

DARTMOUTH

Title IX Office



Annual Report
Academic Year 2018-2019

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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 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 Office 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 Office'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 2018-19 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, 2018, to June 31, 2019, 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, 2018 and June 31, 2019. Also included in the graphical illustrations are matters that were still in progress prior to the 2018-19 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](#) details information about prevention education efforts that took place over the past year for students, faculty, and staff. 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.¹

¹ A comprehensive list of campus and community resources is included in Section 7 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 2018-19 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
- Dating Violence
- Stalking
- Consensual Relationships Policy Violation
- Domestic Violence

This Annual Report contains incidents reported by reporting parties or Responsible Employees. Responsible Employees have an obligation under Title IX to promptly report any disclosure of sexual misconduct to the Title IX Office, including any known details. When a Responsible Employee shares information with the Title IX Office, outreach is made to the reporting party 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 2018-2019 academic year, 228 individuals interacted with the office. There were 170 incidents reported; of those 170 incidents, 49 were determined not to be Prohibited Conduct.

Of the remaining 121 reported incidents, the Prohibited Conduct reported is as follows:

- 57 incidents of Sexual or Gender-Based harassment
- 47 incidents of Sexual Assault
- 9 incidents of Dating Violence
- 3 incidents of Stalking
- 3 incidents of a violation of the Consensual Relationships Policy
- 2 incidents of Domestic Violence

For all incidents reported to the office, there are three categories in which the resolution may fall. First, a Reporting Party may opt for Informal Resolution, which could consist of supportive or protective measures, or simply reporting to notify the College of the incident. 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 impacted party did not respond to outreach, or the report was anonymous. In those situations, the information remains in our files should a Reporting Party wish to engage with our office in the future. The third resolution option is Formal Resolution, more commonly known as a formal investigation.

Resolution data on specific categories of Prohibited Conduct is detailed later in this report. Of the 121 incidents reported to our office, 69 reports were resolved by Informal Resolution, 34 had no resolution available, and 19 were resolved by Formal Resolution. Of the 19 incidents resolved by Formal Resolution, 12 had a finding of Responsible, 5 had a finding of Not Responsible, and 1 matter was still pending at the end of the academic year.

For those parties found Responsible, the sanction varied depending on the behavior. Additionally, some parties may have received more than one sanction. In the 2018-2019 academic year, parties found Responsible for Prohibited Conduct received the following sanctions: 3 were separated or terminated, 5 were suspended, 6 resigned before sanctioning, 1 received probation, 1 received a work reassignment, and 1 received an educational sanction.

Finally, we wish to note that this is the first Annual Report ever published by Dartmouth's Title IX Office. Our goal for this report was 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. Though we recognize that the intersectionality is of import when assessing the environment of our campus and the experiences of our community, we are also cognizant of the necessity in conveying only the information that is pertinent to the work of the Title IX Office. As such, it is outside the scope of this report to delve into identity classifications or other categorical information that would be inapposite. Moreover, given that this is an annual report, it is also limited in scope in terms of the time period that is considered. Therefore, this annual report does not include information on matters that pre-date or post-date the 2018-19 academic year. 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. We are committed to expanding the scope of this report in future years to more fully discuss trends and campus climate indications as well as have a more detailed analysis of Complainant and Respondent roles on campus.

Section 1: Academic Year 2018–19 —Title IX Office Update

I. Addressing Sexual Misconduct

In January 2019, Dartmouth announced 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 Office oversees the implementation of the program and tracks completion.

In addition to mandatory online training for all faculty, staff, and graduate students, the College is creating a comprehensive and mandatory four-year sexual violence prevention and education program for all undergraduate students. This program, currently called the Sexual Violence Prevention Project (SVPP), is part of Dartmouth’s Moving Dartmouth Forward (MDF) initiative to reduce sexual violence. The Student Wellness Center oversees this project and collaborates with campus partners, including Title IX and OPAL. 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.

Although SVPP is currently in its second year of development, all first-year students are expected to complete the First-Year Experience and have largely successfully done so. Please find more information about the SVPP, the First-Year Experience, and student engagement thus far with the program (SVPP Overview) in Section 5 of this report. The Student Wellness Center is currently developing the Second-Year Experience and piloting sophomore programs.

II. Title IX Infrastructure

Dartmouth is committed to expanding the Title IX Office as part of C3I.

Reviewing and Expanding the Title IX Office: In recognition of its pivotal role in compliance, outreach and prevention, and in anticipation of the adoption of a single policy for sexual misconduct, we will expand the size of the Title IX Office. We also will increase collaboration with deputy Title IX coordinators embedded in each of the graduate and professional schools, strengthen our partnership with WISE, and enlist additional support resources for all our campus community members. (C3I)

During the 2018-19 academic year, two new positions were created in the Title IX Office to better serve the needs of the College. Towards the end of the 2018-2019 year, the office added a Deputy Title IX Coordinator for Training and Development who oversees and implements campus-wide training initiatives. Those initiatives include the mandatory online training course for all faculty, staff, and graduate students; in-person orientation presentations to all undergraduate and graduate students; in-person presentations to all new employees; and in-person trainings to all faculty departments. Other regularly offered trainings for College constituents are available which include

recurring training sessions on the rights and responsibilities of our community members, obligations of Responsible Employees, and collaborative trainings with the Dartmouth Counseling Center, Student Wellness Center, and the WISE Campus Advocate. The Deputy Title IX Coordinator for Training and Development is also continually working on creating various facilitations which delve into a myriad of significant Title IX-related topics such as Gender Diversity and Equity; Cultivating an Inclusive Community; as well as Intersectionality, Inclusion, and Belonging. The increased capacity in the Title IX office allows for the Deputy Title IX Coordinator for Training and Development to continually foster meaningful relationships throughout Dartmouth's campus and community. In focusing on making the community more attuned to the involvedness and impact of intersectionality issues, the Deputy Title IX Coordinator for Training and Development has been working to bring such conversations to the forefront in an effort to evoke meaningful positive cultural change.

The office also hired a Deputy Title IX Coordinator for Response, after the prior Deputy Coordinator left the college in May 2019, who serves as the primary point of contact for case intake meetings involving students. The Deputy Title IX Coordinator for Response responds to disclosures of sexual misconduct, informs parties of all rights and resources, implements appropriate interim 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 ascertaining what the party needs from our office, what they need to feel safe, and how our office can best be of assistance. Implementing a trauma-informed approach ensures that the parties understand that our office is here for them as they need us, regardless of when related issues or matters may arise. In performing through the lens of cultural competence, the Deputy Title IX Coordinator for Response recognizes that the role entails offering supports to all involved parties in a fair and balanced way. By allowing the parties to own their respective experiences and appreciating that parties differ in how they process trauma or stress, the Deputy Title IX Coordinator for Response operates without bias and assists the parties based on their individual needs.

The Title IX Office also added an Administrative Assistant in October 2018. The Title IX Administrative Assistant serves as an initial point of contact for callers and visitors to the Title IX Office, and monitors emails to the Title IX account. They interact with a wide range of internal and external constituents, including students, staff, and faculty, and conveys information on behalf of the Title IX Coordinators. The Administrative Assistant is a visible and available part of the Title IX Office, particularly for all undergraduate students, graduate students, staff and faculty seeking information, reporting options and resources. The Administrative Assistant supports the operations of the office and all investigations and reservations for the Title IX Coordinators. The Administrative Assistant assists with special projects, manages the website, and manages the budget.

Additionally, the Title IX Office 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 Office equips the group to serve as an initial point of contact and to facilitate trainings as needed.

III. Services Provided to Parties

The Title IX Office provides 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 interim 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 formal investigations

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. Dartmouth is committed to strengthening the campus mental health services as part of the College's Campus Climate and Culture Initiative. "Increasing Mental Health Resources: We will invest in enhanced mental health services, including the addition of five counselors by 2022." (C3I)

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."² 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.

² 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 the Title IX Office during the 2018-19 year. In order to expound on how each misconduct classification is defined, this section will highlight the definitions from the Unified Disciplinary Procedures for Sexual Assault (UDP), which went into effect on July 18, 2014.³ These definitions relate to conduct by undergraduate or graduate students.

I. “Sexual Harassment” includes any of the following behaviors:

1. *Hostile Environment* – unwelcome sexual advances, requests for sexual favors, and other visual, verbal, or physical conduct of a sexual nature when the conduct is sufficiently severe or pervasive to deny or limit the victim’s ability to participate in or benefit from Dartmouth’s educational programs or benefits by creating an intimidating or hostile environment.
2. *Quid Pro Quo* – unwelcome sexual advances, requests for sexual favors, and other visual, verbal, or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s education, living environment, employment, or participation in a College-related activity or program.
3. *Threats/Intimidation of a Sexual Nature* – conduct of a sexual nature, which reasonably would be expected to have the effect of threatening or intimidating the person at whom such conduct is directed.

II. “Dating Violence” includes violence committed by a person:

1. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
2. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - a. the length of the relationship.
 - b. the type of relationship.
 - c. the frequency of interaction between the persons involved in the relationship.

III. “Domestic Violence” felony or misdemeanor crimes of violence committed by a current or former spouse of the victim by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabited with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the crime occurred, or by any other person against an adult or youth

³ Of import is the fact that though Dartmouth’s policies have been amended since the 2018-19 academic year, this Report contemplates matters reported during that year, at which time the Unified Disciplinary Procedures (UDP) were in effect. The full Dartmouth Unified Disciplinary Procedures for Sexual Assault and applicable procedures are available at: <https://sexual-respect.dartmouth.edu/policy/unified-disciplinary-procedures-sexual-assault> and <https://sexual-respect.dartmouth.edu/policy/undergraduate-disciplinary-procedures-sexual-harassment-domestic-violence-dating-violence-and>.

victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction where the crime occurred.

IV. **“Stalking”** occurs when a person engages in a course of conduct or repeatedly commits acts toward another person, under circumstances that would:

1. Place the person in reasonable fear for safety, or of harm or bodily injury to self or others; or
2. Reasonably cause substantial emotional distress to the person.

A course of conduct refers to a pattern of behavior of two or more acts over a period of time that can be reasonably regarded as likely to alarm, harass, or cause fear of harm or injury to that person or to a third party. The feared harm or injury may be physical, emotional, or psychological, or related to the personal safety, property, education, or employment of that individual. Stalking may involve individuals who are known to one another or have an intimate or sexual relationship or may involve individuals who are not known to one another.

V. **“Retaliation”** means engaging in conduct that may reasonably be perceived to:

1. adversely affect a person's educational, living, or work environment because of their good faith participation in the reporting, investigation, and/or resolution of report of a violation of this policy; or
2. discourage a reasonable person from making a report or participating in an investigation under this policy.

Retaliation includes but is not limited to: acts or words that constitute intimidation, threats or coercion intended to pressure a person to drop or support a complaint under this policy or to provide false or misleading information in connection with an investigation; and pressuring a person to participate or refrain from participating as a witness in an investigation under this policy. Retaliation may constitute a violation of this policy even when the underlying report made in good faith did not result in a finding of responsibility.

VI. **“Sexual Assault”** means unwanted or unwelcome touching of a sexual nature, including: fondling; penetration of the mouth, anus, or vagina, however slight, with a body part or object; or other sexual activity that occurs without valid Consent.

For Employees, the following definitions were applicable during the 2018-2019 Academic Year.⁴

Domestic violence:

Felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabited with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the crime occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction where the crime

⁴ These definitions and relevant policies may be accessed at <https://sexual-respect.dartmouth.edu/policy/employee-sexual-misconduct-policy> and <https://sexual-respect.dartmouth.edu/policy/employee-sexual-harassment-policy>

occurred.

Dating violence:

Includes violence committed by a person –

- a. who is or has been in a social relationship of a romantic or intimate nature with the victim; 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.
 - iii. The frequency of interaction between the persons involved in the relationship.

Sexual assault:

Unwanted or unwelcome touching of a sexual nature, including: fondling; penetration of the mouth, anus, or vagina, however slight, with a body part or object; or other sexual activity that occurs without valid consent.

Stalking:

Occurs when a person engages in a course of conduct or repeatedly commits acts toward another person, under circumstances that would:

- a) Place the person in reasonable fear for safety, or of harm or bodily injury to self or others; or
- b) Reasonably cause substantial emotional distress to the person.

Sexual Harassment:

Sexual harassment is understood to mean unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status as a student;
- b) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting him or her, or for the awarding or withholding of favorable employment or academic opportunities, evaluations, or assistance; or
- c) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance by creating an intimidating, hostile, or offensive working or educational environment.

Section 3: Procedural Information for 2018–19 Matters

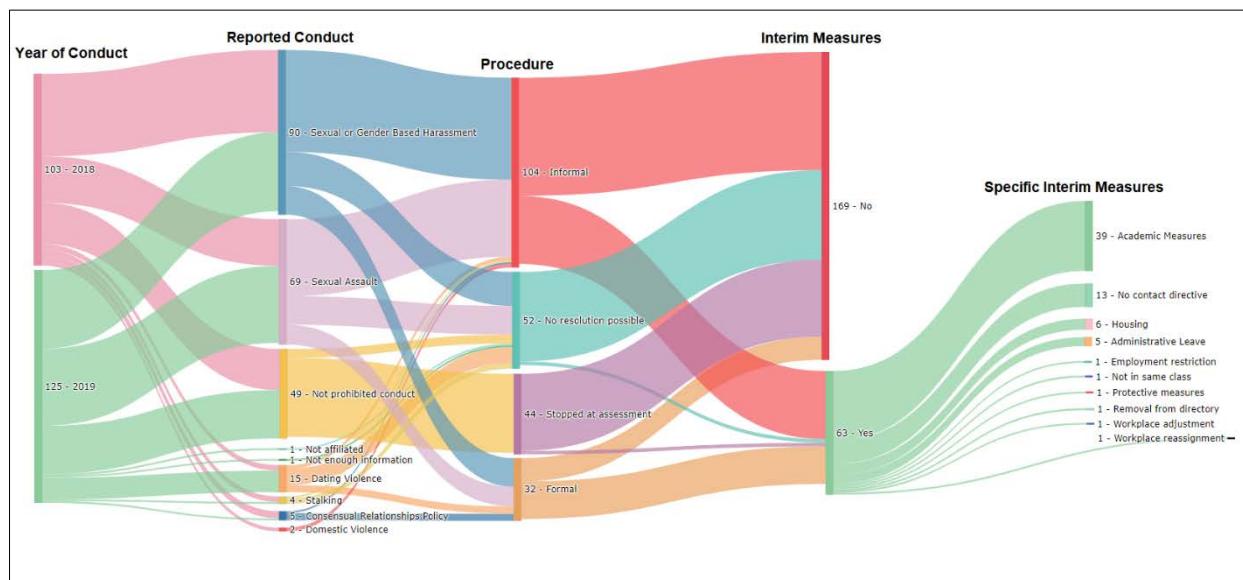
According to the Title IX procedures once the Title IX Office receives a report alleging misconduct, an Initial Assessment will be promptly conducted. The Initial Assessment includes taking necessary steps to ensure a safe environment for all involved parties and the College community, which may include the implementation of appropriate Interim Measures. A non-exhaustive list of possible Interim Measures includes: separation of the involved parties' academic or housing situations, no-contact orders, or restrictions on team or organization participation.

If after the Initial Assessment it is determined that the allegations *would not* constitute a policy violation, no further investigation under this policy will be pursued. However, if the allegation is determined to constitute a policy violation, an investigation of the matter will commence. If the investigation finds the Responding Person responsible for engaging in misconduct, 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).

Interim Measures

Pursuant to the UDP, if a Reporting Party request the implementation of Interim Measures, the Title IX Office proceeds accordingly, as appropriate. In compiling the procedural data from the 2018-19 academic year, *Figure 3.1* illustrates how the matters procedurally progressed.

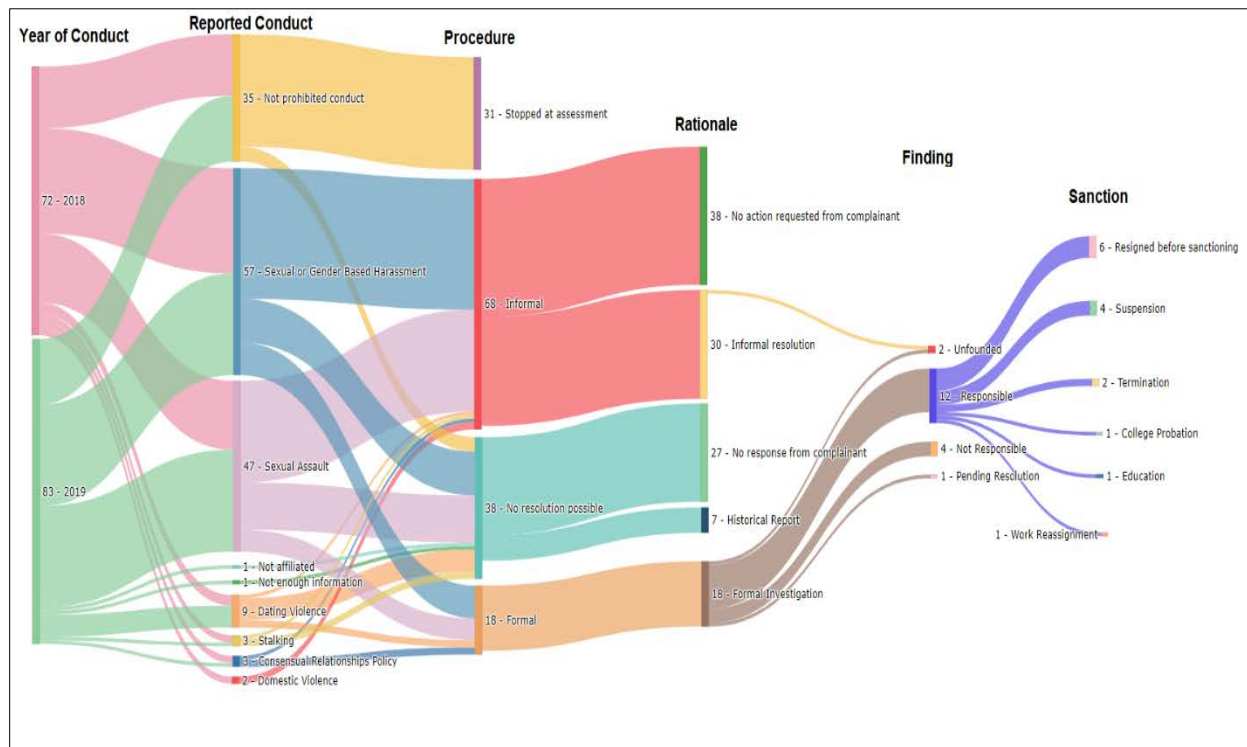
Figure 3.1: Interim Measures



Evident from the data is that of the 228 total reports, 49 were determined in the Initial Assessment to not constitute prohibited conduct under the UDP. Of the remaining matters, Reporting Parties largely decided not to request Interim Measures; those that did opted to proceed via a range of options.

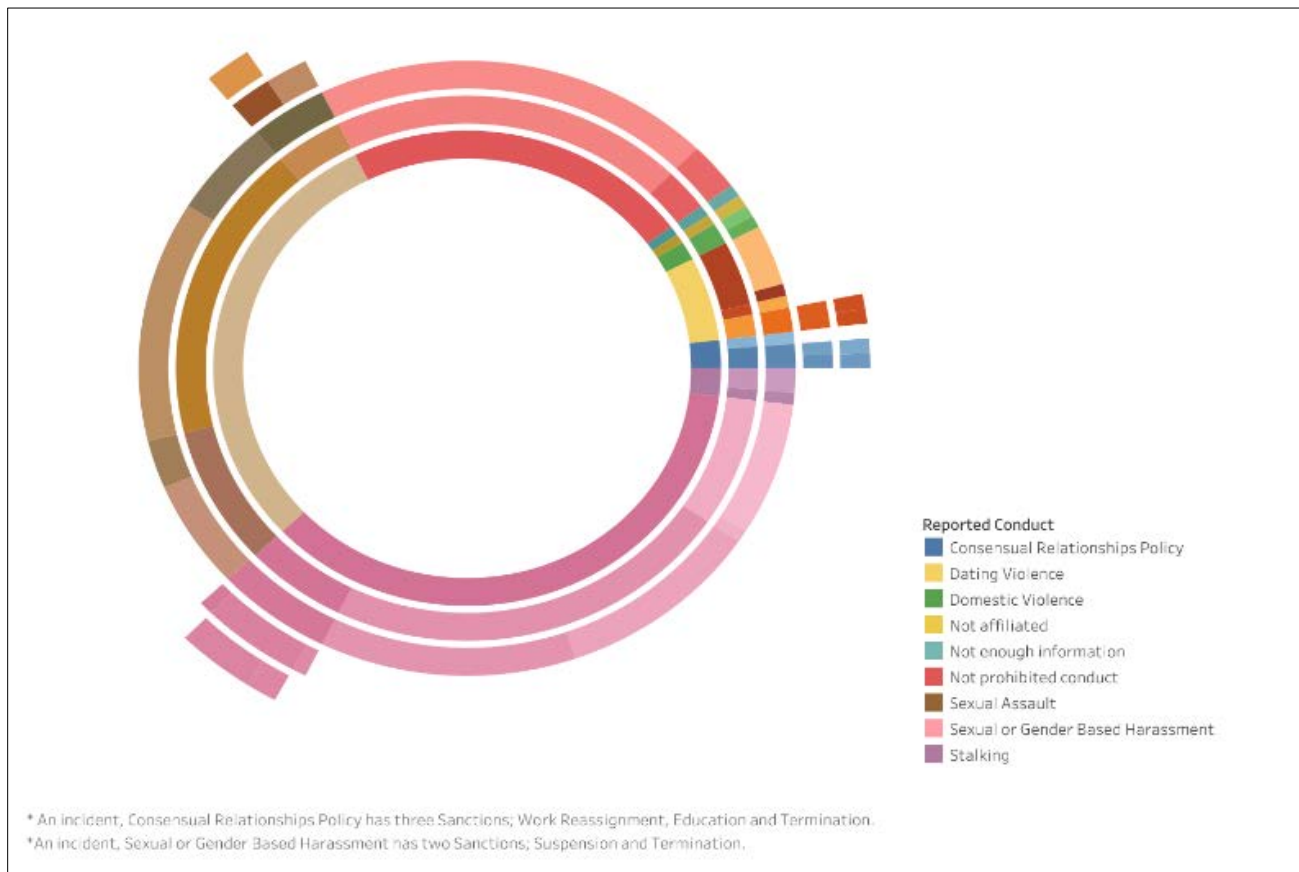
When it comes to analyzing how matters procedurally progress, *Figure 3.2* clarifies the trajectories of the 2018-19 reports. There are several takeaways of import, namely the proportion of Reporting Parties who requested no action or did not respond, as well as the divergence of those who preferred to proceed according to either the formal or informal procedures.

Figure 3.2: Procedural Outcomes



Assessing the data of the reported matters in an alternative way, *Figure 3.3* depicts each category of misconduct as portions of all the reports received by the Title IX Office in the 2018-19 academic year, considering each category as parts of a whole. On the innermost ring, each reported allegation is color-coded as a segment of the total reports, illustrating the categorical proportions. As the colors progress through the outermost ring, the rings depict the Procedure, Rationale, Finding, and Sanction for the particular category of allegation.

Figure 3.3: Parts of the Whole⁵

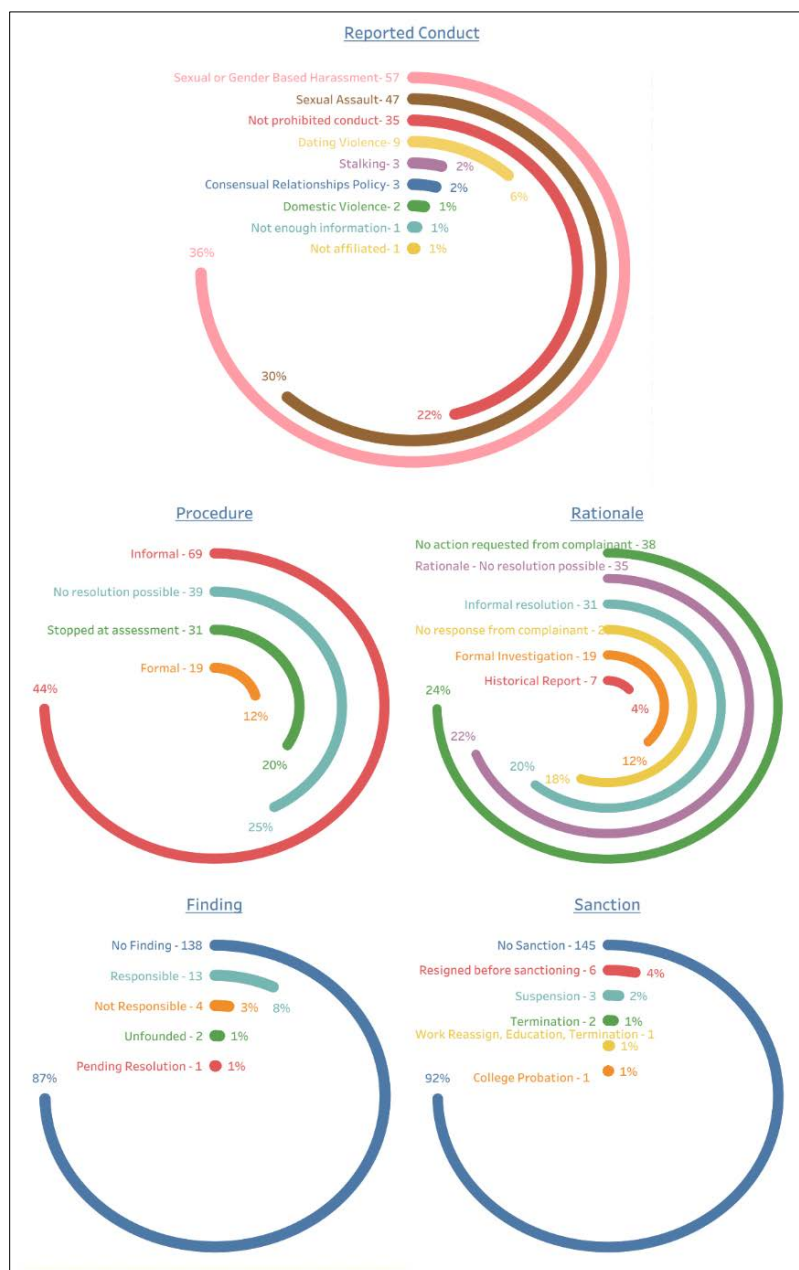


⁵ For more details on each category, please see interactive Figure 3.3 at:
<https://sexualrespect.dartmouth.edu/about/dartmouth-college-annual-title-ix-reports>

Section 4: Categorical Data for 2018–19 Matters

Viewing the data through a more in-depth lens, Figure 5.1 illustrates the same data presented in Figure 4.2 as percentages, where each reported conduct classification is considered as portions of the totality of reports. Also depicted are the percentages of how each report proceeded procedurally, the rationale behind the procedural trajectories, the findings of the matters that went through the formal investigation, and the sanctions determined accordingly.

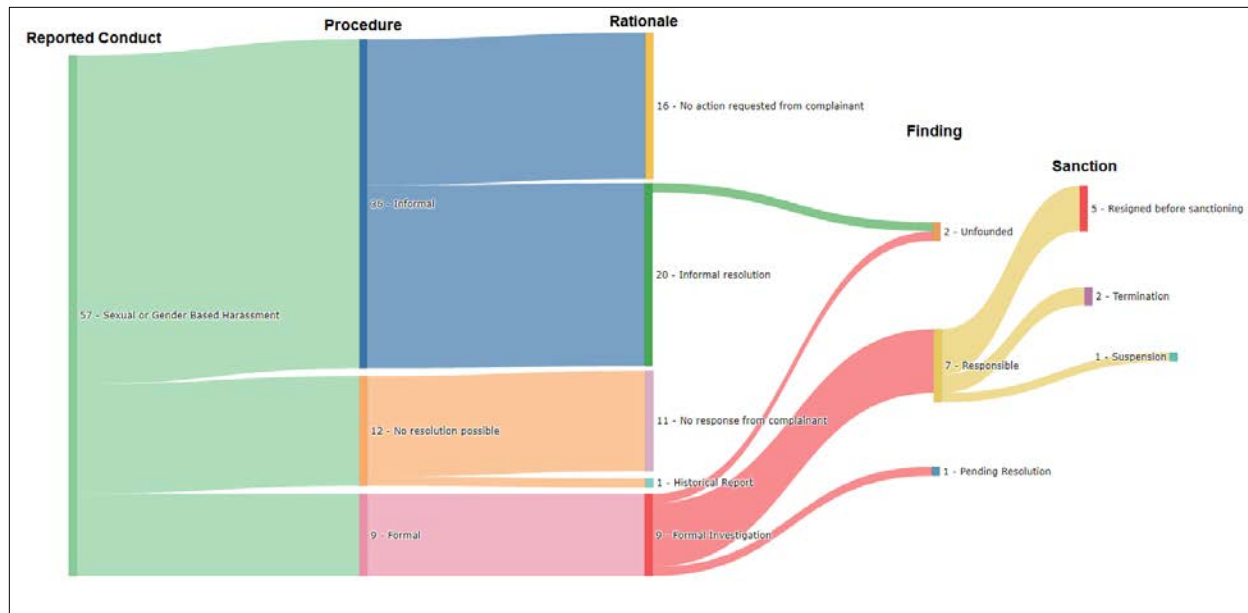
Figure 4.1: Procedural Percentages⁶



⁶ For more details on each category, please see interactive Figure 4.1 at: <https://sexualrespect.dartmouth.edu/about/dartmouth-college-annual-title-ix-reports>

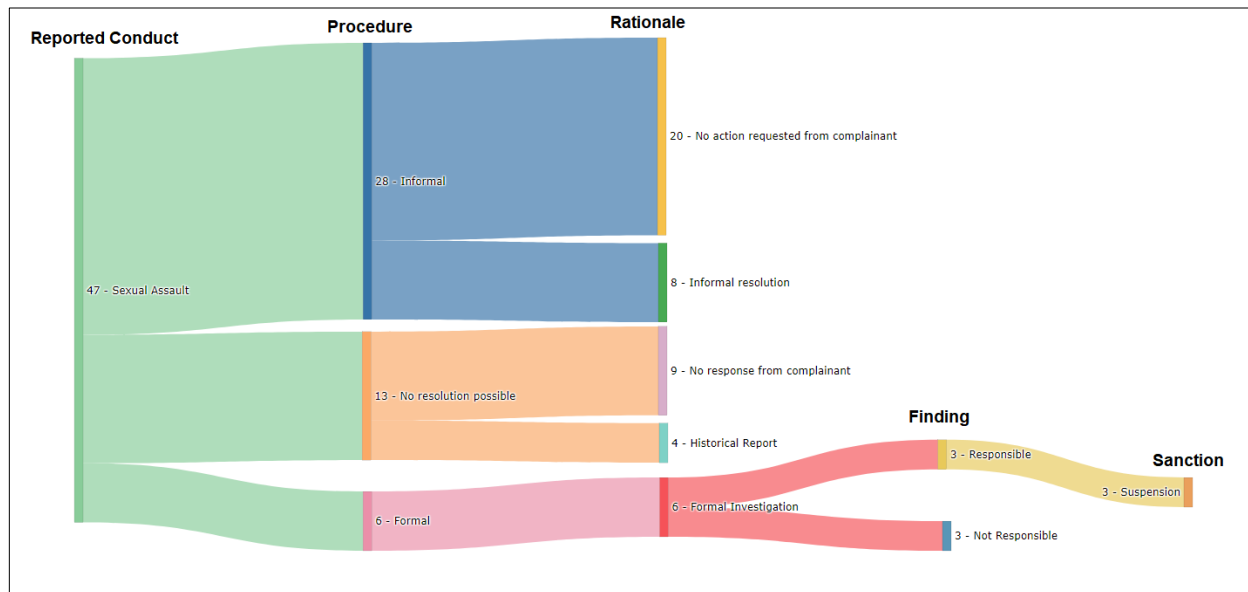
The following series of graphs detail how each particular category of misconduct procedurally progressed.

Sexual or Gender-Based Harassment



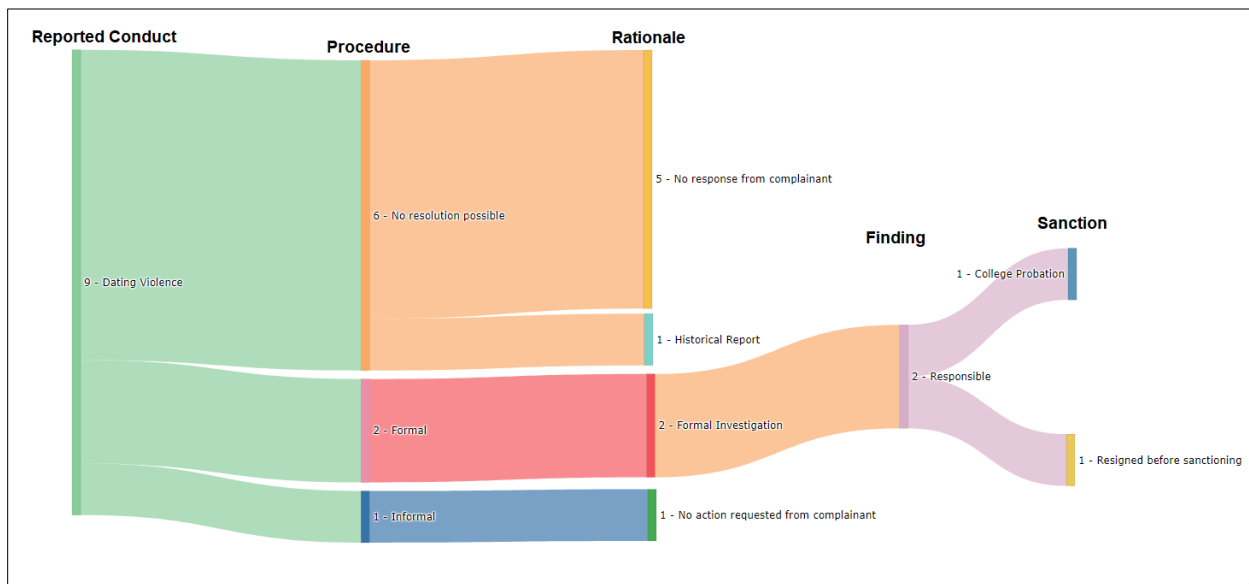
There were 57 reported incidents of sexual or gender-based harassment in the 2018-2019 academic year. Of these reports, 36 reporting parties elected an informal resolution, 12 did not have a resolution available as the reporting party did not respond or the report was historical, and 9 elected a formal resolution.

Sexual Assault



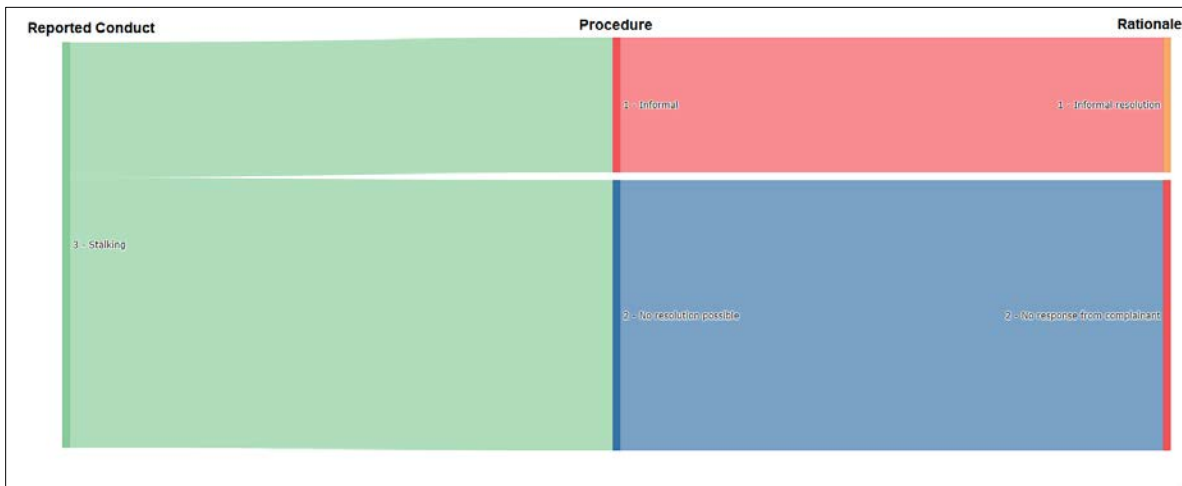
There were 47 reported incidents of sexual assault in the 2018-2019 academic year. Of these reports, 28 reporting parties elected an informal resolution, 13 did not have a resolution available as the reporting party did not respond or the report was historical, and 6 elected a formal resolution.

Dating Violence



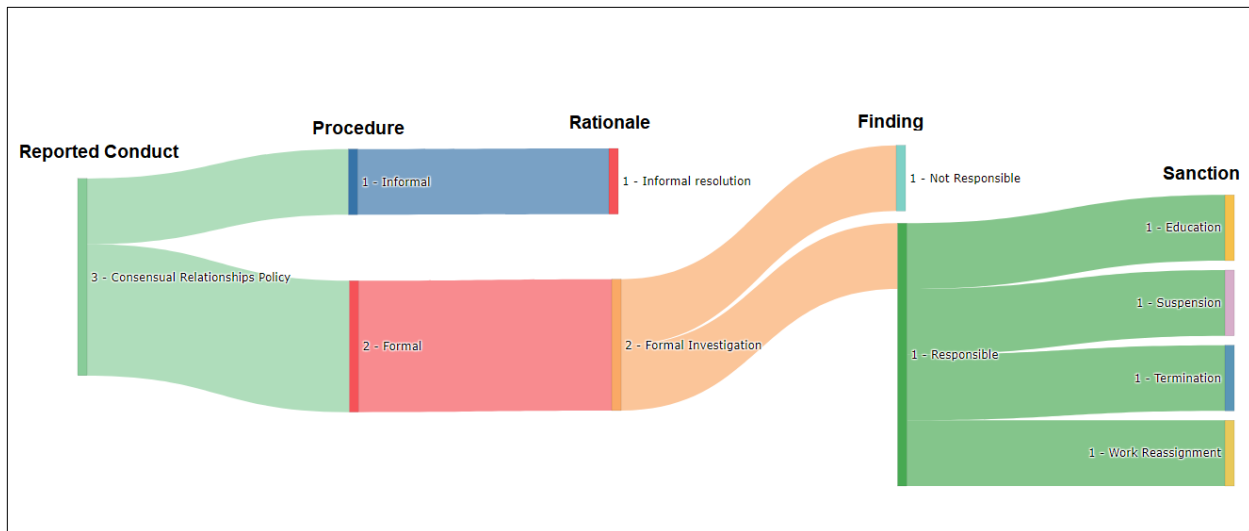
There were 9 reported incidents of dating violence in the 2018-2019 academic year. Of these reports, 1 reporting party elected an informal resolution, 6 did not have a resolution available as the reporting party did not respond or the report was historical, and 2 elected a formal resolution.

Stalking



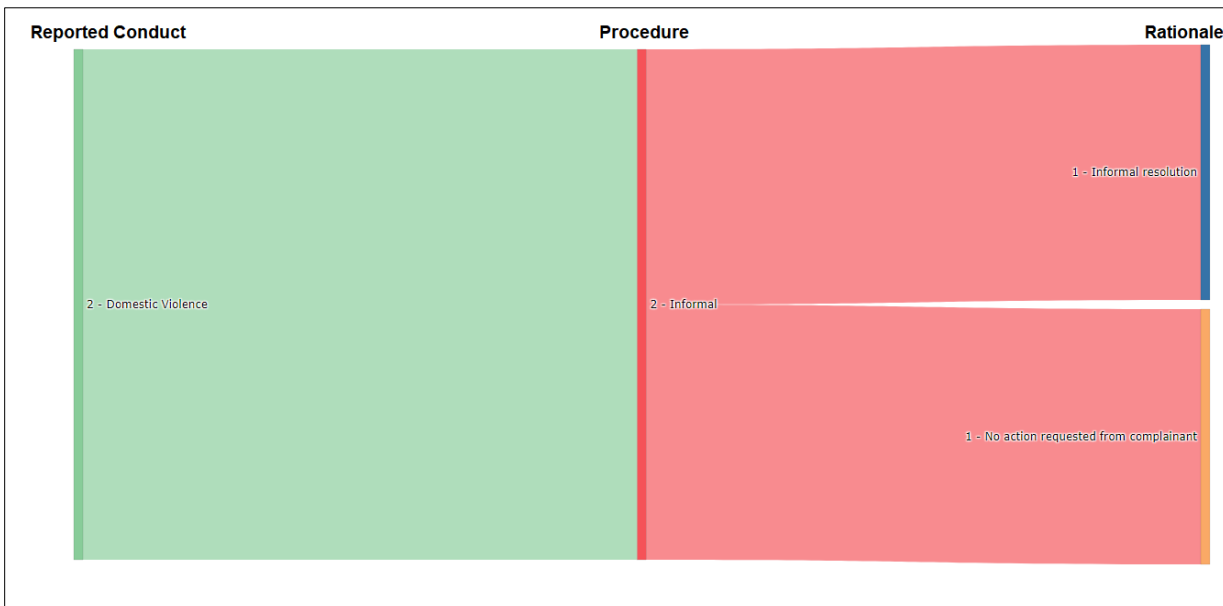
There were 3 reported incidents of stalking in the 2018-2019 academic year. Of these reports, 1 reporting party elected an informal resolution and 2 did not have a resolution available as the reporting party did not respond.

Consensual Relationships Policy Violation



There were 3 reported violations of the Consensual Relationships Policy in the 2018-2019 academic year. Of these reports, 1 reporting party elected an informal resolution and 2 elected a formal resolution.

Domestic Violence



There were 2 reported incidents of domestic in the 2018-2019 academic year. Of these reports, 2 reporting parties elected an informal resolution.

Section 5: Sexual Violence Prevention Project⁷

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. Support those who have experienced harm (i.e. sexual assault, stalking, sexual harassment, and dating violence),
2. Develop positive relationships and sexual behaviors,
3. Understand power, privilege, and identity to engage respectfully across difference, and
4. Intervene to prevent harm.

Each year, students will engage in experiences aligned with the four 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:

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

Student Involvement

There are a number of 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.

⁷ More detailed information on the Sexual Violence Prevention Project is included at the end of this Section.

Student Facilitators

Students participate in training to develop and improve their public speaking, facilitation, and communication skills. In the fall and winter, facilitators will deliver programs to first-year students. Through this role, Student Facilitators will spend a great deal of time interacting with and mentoring first-year students and will be campus culture change agents.

Surveys & Focus Groups

In order to design and deliver worthwhile and effective experiences, we need student input! By participating in surveys and focus groups with content pertaining to SVPP's focus areas, students play an integral part in the design and development 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 programs like DBI and MAV, Pulse surveys, 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.

Sexual Violence Prevention Project:

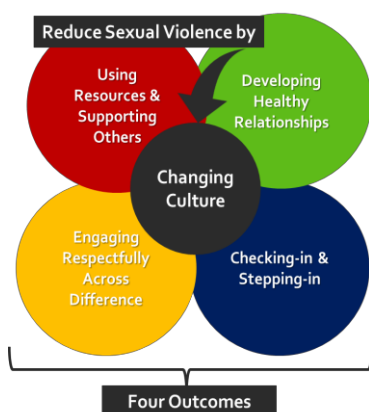
A comprehensive and mandatory four-year sexual violence prevention & education program for undergraduate students

Sexual violence (sexual assault, dating violence, stalking, and sexual and gender-based harassment) has had a direct impact on many members of the Dartmouth community. As part of President Hanlon's Moving Dartmouth Forward initiative to address sexual assault and help create an inclusive campus, he announced that we would "introduce a comprehensive and mandatory four-year sexual violence prevention and education program for all undergraduate students."

This four-year program, known as the [Sexual Violence Prevention Project \(SVPP\)](#), is intentionally being designed to change the Dartmouth culture by helping students cultivate and strengthen positive behaviors and build the necessary skills to:

1. utilize **resources and support** those who have experienced sexual violence,
2. develop positive and **healthy relationships**,
3. **communicate and engage respectfully** across difference, and
4. **intervene** across the spectrum of harm to prevent sexual violence.

These four behavioral outcomes will act as the four pillars of the curriculum with students engaging annually in experiences to enhance their knowledge and skill development in each area.



For more information, please visit [our website](#) or email SVPP@Dartmouth.edu.

Things to Know about SVPP

- The First-Year Experience has been launched and the team is currently developing and piloting components for the Second-Year Experience.
- Students are expected to participate in components as they are developed.
- We are developing the infrastructure needed to track engagement before an official mandate goes in place.
- 22s who have not completed First-Year Sessions were emailed about make-ups.
- Hundreds of students are involved in building and shaping this experience through program evals, focus groups, the Student Advisory Board, projects, internships, student groups, etc.

SVPP First-Year Experience: Introduction

Dartmouth students come to campus from very different backgrounds with varying levels of knowledge and comfort with these issues. The First-Year Experience was intentionally designed through research and with the help of upperclass students to ensure all first-years are on the same page and can build on this foundation throughout their time at Dartmouth.

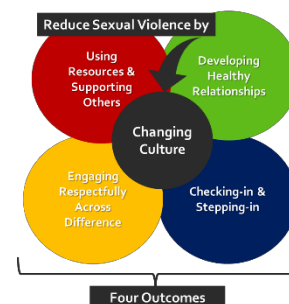
The components of the First-Year Experience will introduce students to the following concepts regarding each of the four outcomes:

- **Foundational knowledge**
- Our **shared language, vision, and values**
- Our **expectations** of what it means to be a Dartmouth student
- Information about the **College's standards, student's rights and responsibilities, and resources**

Engagement with the components of the SVPP's First-Year Experience	2017-18 Class of 2021 (N = 1215)	2018-19 Class of 2022 (N = 1173)
1. Online Course		
• Sexual Assault Prevention for Undergraduates (SAPU) (Haven in 2017-18)	96% (1165 students)	98% (1145 students)
2. New Student Orientation		
• The Principles that Define our Community	95% (1158 students)	92% (1078 students)
• Life@Dartmouth: Making Dartmouth Y(OURS) and Healthy Relationships & Positive Sexualities	87% (1059 students)	91% (1063 students)
3. First-Year Sessions		
• Sexual Violence Resources	57% (698 students)	70% (819 students)
• #RelationshipGoals (Communication Skills & Sexual Decision Making in 2017-18)	26% (314 students)	50% (583 students)
• Introduction to Social Identity (Diversity & Identity Part 1: Body of Intersecting Identities in 2017-18)	9% (111 students)	40% (474 students)
• Homecoming /Bystander Intervention	40% (487 students)	51% (593 students)

Recap

In **2015**, President Hanlon announced, as part of his Moving Dartmouth Forward (MDF) initiative, that the college would introduce a comprehensive and mandatory four-year sexual violence prevention and education program for all undergraduate students. During that first year a working group conducted a deep dive into the research, compiled current Dartmouth initiatives around sexual violence, reviewed federal guidance and recommendations, determined behavioral outcomes and competencies, and developed a framework to deliver the program. Later that year, the project team began compiling Dartmouth's institutional data on sexual violence, laying out the timeline for implementation, plans for tracking engagement and assessment, and developed, piloted and assessed a handful of individual programs and interventions for students. That same year, a separate working group began plans for developing an online 'consent manual.'



In **2016**, the team piloted a first-year experience that included an online course, orientation programs, and four first-year sessions with the class of 2020, piloted multiple tracking mechanism, named the initiative the Sexual Violence Prevention Project (SVPP), launched the SVPP website, outlined developmental content for the curriculum, and continued to develop, revise, pilot and assess individual programs and interventions. That year the team also continued exploring strategy for implementation, tracking, assessment, institutionalization, student involvement, and launched a consent website. In response to student feedback, the consent website was developed in lieu of the 'consent manual,' and includes scenarios, addresses student questions about how to ask, how to know you have consent, and how alcohol and other drugs can impact consent.

Current Progress

In **2017**, the team did a soft-launch of the SVPP First-Year Experience with the class of 2021, announcing the MDF initiative during Orientation, tracking student engagement, collecting student feedback and evaluating the programs in the First-Year Experience. Throughout the year, the Project team established a Student Advisory Board (SAB), began negotiations with a sexual violence prevention research team at the University of New Hampshire's Prevention Innovation Research Center to assess the four-year program, trained eight students to pilot a student-facilitator delivery model for next year's first-year sessions, partnered with Dartmouth's Leadership Project to develop and deliver a small collaborative sophomore summer pilot, and continued to develop, revise, pilot and assess individual programs and interventions for the curriculum. Consent and communication



The inaugural SVPP Student Advisory Board posing for a quick picture after wrapping up their final project and last working meeting.

content was infused into the First-Year Experience, featured in marketing materials, and the website was added to print materials and referenced in relevant programs. We were also presented with an Award of Excellence at EverFi's Campus Prevention Network summit in Washington, DC, for our work and institutional commitment to adopting the highest standards in sexual violence prevention.



Students in a first-year session, learning about Dartmouth's confidential and private resources to support a friend



Consent and communication as the featured topic for the Student Wellness Center's Stall St. Journal.



Student interns helped develop a new welcome video for SAPU adding a personal touch and introducing the '22s to SVPP, the online course, and the role they can play in preventing sexual violence.

In **2018**, the team announced SVPP to the class of 2022 through a new welcome video at the beginning of Sexual Assault Prevention for Undergraduates (SAPU), the online course that first-year's complete before matriculating. The team revised the SVPP First-Year Experience Orientation programs and the first-year sessions based on student feedback in the previous year, piloted a student-facilitator delivery model for the first-year sessions which helped increase student engagement and expanded our capacity to deliver the first-year sessions, and tracked engagement and collected feedback for each first-year program.

The majority of sophomore's are currently engaging with the 2nd level bystander programs, from the Dartmouth Bystander Initiative (DBI), building



The pilot class of SVPP Facilitators catch-up, debrief, offer support, and prep for their upcoming First-Year sessions, with their supervisor Amber Strock, Sexual Violence Prevention Project Assistant., during their weekly meeting.

on their skills to recognize harm and intervene. The team also developed and piloted a 2nd level healthy relationships program for sophomores around drinking, hooking-up and consent, developed a 2nd level resources and support program on how to support a friend, that will be piloted with sophomores in 2019, and created the first video for our Resource Suite on 'How to Report Sexual Misconduct to the College.' The video suite when finished in 2019, will be targeted at sophomores as an online option to reach and engage students.



The first video in the sexual violence resource suite, 'How to Report Sexual Misconduct to the College' was filmed and edited by a student intern and features upperclass students explaining the process.

In **2019**, the team plans to:

- Increase the number of students that complete each component of the SVPP First-Year Experience, by offering make-up opportunities, harnessing the influence of upperclass students, and exploring remedial options.
- Revise and assess the effectiveness of the first-year sessions
- Track sophomore engagement with the 2nd level bystander programs and expand our reach with sophomores.
- Deliver the 2nd level healthy relationships program on drinking, hooking-up



Tong Fei, Healthy Relationships & Sexual Health Specialist, dispels myths, challenges norms, and lays the foundation for first-year students to develop positive and fulfilling relationships.

and consent to the sophomore class and track their engagement.



Ben Bradley, Assistant Director for Violence Prevention, leads a DBI Pre-Recruitment workshop for students to recognize moments of harm in Greek House and identify real ways to intervene.

- Pilot and begin delivering the 2nd level resource and support program, about supporting a friend, to sophomores and track their engagement.
- Complete four additional videos for the resource suite, develop an assessment strategy and tracking mechanism, and offer it as an online option.
- Establish a Dartmouth Assessment Team with UNH and being developing an assessment plan for the 4-year experience and assessment tools.
- Establish a team to identify and implement a web-based platform for students to register for and track their engagement with the four-year experience.
- Pilot a larger SVPP sophomore summer common experience

Section 6: Resources

Reporting Incidents Involving Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Dating or Domestic Violence or Stalking Under TITLE IX	
REPORTING TITLE IX DISCLOSURES	
Who reports?	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.
To whom?	Title IX Coordinator / Deputy Title IX Coordinator 603 646 0922 TitleIX@Dartmouth.edu
When?	As soon as possible: No later than 24 hours after the disclosure
How?	<ul style="list-style-type: none"> ▪ Phone call or email notification to Title IX Office ▪ Individuals may also meet with Title IX Coordinator ▪ In an emergency, Department of Safety and Security may contact the Title IX Coordinator after hours
Content of Report	<p>Who? What? When? Where? Identifying Information for all persons involved, including reporting and responding parties</p> <ul style="list-style-type: none"> ▪ First and Last name(s) ▪ Status (e.g., faculty, staff, student, visitor) ▪ Type of Incident Reported ▪ Description of or details about the incident ▪ Date of Report ▪ Date Incident Occurred ▪ Specific Location of Incident
Follow Up	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
Clery Act	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: https://sexual-respect.dartmouth.edu/compliance/jeanne-clery-act
Who is a CSA?	<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"> ▫ Safety & Security, Title IX Coordinators, Clery Act Compliance Officer, Office of Community Standards & Accountability ▫ Undergraduate deans, student affairs professionals, residential life administrators and UGAs ▫ Athletic administrators, including directors, assistant directors and coaches ▫ All faculty, staff and coaches, including advisors to student organizations and faculty directors of FSPs and LSAs <p>Crimes that must be reported and disclosed:</p> <ul style="list-style-type: none"> ▫ Criminal homicide: Murder and nonnegligent manslaughter; and Negligent manslaughter ▫ Sex offenses: Rape; Fondling; Incest; and Statutory rape. ▫ Robbery ▫ Aggravated assault ▫ Burglary ▫ Motor vehicle theft ▫ Arson
Clery Crime Report Form	CSAs may access the Clery Crime Report Form here: https://sexual-respect.dartmouth.edu/compliance/jeanne-clery-act/campus-security-authority-csa/csa-crime-report-form

DARTMOUTH

Title IX Office

Contact us: titleix@dartmouth.edu
<https://sexual-respect.dartmouth.edu>
 Parkhurst Hall Suite 05
 603 646 0922

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
WISE Campus Advocate 866 348 9473 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 866 348 9473 or email: campus@wiseuv.org http://www.wiseuv.org/	Department of Safety & Security 5 Rope Ferry Rd 603 646 4000 Emergency 911 or 603 646 3333 Title IX Office 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 603 646 0922 or email: TitleIX@Dartmouth.edu https://sexual-respect.dartmouth.edu/
Dick's House: Counseling Center 2nd Floor of Dick's House (use 5 Rope Ferry Rd entrance) 603 646 9442 After hours/weekends 603 646 4000 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. counseling@dartmouth.edu	Deputy Title IX Coordinators For Undergraduate Students Ian Connole Athletics 603 646 1427 Francine A'Ness Guarini Institute for International Education 603 646 1202 For Graduate and Professional School Students Gary Hutchins Guarini School of Graduate & Adv. Studies 603 646 2107 Leslie Henderson Geisel School of Medicine 603 650 1751 Holly Wilkinson Thayer School of Engineering 603 646 3483 Sally Jaeger Tuck School of Business 603 646 2190 For Faculty and Staff Lorin Parker Human Resources 603 646 2904
Dick's House: Health Services https://students.dartmouth.edu/health-service/ Inpatient Department & Nurse Consultation 603 646 9401 After hours/weekends 603 646 4000 7 Rope Ferry Rd	All Faculty, Staff & Coaches Undergraduate Deans Office & Case Management Carson Hall, Suite 125 603 646 2243 https://students.dartmouth.edu/undergraduate-deans/
College Chaplain South Fairbanks Hall College.Chaplain@dartmouth.edu 603 646 3780 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. https://students.dartmouth.edu/tucker/about/pastoral-counseling	Office of Community Standards & Accountability 5 Rope Ferry Road, 2nd Floor 603 646 3482 https://students.dartmouth.edu/community-standards/
Faculty/Employee Assistance Program (FEAP) https://www.dartmouth.edu/~eap/staff.html 844 216 8308 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: https://www.guidanceresources.com . Click on register, enter your company ID: (Dartmouth) and follow the registration prompts	Student Wellness Center Robinson Hall, Suite 319 603 646 9414 https://students.dartmouth.edu/wellness-center/
ANONYMOUS REPORTING	Office of Pluralism & Leadership (OPAL)
Dartmouth Compliance & Ethics Hotline https://www.dartmouth.ethicspoint.com 888 497 0516 Safety & Security Anonymous Reporting Form https://www.dartmouth.edu/~security/services/forms/anonreport.html	Collis Center, Suite 211 603 646 0987 https://students.dartmouth.edu/opal/
OFF-CAMPUS	Native American Program
WISE 24-hour crisis hotline 38 Bank Street, Lebanon NH 866 348 9473 WISE provides advocacy and crisis services to those affected by domestic and sexual violence and stalking. All WISE services are free and confidential	Robinson Hall, Room 206 603 646 2110 https://students.dartmouth.edu/nap/
Dartmouth Hitchcock Medical Center (DHMC) Emergency Room: 1 Medical Center Dr, Lebanon NH 603 650 5000 DHMC provides sexual assault forensic exams, emergency and comprehensive care	Office of Residential Life Assistant Directors of Residential Education and UGA's 603 646 1491 https://students.dartmouth.edu/residential-life/about/people
Planned Parenthood 79 S Main St, White River Junction VT 802 281 6056	Office of Institutional Diversity & Equity Parkhurst Hall, Suite 06 603 646 3197 https://www.dartmouth.edu/~ide/about/
	Human Resources 7 Lebanon St, Hanover NH 603 646 3411 https://www.dartmouth.edu/~hrs/
Hanover Police Department - 911 or 603 643 2222	
2020-2021 updated 9.15.2020	