

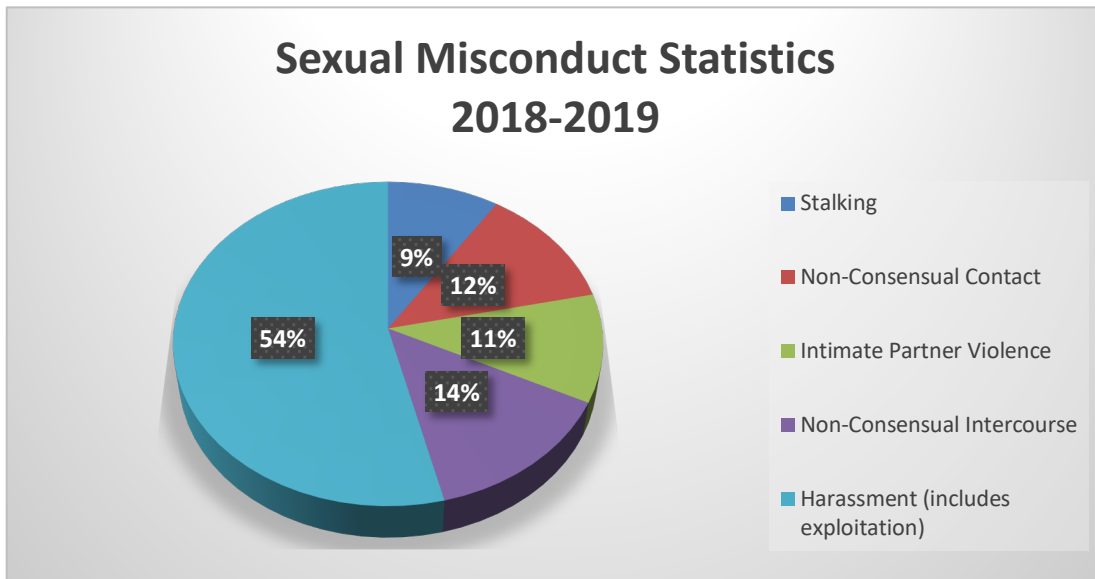
Case Western Reserve University 2018-2019 Annual Title IX Report

Introduction

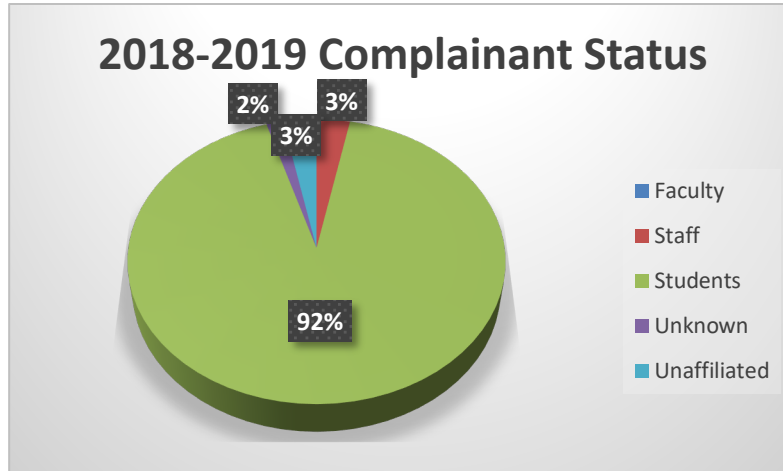
Case Western Reserve University is a community based upon trust and respect for its constituent members. Sexual misconduct is a violation of that trust and respect and will not be tolerated. Members of the Case Western Reserve community, guests and visitors have the right to be free from sexual misconduct, as well as domestic violence, dating violence and stalking. The university Sexual Misconduct Policy adopted in 2014 outlines that all members of the community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The sexual misconduct policy applies to all members of the university community including all students, post-doctoral fellows and post-doctoral scholars, faculty, staff (including administrators), and other university officials, whether full or part-time. It also applies to guest lecturers, volunteers, contractors and visitors. This policy becomes applicable to each student on the date on which the student accepts admission to the University.

Sexual Misconduct Reports

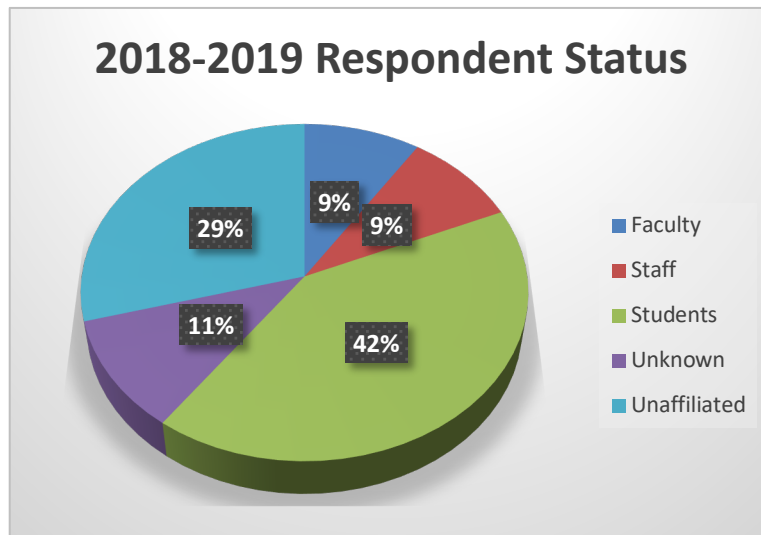
During the 2018-2019 academic year, 100 complaints of sexual misconduct were reported to the Office of Title IX. The office received complaints from CWRU Police, faculty, staff, students and anonymous individuals.



Out of the 100 complaints reported to the Office of Title IX, 70 reported sexual harassment (including sexual exploitation), 18 reports involved allegations of non-consensual intercourse, 16 reports of non-consensual contact, 14 reports of intimate partner violence, 12 reports of stalking.



Of the 100 complaints to the Office of Title IX, 92% of the complainants were students. The unaffiliated category represents non-Case Western Reserve University individuals. The Office of Title IX in collaboration with the Office for Diversity, Inclusion and Equal Opportunity reviewed all cases that were reported to the university.



Of the 100 complaints to the Office of Title IX, 42% of the Respondents were students. Followed by 29% of the Respondents not being affiliated with the university.

Investigation and Resolved Reports

The Office of Title IX reviewed all 100 complaints reported to the university. In the case where a faculty or staff member was involved as the Reporting or Responding party, the Office of Inclusion, Diversity, and Equal Opportunity (OIDEO) worked the Office of Title IX to investigate complaints. The Office of Title IX reviewed 18 of the reported complaints of non-consensual sexual intercourse. One (1) case went to a hearing and the respondent was found responsible and separated from the university. One (1) case was referred to a hearing, but the outcome was the respondent not showing for the hearing and being banned from the university and listed not in good standing. In Eight (8) complaints, the complainant did not wish to file a formal report. The office provided complainants with resources and informed the complainants they can file a complaint at any time. Three (3) complaints did not move forward due to insufficient information. These complaints were either submitted anonymously with no identifiable parties or not enough information to say a allege policy violation occurred. Three (3) complaints were resolved through informal resolution at the request of the complainant and respondent. Two of the (2) complaints reported to the office were not under the jurisdiction of the university. No jurisdiction means the university did not have control over the respondent, and the university provided the complainants with resources and supportive measures.

In the 14 complaints of Intimate Partner Violence reported to the Office of Title IX, nine (9) of the complaints were not under the jurisdiction of the university. The respondents were non-CWRU individuals. The Office provided supportive measures to the complainants, which ranged from banning the non-CWRU individuals from campus and providing academic resources and counseling. One (1) complaint was resolved informally at the request of both parties. For the remaining four (4) complaints, the complainants did not wish to file a formal complaint. The complainants were provided resources and supportive measures and informed they can report at any time.

In the 70 complaints of sexual harassment reported to the Office of Title IX, the complaints were investigated, and outcomes ranged from insufficient information to finding a policy violation. The reports were resolved through informal resolutions or formal resolutions. The results ranged from termination and suspensions, disciplinary probation, being prohibited from campus, and other corrective measures.

In the 16 complaints of non-consensual contact, four (4) complaints were adjudicated through a formal resolution process. Out of the four (4) complaints, each respondent was found responsible. Sanctions included disciplinary probation, separation from the university, and termination of employment. Two (2) of the complaints were resolved through the informal process at the request of both parties. In five (5) complaints, the complainant did not wish to file a formal complaint. The Complainants were provided supportive measures and informed they can file a report at any time. In three (4) of the complaints, there was not sufficient information to review due to insufficient information provided to conduct an investigation. In (1) complaint, the Respondent was not a member of CWRU, but the Complainant was provided resources and supportive measures.

In the 12 reported complaints of stalking reported to the Office of Title IX, five (5) complaints were resolved through informal resolution at the request of both parties. Four (4) of the complaints, the respondent was not a member of the university, as a result, the university did not have jurisdiction of the respondent. The Complainants were provided resources and supportive measures. Three (3) of the complaints, the Complainants did not want to file a formal complaint. Complainants were provided information for supportive measures and informed they can file a report at any time.

Resources and Support

Individuals who are a part of the sexual misconduct process are provided a list of confidential and non-confidential resources. The resources are provided to complainants, respondents and witnesses. Even if the individual does not wish to participate in the process, the University still provides the individual with resources to assist.

| Confidential Resources | Non-Confidential Resources |
|---|--|
| <p>University Health & Counseling Services (UH&CS)</p> <ul style="list-style-type: none"> • Health Services 2145 Adelbert Road. 216-368-2450 (M-F, 8:30am to 5:00pm) • Counseling Services Sears Building, Room 201 216-368-5872 (M-F, 8:30am to 5:00pm) <p>Student Advocate for Gender Based Violence Prevention & Response Sears Building, Room 201 216-368-8639 (M-F, 8:30am to 5:00pm)</p> <p>Employee Assistance Program (Faculty/Staff Only) 216-241-3273 (24 Hours)</p> <p>Cleveland Rape Crisis Center 216-619-6192 (24 Hours)</p> <p>Domestic Violence and Child Advocacy Center 216-391-4357 (24 Hours)</p> <p>Inter-Religious Council 216-368-9614 (M-F, 8:30am to 5:00pm)</p> <p>Survivors and Friends Empowerment (SAFE) Line 216-368-7777 (24 Hours)</p> | <p>Office of Title IX Thwing Center, 318 216-368-3066 (M-F, 8:30am to 5:00pm)</p> <p>Office for Diversity, Inclusion, & Equal Opportunity Adelbert Hall, Room 109 216-368-8877 (M-F, 8:30am to 5:00pm)</p> <p>Office of Student Affairs Adelbert Hall 110 216-368-2020 (M-F, 8:30am to 5:00pm)</p> <p>Office of Student Conduct & Community Standards Thwing Center, Room 305 216-368-3170 (M-F, 8:30am to 5:00pm)</p> <p>Flora Stone Mathers Women’s Center Tinkham Veale University Center, Room 248 216-368-0985 (M-F, 8:30am to 5:00pm)</p> <p>Residence Life Thwing Center, Room 108 216-368-6325 (M-F, 8:30am to 5:00pm)</p> <p>CWRU Police Department 1689 E. 115th Street. 216-368-3333 (24 Hours)</p> |

Education and Training

The Office of Title IX provided training to new first-year undergraduate, professional and graduate students through different formats. First-year undergraduate, professional and graduate students completed an online module around sexual misconduct prevention and community standards. The Office of Title IX conducted in person training with the new students. The Office also provided in-person training to each of the Schools and Colleges on the Sexual Misconduct Policy and available resources.

New Initiatives

The university in partnership with the Cleveland Rape Crisis Center (CRCC) provided space on-campus for CRCC to provide confidential resources and services to members of the campus community. The CRCC was on-campus three days a week to provide additional support to the Student Advocate located in University Health and Counseling Services.

The Office of Title IX created the “I AM CWRU” campaign where faculty, staff, and students share their values, identities, and supportive community by stating they are against violence.

The Office of Title IX created a group of process advisors to assist individuals through the sexual misconduct process. The advisors are faculty and staff members from the university who volunteer to help individuals through the process. The advisors do not provide legal advice, but they do provide guidance through the process.

University Title IX/Section 504 Coordinator:

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Office of Equity

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