

# DARTMOUTH

Equal Opportunity, Accessibility, and Title IX



## Annual Report Academic Year 2022-2023

## Table of Contents

Introduction.....	Page 3
Executive Summary.....	Page 5
Section 1: Academic Year 2022–2023 Update.....	Page 8
▪ Addressing Sexual Misconduct	
▪ Services Provided to Parties	
Section 2: Definitions Included in Report.....	Page 11
Section 3: Procedural Information for 2022–2023 Matters.....	Page 17
Section 4: Categorical Data for 2022–2023 Matters.....	Page 18
▪ Breakdown of Incidents by Category	
– Sex or Gender-Based Discrimination	
– Sex or Gender-Based Harassment	
– Sexual Assault	
– Dating or Domestic Violence	
– Stalking	
– Sexual Exploitation	
– Provision of Alcohol and/or Other Drugs	
– Sexual or Intimate Relationships Between Individuals in Unequal Positions	
– Retaliation	
Section 5: Sexual Violence Prevention Project.....	Page 25
Section 6: Resources.....	Page 28

## 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 Office of Equity and Compliance 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. Kristi Clemens has been designated as Dartmouth's Title IX Coordinator. In its policies and standards, Dartmouth demonstrates unequivocally that sexual or gender-based harassment or discrimination, sexual assault, dating or domestic violence, stalking, sexual exploitation, provision of alcohol and/or other drugs, sexual or intimate relationships between individuals in unequal positions, and retaliation 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 Equity and Compliance Office and the initiatives we have focused on during the 2022-2023 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, 2022, to June 30, 2023, 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, 2022 and June 30, 2023. Also included in the graphical illustrations are

matters that were still in progress prior to the 2022-2023 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). [Section 5](#) provides an overview of the Sexual Violence Prevention Project. 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 purpose of this Annual Report is to disseminate information relevant to Title IX, particularly the disposition of reports and resolutions made to the Title IX Coordinators during the 2022-2023 academic year. These have been categorized under the following classifications of misconduct, also referred to as Prohibited Conduct:

- Sex or Gender-Based Discrimination
- Sex or Gender-Based Harassment
- Sexual Assault
- Sexual Exploitation
- Dating or Domestic Violence
- Stalking
- Provision of Alcohol and/or Other Drugs
- Consensual Relationships Policy
- Retaliation

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 or gender-based 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 2022-2023 academic year, 191 incidents were reported. Of those 191 reports, 56 were determined not to be Prohibited Conduct.

Of the remaining 135 reports, the Prohibited Conduct reported is as follows:

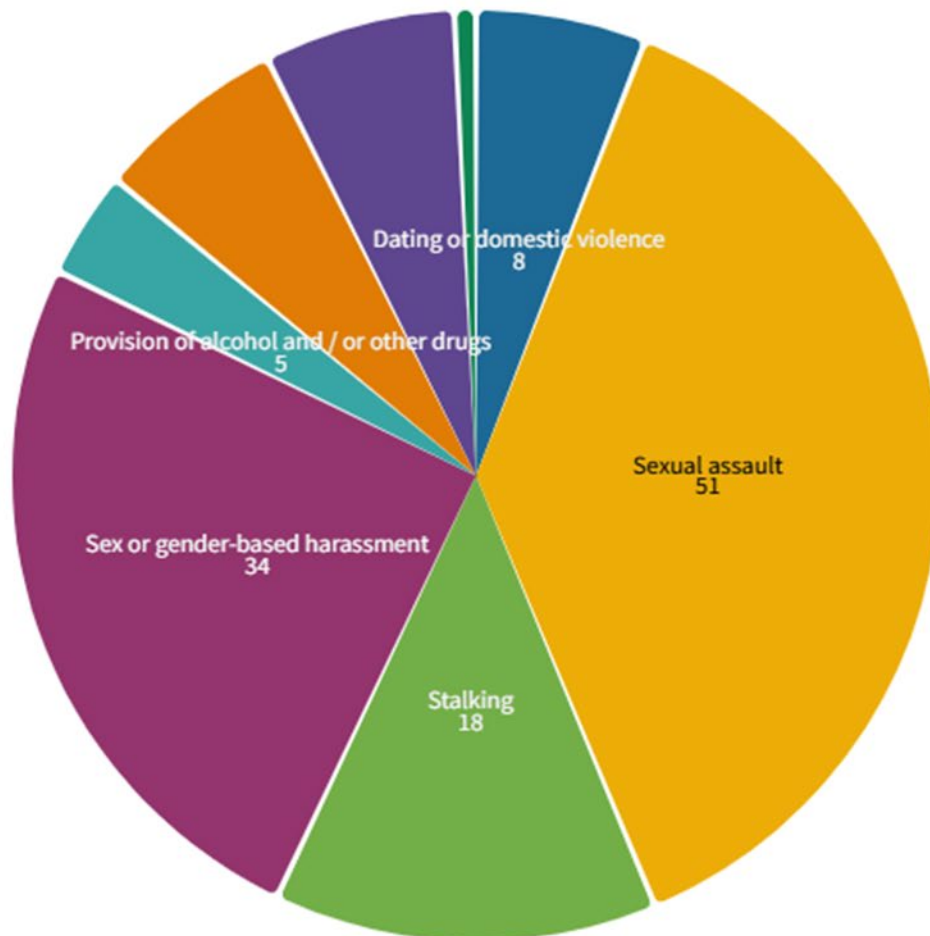
- 9 reports of Sex or Gender-Based Discrimination
- 34 reports of Sex or Gender-Based Harassment
- 51 reports of Sexual Assault
- 9 reports of Sexual Exploitation



8 reports of Dating or Domestic Violence  
 18 reports of Stalking  
 1 report of Retaliation  
 5 reports of Provision of Alcohol and/or Other Drugs  
 0 reports of a violation of the Consensual Relationships Policy

## Total Incoming Reports by Category of Incident (2022 - 2023)

■ Dating or domestic violence 
 ■ Sexual assault 
 ■ Stalking 
 ■ Sex or gender-based harassment 
 ■ Provision of alcohol and / or other drugs 
 ■ Sexual exploitation 
 ■ Sex or gender-based discrimination 
 ■ Pregnant or parenting



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 the 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 135 reports to our office, 40 reports were resolved by Supportive Measures only, 66 had no resolution requested/available or were administratively closed due to no response, 13 were resolved by Informal Resolution, and 17 were resolved by Formal Resolution.

Of the incidents resolved by Formal Resolution, 2 had a finding of Responsible, 1 had a finding of Not Responsible, 0 resigned with a case pending, and 14 were not resolved by the end of the 22-23 year.

In the 2021-2022 Annual Report, 12 reports referred for Formal Resolution were not complete at the time of publication. In those cases, 2 had a finding of Responsible, 5 had a finding of Not Responsible, 4 cases were resolved by Informal Resolution, and 1 case was dismissed. The two findings of Responsible resulted in a sanction of suspension.

For those parties found Responsible in 2022-2023, 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 2022-2023 academic year, parties found Responsible for Prohibited Conduct received the following sanctions: 1 was given a warning and 1 was given a reprimand.

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: Equal Opportunity, Accessibility, and Title IX Update

### **I. Addressing Sexual Misconduct**

In September 2019, Dartmouth announced the Sexual and Gender-Based Misconduct Policy and Procedures (SMP), and it was amended in accordance with the Department of Education's Final Rule on August 14, 2020. In addition to providing consistent expectations, the policy provides three separate but similar Processes for 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.

As part of Dartmouth's ongoing effort to functionally align institutional needs around diversity, equity, inclusion, and belonging, the team responsible for implementing policies and procedures related to equal opportunity and Title IX transitioned to an office outside of Institutional Diversity and Equity on April 3, 2023. This new department, called Equal Opportunity, Accessibility, and Title IX reports to a Vice President and ultimately up to Executive Vice President Jomysha Delgado Stephen.

Continuing to staff the office is Kristi Clemens (Assistant Vice President and Title IX Coordinator) and Gary Sund, (Deputy Title IX Coordinator for Response). A new position, Case and Training Coordinator, was added to the office in Fall 2022 and John Grandi serves in that role. Barbara Briggs continues to provide administrative support for the office.

The Title IX Coordinators serve as the primary point of contact for intake meetings involving students. The Title IX Coordinator responds to disclosures of Prohibited Conduct, informs parties of all rights and resources, implements appropriate supportive measures, and works with the WISE Campus Advocate. Recognizing that sharing details of an experience may be challenging, the Title IX Coordinators defer 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 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 Title IX Coordinators operate without bias and assist 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.



Dartmouth continues to require mandatory online training for all faculty, staff, postdoctoral, and graduate students. This training, titled “Building a Supportive Community” is a 60-minute online sexual and gender-based violence prevention and response program. The program trains participants to understand and recognize what constitutes sex or gender-based harassment, 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 annually. Graduate and professional students are assigned a similar training titled “Sexual Assault Prevention for Graduate Students.” This training is required for all graduate and professional students to complete during their first year at Dartmouth and helps students learn how to recognize prohibited conduct, how to address it, and ways to prevent and intervene as a bystander.

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 2022-2023 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.

## **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 (F/EAP), the Ombudsperson, 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 Prohibited Conduct reported to Title IX during the 2022-2023 year. For 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>.

Sex/gender-based discrimination: Sex/gender-based discrimination is subjecting an individual to adverse action—including unfavorable or unfair treatment—based on or because of their sex, sexual orientation, gender (including gender identity and gender expression), or the individual's perceived sex, sexual orientation, or gender (including gender identity and gender expression). Sex/gender-based discrimination can occur in either an employment or an educational context.

Examples of conduct that can constitute sex/gender-based discrimination include:

- Refusing professional or learning opportunities to an individual because of their sex/gender;
- Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, lower salary increase) because of their sex/gender;
- Failing or refusing to hire or admit an individual because of their sex/gender; and
- Terminating an individual from employment or an educational program based on their sex/gender.

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

1. The Title IX regulations define Sex or Gender-based 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 Sex or Gender-based Harassment may also occur in a wider variety of contexts, Dartmouth also defines Sex or Gender-based 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.

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.

Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct: The provision of alcohol and/or other drugs to an individual for the purpose of committing or facilitating Prohibited Conduct under this policy is also in and of itself a form of Prohibited Conduct. Such behavior may include provision of a drink or food which contains alcohol and/or other drugs without the knowledge of the individual to whom it is being provided or other actions taken with the intention of impairing the senses, judgment, and/or physical and mental ability of another person in order to engage in other forms of Prohibited Conduct. An individual does not have to engage in sexual activity with another person to be found responsible for the prohibited provision of alcohol and/or other drugs.

Retaliation: Retaliation means any adverse action, intimidation, threat, coercion or discrimination against an individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report or Formal Complaint of Prohibited Conduct, testified, assisted, or participated or refused to participate in any manner in any investigation, proceeding or hearing under this policy. Retaliation includes such conduct through associates or agents of a Complainant, Respondent, Reporting Party, or participant in any investigation or proceeding related to this policy.

Sexual or Intimate Relationships Between Individuals in Unequal Positions: Relationships of a sexual or intimate nature in which one individual has power, supervision or authority over another at the point such a relationship begins or thereafter pose significant risks to the atmosphere of trust integral to the educational and work environment because, to varying degrees, they may undermine the assurance of freely given consent. For the purpose of this policy, these relationships fall into three categories, depending on the nature of the power, supervision, or authority. Dartmouth therefore adopts the principle that no Dartmouth community member should have a role of power, supervision, or authority over any individual with whom they have or have had a relationship of a sexual or intimate nature. The definition of each category and the accompanying requirements for the individual with greater power, supervision, or authority are described below in A, B, and C.

#### **A. Prohibited Interactions:**

(i) No Faculty, Staff or non-Student Employee (as defined in Section I) shall propose, request, or accept sexual favors from or engage in a romantic, sexual or intimate relationship with any Dartmouth undergraduate student. Such conduct creates a presumptive abuse of power that cannot be overridden and is therefore prohibited outright.



(ii) No Faculty; graduate, professional school or medical student; medical resident or fellow; postdoctoral fellow, scholar, or research associate; research scientist, distinguished fellow; teaching or research assistant or fellow; or proctor, mentor, or undergraduate teaching assistant shall propose, request, or accept sexual favors from or engage in a romantic, sexual or intimate relationship with any undergraduate, graduate, professional school or medical student who is enrolled in a course or section taught by that individual or otherwise subject to that individual's academic supervision. Academic supervision includes teaching, formal advising, supervising research, serving on a dissertation or other academic committee, mentoring, coaching, overseeing and/or having influence upon funding and/or academic progress, serving as a teaching assistant or grader, and/or otherwise occupying a position of influence or power over a student's academic program.

Where a student's academic program requires a course that is taught only by the student's spouse or significant other or in which the only teaching assistant is the student's spouse or significant other, the appropriate Dean may, in his or her discretion, allow the student to take the course, so long as the conflict has been disclosed and arrangements have been made for a person apart from the instructor or teaching assistant who is the student's spouse or significant other to evaluate and grade the student's work, provided such arrangements are feasible for the course involved.

No Faculty, Staff or Employee (as defined in Section I) shall propose, request, or accept sexual favors from or engage in a romantic, sexual or intimate relationship with any Faculty, Staff or Employee subject to that individual's supervision.

**B. Requirements for Relationships Between Individuals of Different Dartmouth Status:**

While not prohibited outright as an abuse of power, amorous relationships between individuals of different Dartmouth status that occur outside the direct instructional, supervisory, or evaluative context can also lead to difficulties. In a personal relationship where no current professional responsibility exists, the individuals involved should be sensitive to the possibility that they may unexpectedly be placed in a position of responsibility for that individual's instruction, supervision or evaluation. This could involve being called upon to write a letter of recommendation or to serve on a promotion, disciplinary, or selection committee involving the individual.

Although graduate, professional school or medical students; medical residents or fellows; postdoctoral fellows, scholars, or research associates; research scientists; distinguished fellows; teaching or research assistants or fellows; or proctors, mentors, or undergraduate teaching assistants may be less accustomed to think of themselves as being in a position of greater authority by virtue of their professional responsibilities, they should recognize that they might be viewed as more powerful than they perceive themselves to be. To the extent these individuals are in leadership or supervisory positions, they should be aware of the dynamics and risks of relationships with a power differential. Relationships between individuals in the same academic department or program are particularly prone to such risks. Individuals with questions or concerns about the appropriate nature of an actual, anticipated or suspected relationship should consult with the appropriate Dean, Deputy Title IX Coordinator, and/or the Title IX Coordinator.

Even when both parties have consented at the outset to the development of such a relationship, it is the person in the position of greater authority who, by virtue of their special responsibility

and educational mission, will be held accountable for the relationship. Accordingly, the person in the position of greater authority must notify their academic supervisor(s) and/or Human Resources to evaluate the situation and to determine whether disclosure and development of a management plan is required. Such a management plan would normally include, but is not limited to, recusal in all situations indefinitely thereafter, in which the person in the position of greater authority would otherwise participate in or make a decision concerning the other person's employment or education.

**C. Requirements for Other Relationships Between Faculty, Staff and Other Employees in Unequal Positions of Authority:** As in B, consensual relationships between Faculty, Staff and Employees who occupy inherently unequal positions of authority are not prohibited outright as a presumed abuse of power. However, it is important that the person in the position of greater authority does not exercise any supervisory or evaluative function over the other person in the relationship at the point at which it begins and indefinitely thereafter. Accordingly, the person in the position of greater authority should notify their supervisor(s) and/or Human Resources to evaluate the situation and to determine whether disclosure and development of a management plan is required. If such a management plan is required, the plan would normally include, but is not limited to, recusal in all situations indefinitely thereafter in which the person in the position of greater authority would otherwise participate in or make a decision concerning the other person's employment or education.

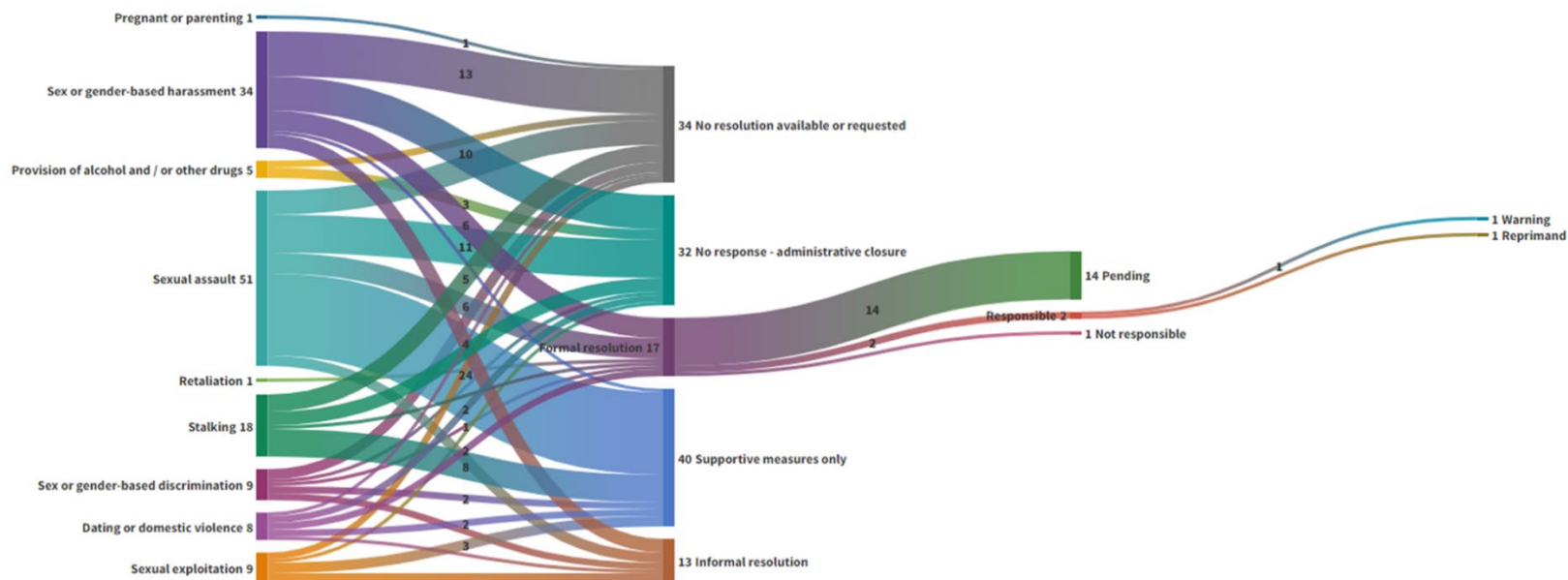
### Section 3: Procedural Information for 2022–2023 Matters

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 fall within the scope of the policy, 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 2022-2023 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

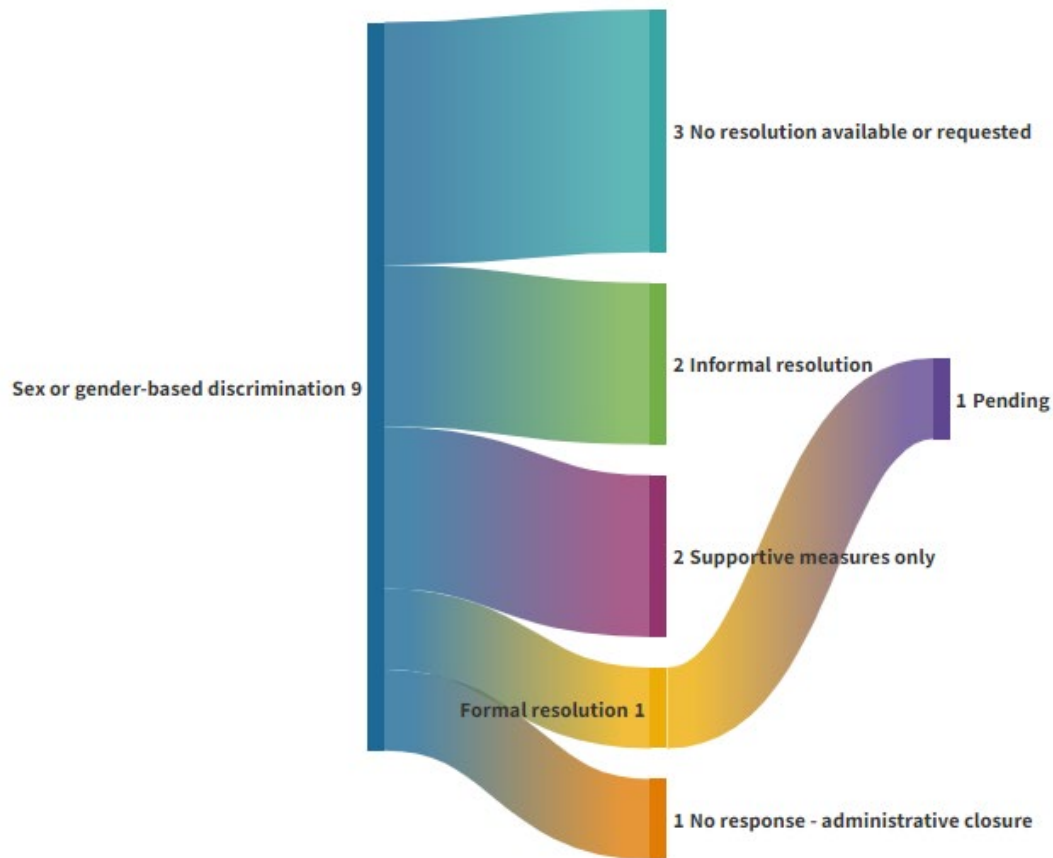


## Section 4: Categorical Data for 2022–2023 Matters

In this section, we break down the categories of Prohibited Conduct and their resolution paths. Where visual data representation makes sense, a chart is included.

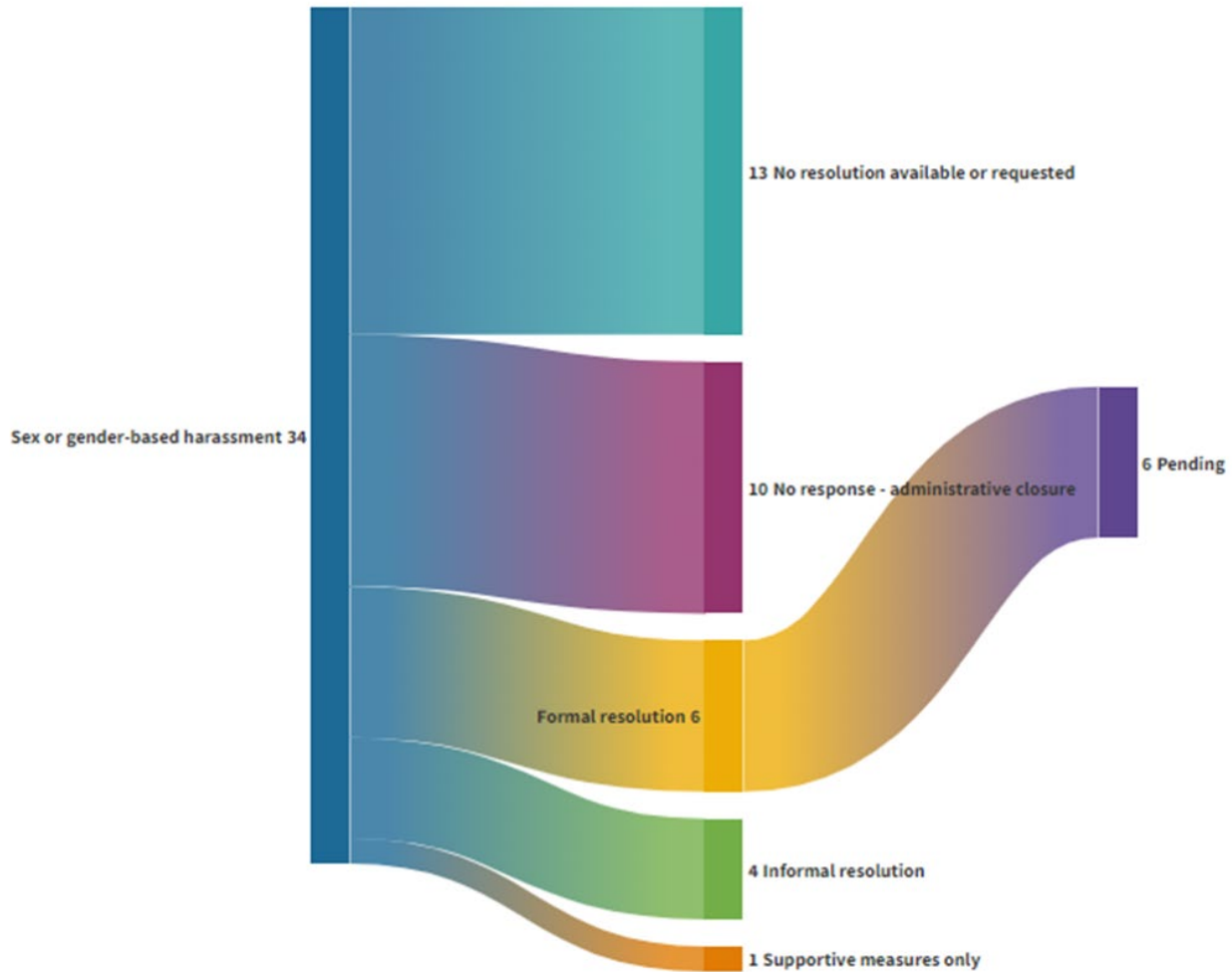
### Sex/Gender-Based Discrimination

There were 9 reported incidents of sex/gender-based discrimination in the 2022-23 academic year. Of these reports, 3 did not have a resolution available or requested, 1 was administratively closed due to no response from the Complainant, 2 elected to utilize supportive measures only, 1 elected a formal resolution, and 2 elected an informal resolution.



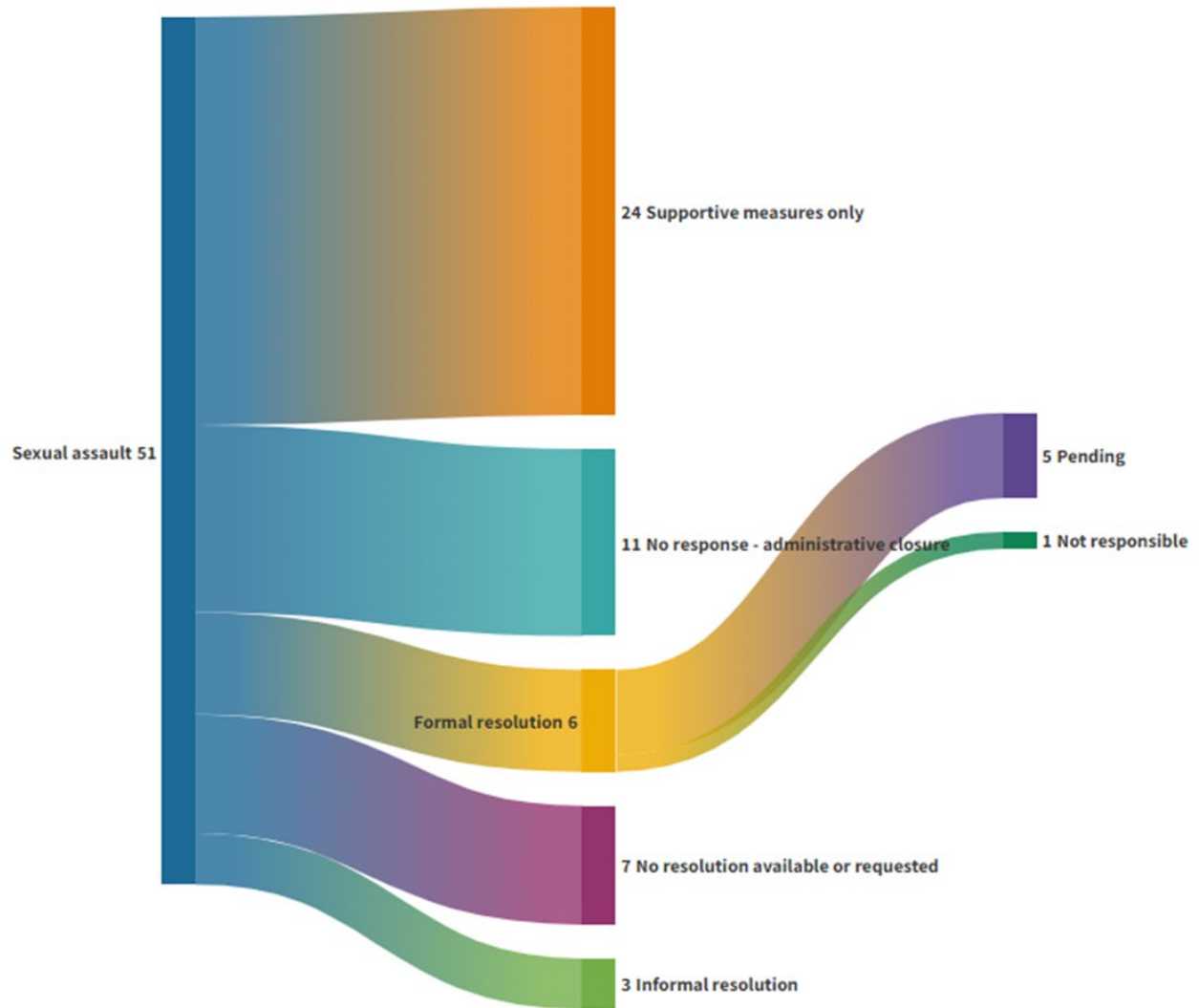
## Sex or Gender-based Harassment

There were 34 reported incidents of sex or gender-based harassment in the 2022-23 academic year. Of these reports, 13 did not have a resolution available or requested, 10 were administratively closed due to no response from the Complainant, 1 elected to utilize supportive measures only, 6 elected a formal resolution, and 4 elected an informal resolution.



## Sexual Assault

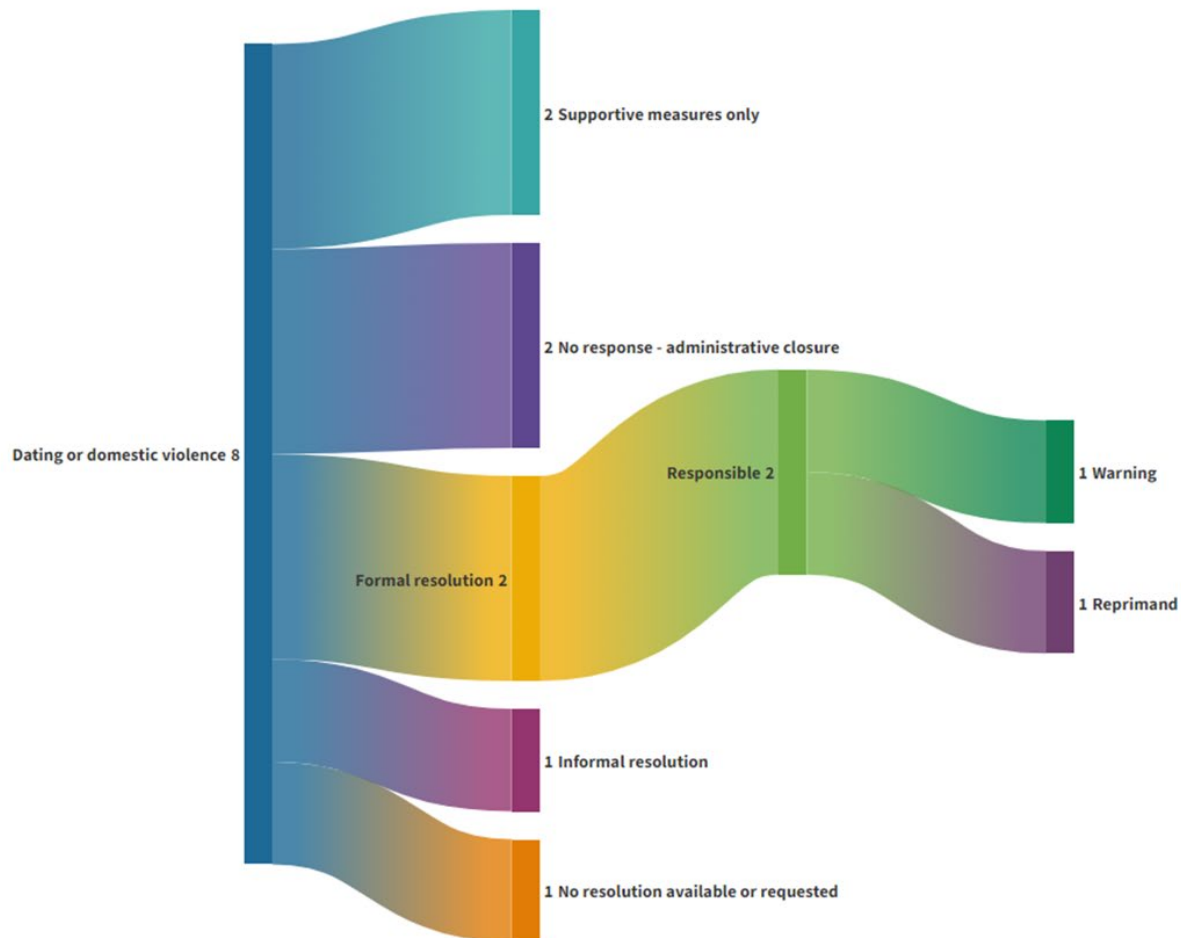
There were 51 reported incidents of sexual assault in the 2022-23 academic year. Of these reports, 7 did not have a resolution available or requested, 11 were administratively closed due to no response from the Complainant, 24 elected to utilize supportive measures only, 6 elected a formal resolution, and 3 elected an informal resolution.





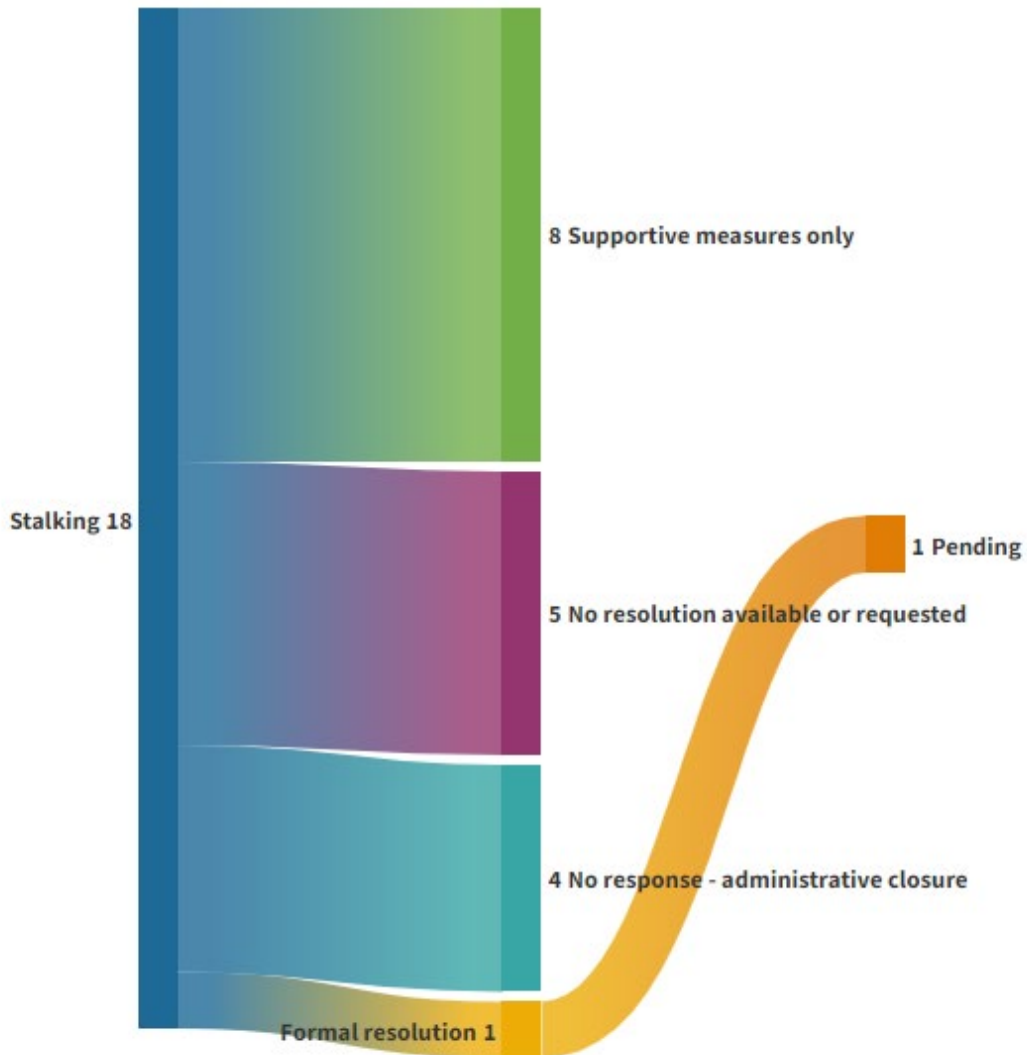
## Dating or Domestic Violence

There were 8 reported incidents of dating or domestic violence in the 2022-23 academic year. Of these reports, 1 did not have a resolution available or requested, 2 were administratively closed due to no response from the Complainant, 2 elected to utilize only supportive measures only, 2 elected formal resolution, and 1 elected informal resolution.



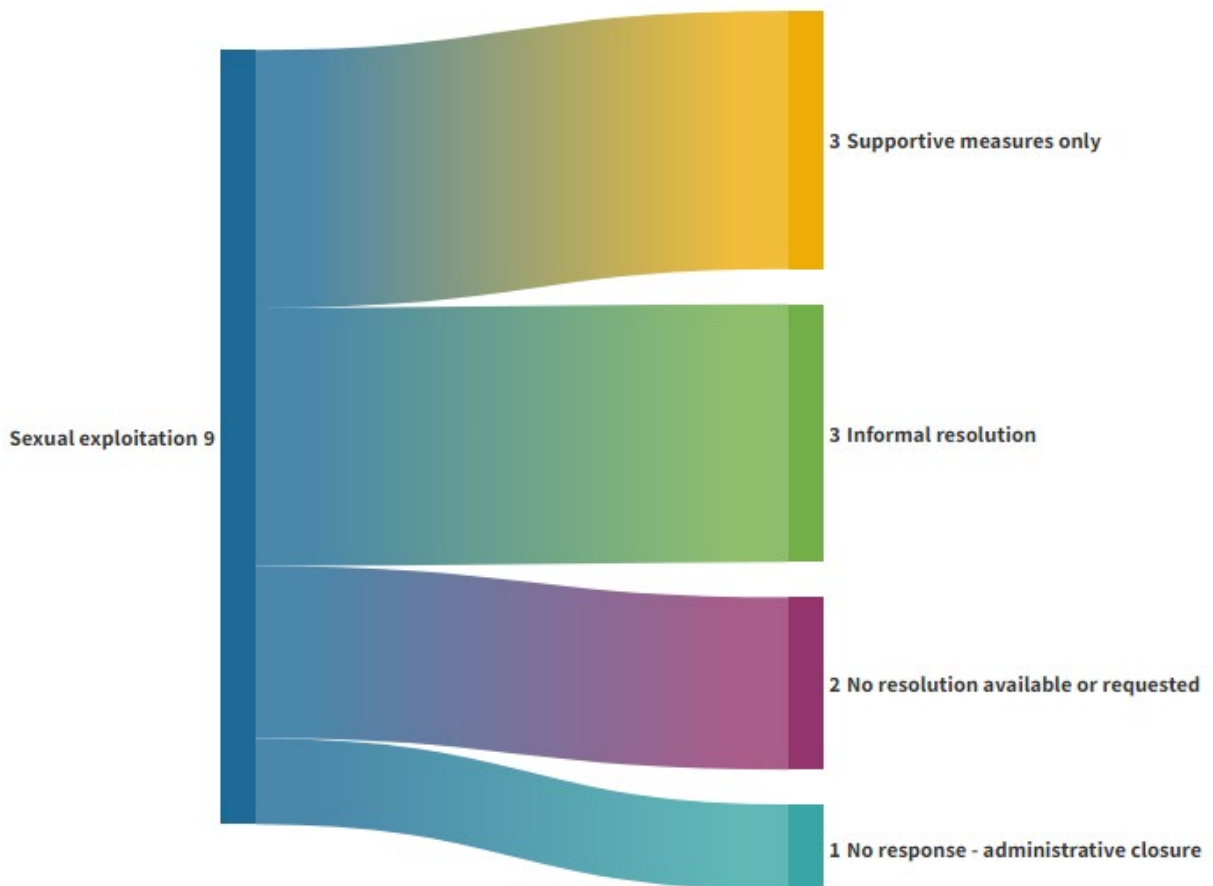
## Stalking

There were 18 reported incidents of stalking in the 2022-23 academic year. Of these reports, 5 did not have a resolution available or requested, 4 were administratively closed due to no response from the Complainant, 8 elected to utilize supportive measures only, and 1 elected a formal resolution.



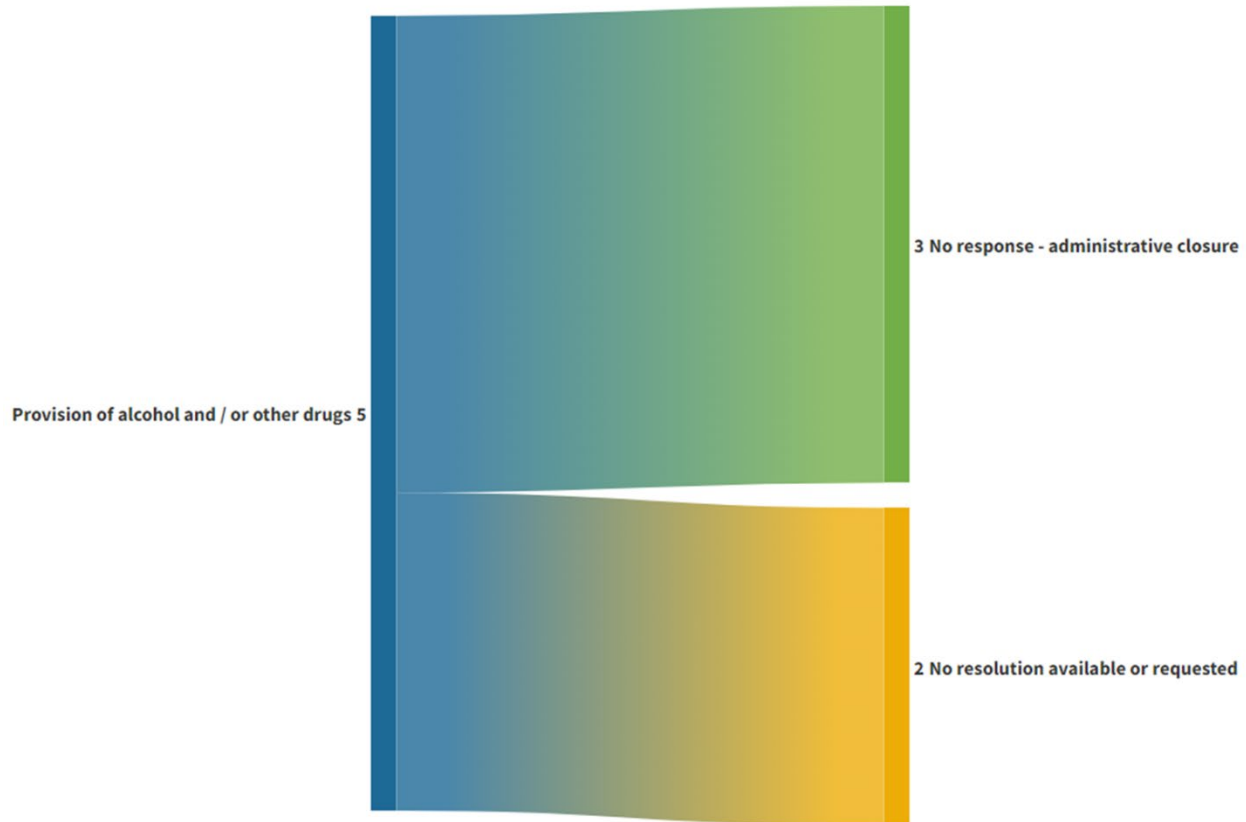
## Sexual Exploitation

There were 9 reported incidents of sexual exploitation in the 2022-23 academic year. Of these reports, 2 did not have a resolution available or requested, 1 was administratively closed due to no response from the Complainant, 3 elected to utilize supportive measures only, and 3 elected an informal resolution.



## Provision of Alcohol and/or Other Drugs

There were 5 reported incidents of provision of alcohol and/or other drugs in the 2022-23 academic year. Of these reports, 3 were administratively closed due to no response from the Complainant and 2 had no resolution available or requested.



## Sexual or Intimate Relationships Between Individuals in Unequal Positions

There were 0 reported incidents of sexual or intimate relationships between individuals in unequal positions in the 2022-23 academic year.

## Retaliation

There was 1 reported incident of retaliation in the 2022-23 academic year. That Complainant elected for Formal Resolution.

## Section 5: Sexual Violence Prevention Project

### 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

## 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, and 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 and the Director of Sexual Violence Prevention, Amanda Childress, at [amanda.childress@dartmouth.edu](mailto:amanda.childress@dartmouth.edu).

## Reporting Incidents Involving Sex/Gender-Based Discrimination, Sex or Gender-based Harassment, Sexual Assault, Sexual Exploitation, Dating or Domestic Violence or Stalking Under TITLE IX

### REPORTING TITLE IX DISCLOSURES

<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 a Title IX Coordinator, 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 Coordinator.
<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://www.dartmouth.edu/security/clery_act/jeanne_clery_act.html">https://www.dartmouth.edu/security/clery_act/jeanne_clery_act.html</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://www.dartmouth.edu/security/clery_act/csa_form.html">https://www.dartmouth.edu/security/clery_act/csa_form.html</a>

DARTMOUTH COMMUNITY

ON-CAMPUS

OFF-CAMPUS

, VT

**(800) 656-4673**

[rainn.org](http://rainn.org)

**+1 (215) 942-8478**

[internationalosos.com](http://internationalosos.com)

RESOURCES MARKED WITH AN \* ARE NOT AVAILABLE TO UNDERGRADUATE STUDENTS.

**We're here for you.**

**The Title IX Office provides  
supportive measures, regardless  
of whether you pursue a formal  
investigation.**

**CONTACT US**

**TITLEIX@DARTMOUTH.EDU**

**(603) 646 0922**

**For emergencies,  
call Safety & Security or 911**