and values; our expectations of behavior and resources; and first-level skill-building and practice.

FYE Components:

1. Baseline survey: Culture, Behavior, and Experiences survey
2. Pre-Arrival: EVERFI's Sexual Assault Prevention online course
3. Orientation: Introduction to Dartmouth's Sexual Violence Prevention Project
4. Resources & Support 1: Resources for SV & trauma-informed support tips
5. Positive Relationships & Sex 1: Positive and harmful behaviors, communication & rejection
6. Bystander Intervention 1: Recognizing moments of harm & basics of bystander intervention
7. EVERFI's Diversity, Inclusion & Belonging online course

---

<sup>3</sup> More detailed information on the Sexual Violence Prevention Project is included at the end of this Section.

## Sophomore Year Experience

The Components of the SVPP Sophomore Experience allow students to apply knowledge and skills learned the prior year with their own lived experiences to the following concepts regarding each of the SVPP behavioral outcomes: context; nuance and complexity; impact on others; and second-level skill building and practice.

SYE Components:

1. Annual survey: Culture, Behavior, and Experiences survey
2. Bystander Intervention 2: Intervening in ambiguous situations
3. Positive Relationships & Sex 2: Effective & ineffective communication strategies
4. Resources & Support 2: Trauma-informed approaches to supporting a friend

## Student Involvement

Aside from participating in SVPP components, there are several ways that students can get involved with the Sexual Violence Prevention Project that range based on a student's area of interest, skills, and time commitment.

### *Student Advisory Board*

The Student Advisory Board assists in the ongoing development and implementation of the Sexual Violence Prevention Project by:

- contributing their ideas and opinions and representing their peer groups' voices (like an undergraduate Think Tank)
- using Design Thinking methodology to help guide implementation
- helping disseminate information about SVPP to their peers
- participating in focus groups and program pilots
- interviewing members of their communities
- actively participating in working meetings.

### *Student Facilitators*

Students participate in Facilitator Training summer term to develop and improve their public speaking, facilitation, and communication skills. In the fall winter, & spring terms, Student Facilitators deliver SVPP in-person trainings to their peers. Through this role, Student Facilitators will spend a great deal of time interacting with and connecting with younger students and will become culture change agents on campus.

### *Internships*

Student internships provide undergraduate students the opportunity to work closely with the SVPP core team and immerse themselves more fully into one particular aspect of the project. Internships often range from 5-20 hours/week depending on project needs and a students' skill set, with both paid and volunteer options available.

### *Surveys & Focus Groups*

In order to design and deliver worthwhile and effective experiences, we need student response! By participating in surveys and focus groups with content pertaining to SVPP's [focus areas](#), students play an integral part in the design, development and evaluation of the overall Project. These opportunities include campus-wide surveys about Orientation & Residential Life, the Dartmouth Health Survey,

the Sexual Misconduct Climate Survey, pre- and post-surveys for trainings, SAB interviews, and focus groups sponsored by the Student Wellness Center.

For additional information or updates on the Sexual Violence Prevention Project, contact the Associate Director for the Student Wellness Center, Amanda Childress, at [amanda.childress@dartmouth.edu](mailto:amanda.childress@dartmouth.edu).

## Section 6: Resources

<b>Reporting Incidents Involving Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Dating or Domestic Violence or Stalking Under TITLE IX</b>	
<b>REPORTING TITLE IX DISCLOSURES</b>	
<b>Who reports?</b>	Promoting a safe and secure campus environment is a campus-wide effort and concerns all members of the Dartmouth community. Responsible Employees including faculty, coaches, staff, including undergraduate deans, residential life staff, undergraduate advisors (UGAs) and those individuals not designated as Confidential.
<b>To whom?</b>	<b>Title IX Coordinator / Deputy Title IX Coordinator</b> 603 646 0922 <a href="mailto:TitleIX@Dartmouth.edu">TitleIX@Dartmouth.edu</a>
<b>When?</b>	<b>As soon as possible:</b> No later than 24 hours after the disclosure
<b>How?</b>	<ul style="list-style-type: none"> <li>▪ Phone call or email notification to Title IX Office</li> <li>▪ Individuals may also meet with Title IX Coordinator</li> <li>▪ In an emergency, Department of Safety and Security may contact the Title IX Coordinator after hours</li> </ul>
<b>Content of Report</b>	<p><b>Who? What? When? Where?</b> <b>Identifying Information</b> for all persons involved, including reporting and responding parties</p> <ul style="list-style-type: none"> <li>▪ First and Last name(s)</li> <li>▪ Status (e.g., faculty, staff, student, visitor)</li> <li>▪ Type of Incident Reported</li> <li>▪ Description of or details about the incident</li> <li>▪ Date of Report</li> <li>▪ Date Incident Occurred</li> <li>▪ Specific Location of Incident</li> </ul>
<b>Follow Up</b>	Follow-up by the Title IX Office, including a reminder of College resources and supportive measures and of the opportunity to pursue a criminal complaint and/or file a formal complaint with the Title IX Coordinator. As a Campus Security Authority under the Clery Act, the Title IX Coordinator submits a Clery Crime Report form documenting the incident. The reporting party does not need to respond to outreach from the Title IX Office
<b>Clery Act</b>	The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires all colleges and universities that participate in federal financial aid programs to collect, retain, and disclose information about crime on or near their campuses or other college-owned property. The goal of the Clery Act is to ensure that current and prospective students, parents and employees have access to accurate information about campus security procedures and Clery-designated crimes committed on campus. The Act defines Campus Security Authority's as mandated crime reporters. As such, CSA's are required to report any Act qualifying crimes that they are made aware of to the Dartmouth College Safety and Security. Timely reporting of crimes is encouraged and sometimes required. More information: <a href="https://sexual-respect.dartmouth.edu/compliance/jeanne-clery-act">https://sexual-respect.dartmouth.edu/compliance/jeanne-clery-act</a>
<b>Who is a CSA?</b>	<p>A Campus Security Authority (CSA) is a Clery-specific term that encompasses individuals and organizations associated with an institution.</p> <p>A CSA can also be defined as anyone who has significant responsibility for students and campus activities.</p> <p>If someone has significant responsibility for student and campus activities, then they are a CSA.</p> <p>At Dartmouth, examples of CSAs include, but are not limited to:</p> <ul style="list-style-type: none"> <li>▫ Safety &amp; Security, Title IX Coordinators, Clery Act Compliance Officer, Office of Community Standards &amp; Accountability</li> <li>▫ Undergraduate deans, student affairs professionals, residential life administrators and UGAs</li> <li>▫ Athletic administrators, including directors, assistant directors and coaches</li> <li>▫ All faculty, staff and coaches, including advisors to student organizations and faculty directors of FSPs and LSAs</li> </ul> <p>Crimes that must be reported and disclosed:</p> <ul style="list-style-type: none"> <li>▫ Criminal homicide: Murder and nonnegligent manslaughter; and Negligent manslaughter</li> <li>▫ Sex offenses: Rape; Fondling; Incest; and Statutory rape.</li> <li>▫ Robbery ▫ Aggravated assault ▫ Burglary ▫ Motor vehicle theft ▫ Arson</li> </ul>
<b>Clery Crime Report Form</b>	CSAs may access the Clery Crime Report Form here: <a href="https://sexual-respect.dartmouth.edu/compliance/jeanne-clery-act/campus-security-authority-csa/csa-crime-report-form">https://sexual-respect.dartmouth.edu/compliance/jeanne-clery-act/campus-security-authority-csa/csa-crime-report-form</a>

### WHOM CAN I CONTACT IF I OR SOMEONE I KNOW HAS BEEN AFFECTED BY SEXUAL ASSAULT, SEXUAL OR GENDER-BASED HARASSMENT, DATING OR DOMESTIC VIOLENCE, OR STALKING?

Confidential Resources and Support	Responsible Employees
The resources listed in this section are designated as confidential and may not share your information without your expressed consent unless there is imminent danger to self or others, or as otherwise required by law (e.g. mandatory reporting for sexual violence against minors)	Responsible Employees (non-confidential) are required to promptly share a disclosure of sexual or gender-based harassment, sexual assault, sexual exploitation, dating or domestic violence and stalking, including all known details, with the Title IX Coordinator. This information will only be communicated with other individuals on a need-to-know basis or as required by law
ON-CAMPUS	ON-CAMPUS
<b>WISE Campus Advocate</b> <b>866 348 9473</b> WISE Campus Advocacy is available 24/7 through the WISE Crisis Line. An advocate is on campus every Monday, 8:00 AM to 4:00 PM, and is accessible to the Dartmouth community by appointment. For appointments, call <b>866 348 9473</b> or email: <a href="mailto:campus@wiseuv.org">campus@wiseuv.org</a> <a href="http://www.wiseuv.org/">http://www.wiseuv.org/</a>	<b>Department of Safety &amp; Security</b> 5 Rope Ferry Rd <b>603 646 4000</b> Emergency <b>911 or 603 646 3333</b> <b>Title IX Office</b> Kristi Clemens, Title IX Coordinator and Acting Senior Director, IDE Sophia Brelvi, Deputy TIX Coordinator for Training, Acting Director Programming, IDE Gary Sund, Deputy Title IX Coordinator for Response Parkhurst Hall Suite 05 For appointments, call <b>603 646 0922</b> or email: <a href="mailto:TitleIX@Dartmouth.edu">TitleIX@Dartmouth.edu</a> <a href="https://sexual-respect.dartmouth.edu/">https://sexual-respect.dartmouth.edu/</a>
<b>Dick's House: Counseling Center</b> 2nd Floor of Dick's House (use 5 Rope Ferry Rd entrance) <b>603 646 9442</b> After hours/weekends <b>603 646 4000</b> The Counseling Center has a team of clinicians who specialize in providing support to survivors of sexual misconduct. Students can request to work with one of these clinicians. It is important to note, however, that all clinicians at the counseling Center have training to support those affected by sexual misconduct. <a href="mailto:counseling@dartmouth.edu">counseling@dartmouth.edu</a>	<b>Deputy Title IX Coordinators</b> <b>For Undergraduate Students</b> Ian Connole Athletics <b>603 646 1427</b> Francine A'Ness Guarini Institute for International Education <b>603 646 1202</b> <b>For Graduate and Professional School Students</b> Gary Hutchins Guarini School of Graduate & Adv. Studies <b>603 646 2107</b> Leslie Henderson Geisel School of Medicine <b>603 650 1751</b> Holly Wilkinson Thayer School of Engineering <b>603 646 3483</b> Sally Jaeger Tuck School of Business <b>603 646 2190</b> <b>For Faculty and Staff</b> Lorin Parker Human Resources <b>603 646 2904</b>
<b>Dick's House: Health Services</b> <a href="https://students.dartmouth.edu/health-service/">https://students.dartmouth.edu/health-service/</a> Inpatient Department & Nurse Consultation <b>603 646 9401</b> After hours/weekends <b>603 646 4000</b> 7 Rope Ferry Rd	<b>All Faculty, Staff &amp; Coaches</b> <b>Undergraduate Deans Office &amp; Case Management</b> Carson Hall, Suite 125 <b>603 646 2243</b> <a href="https://students.dartmouth.edu/undergraduate-deans/">https://students.dartmouth.edu/undergraduate-deans/</a>
<b>College Chaplain</b> South Fairbanks Hall College.Chaplain@dartmouth.edu <b>603 646 3780</b> Dartmouth College Chaplain, Rabbi Daveen Litwin, is trained in pastoral counseling and victim/survivor support. She is available to the Dartmouth community through appointment and walk-in at the Tucker Center and can also refer to other ordained UCM clergy members. <a href="https://students.dartmouth.edu/tucker/about/pastoral-counseling">https://students.dartmouth.edu/tucker/about/pastoral-counseling</a>	<b>Office of Community Standards &amp; Accountability</b> 5 Rope Ferry Road, 2nd Floor <b>603 646 3482</b> <a href="https://students.dartmouth.edu/community-standards/">https://students.dartmouth.edu/community-standards/</a>
<b>Faculty/Employee Assistance Program (FEAP)</b> <a href="https://www.dartmouth.edu/~eap/staff.html">https://www.dartmouth.edu/~eap/staff.html</a> <b>844 216 8308</b> Call the number above to speak to a counseling professional who can guide you to the appropriate services, including local providers for in-person counseling. Or go to: <a href="https://www.guidanceresources.com">https://www.guidanceresources.com</a> . Click on register, enter your company ID: (Dartmouth) and follow the registration prompts	<b>Student Wellness Center</b> Robinson Hall, Suite 319 <b>603 646 9414</b> <a href="https://students.dartmouth.edu/wellness-center/">https://students.dartmouth.edu/wellness-center/</a>
ANONYMOUS REPORTING	Office of Pluralism & Leadership (OPAL)
<b>Dartmouth Compliance &amp; Ethics Hotline</b> <a href="https://www.dartmouth.ethicspoint.com">https://www.dartmouth.ethicspoint.com</a> <b>888 497 0516</b>	Collis Center, Suite 211 <b>603 646 0987</b> <a href="https://students.dartmouth.edu/opal/">https://students.dartmouth.edu/opal/</a>
<b>Safety &amp; Security Anonymous Reporting Form</b> <a href="https://www.dartmouth.edu/~security/services/forms/anonreport.html">https://www.dartmouth.edu/~security/services/forms/anonreport.html</a>	<b>Native American Program</b> Robinson Hall, Room 206 <b>603 646 2110</b> <a href="https://students.dartmouth.edu/nap/">https://students.dartmouth.edu/nap/</a>
OFF-CAMPUS	Office of Residential Life
<b>WISE 24-hour crisis hotline</b> 38 Bank Street, Lebanon NH <b>866 348 9473</b> WISE provides advocacy and crisis services to those affected by domestic and sexual violence and stalking. All WISE services are free and confidential	Assistant Directors of Residential Education and UGA's <b>603 646 1491</b> <a href="https://students.dartmouth.edu/residential-life/about/people">https://students.dartmouth.edu/residential-life/about/people</a>
<b>Dartmouth Hitchcock Medical Center (DHMC)</b> Emergency Room: 1 Medical Center Dr, Lebanon NH <b>603 650 5000</b> DHMC provides sexual assault forensic exams, emergency and comprehensive care	<b>Office of Institutional Diversity &amp; Equity</b> Parkhurst Hall, Suite 06 <b>603 646 3197</b> <a href="https://www.dartmouth.edu/~ide/about/">https://www.dartmouth.edu/~ide/about/</a>
<b>Planned Parenthood</b> 79 S Main St, White River Junction VT <b>802 281 6056</b>	<b>Human Resources</b> 7 Lebanon St, Hanover NH <b>603 646 3411</b> <a href="https://www.dartmouth.edu/~hrs/">https://www.dartmouth.edu/~hrs/</a>
<b>Hanover Police Department - 911 or 603 643 2222</b>	
2020-2021 updated 9.15.2020	