

Case Western Reserve University

2019-2020 Annual Sexual Misconduct Report

Introduction

At the start of this academic year, the Office of Title IX transitioned to become the Office of Equity at the university. The transition provided a centralized office where faculty, staff and students can report incidents of discrimination and harassment. The office is staffed with four (4) full-time Equity Specialist and Investigators to look into matters of discrimination and harassment at the university.

In an effort to bring awareness of the new functions of the Office of Equity, the senior associate vice president for equity met with the deans of each of the schools and colleges. During the meetings, the office programs and trainings were discussed and looked at ways for the office provide training for faculty and staff in the individual schools and colleges to align with campus efforts.

At the beginning of the 2019-2020 academic year, the university implemented a new sexual misconduct module to replace the module that was used since 2013. The new module is by Vector Solutions, a web-based program that educates individuals on the areas of university policy, resources, consent, and bystander intervention to name a few. The university is planning on administering the module to the entire campus community.

In the spring of 2019, the university participated in the Association of American Universities (AAU) campus climate survey on sexual violence. The survey was sent to the entire campus community to complete. In October 2020, the university released the result of the report to the university through the Daily. The report can be found at <https://thedaily.case.edu/national-survey-indicates-progress-areas-for-improvement-on-sexual-misconduct-at-cwru/>. The information collected from the climate survey will assist the university in enhancing resources and identifying areas of concern.

The Office of Equity continued to receive and investigate reports of sexual misconduct while the campus moved to remote learning due to the pandemic starting in March of 2020. The office conducted meetings, investigations, and hearing virtually during the remainder of the academic year.

Contact Information

University Title IX/Section 504 Coordinator:

Darnell T. Parker, Ed.D.

Senior Associate Vice President for Equity

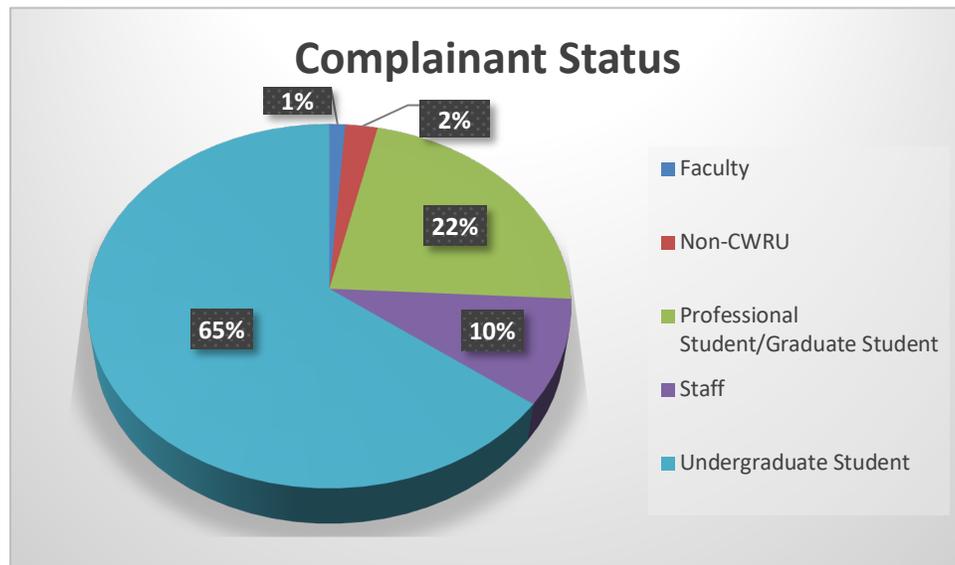
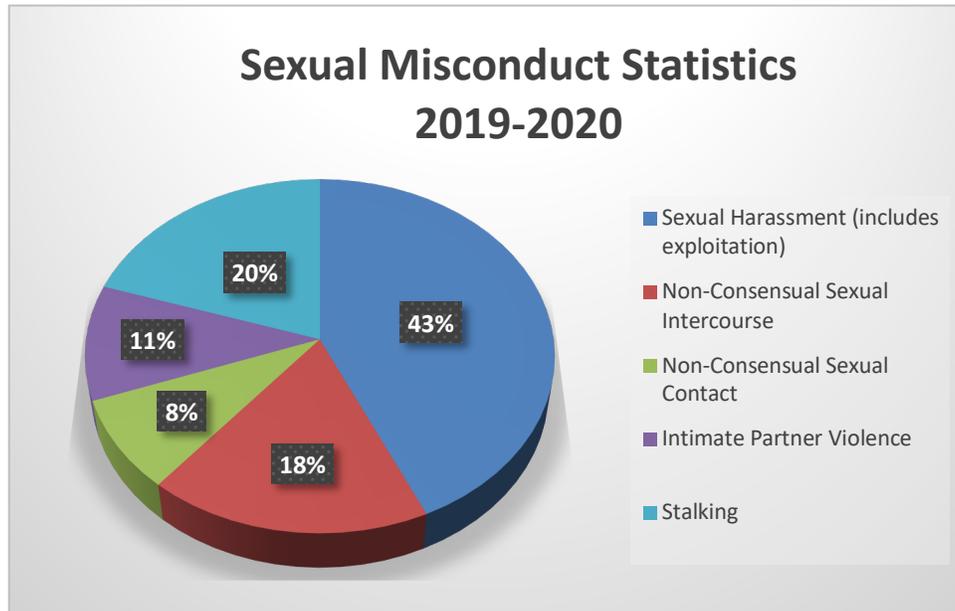
Office of Equity

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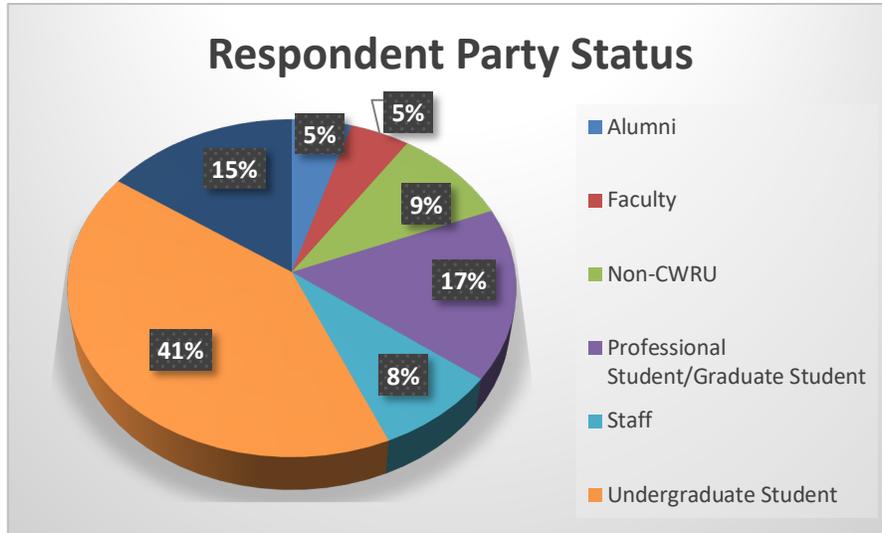
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Sexual Misconduct Reports

During the 2019-2020 academic year, 85 complaints of sexual misconduct were reported to the Office of Equity. The office received complaints from CWRU Police, faculty, staff, students and anonymous individuals. Out of the 85 complaints reported to the Office of Title IX, 41 reported sexual harassment (including sexual exploitation), 17 reports involved allegations of non-consensual intercourse, 8 reports of non-consensual contact, 10 reports of intimate partner violence, 19 reports of stalking. Some reports included multiple alleged violations, but the total reports made to the office is 85.

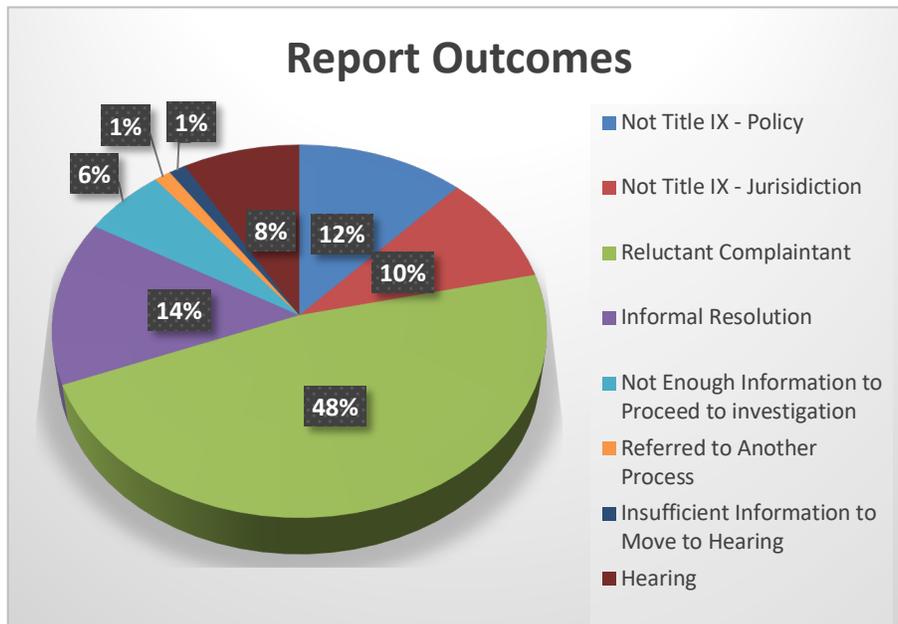


Of the 85 complaints to the Office of Equity 87% of the complainants were students. The Non-CWRU category represents individuals not associated with Case Western Reserve University.



Of the 85 complaints to the Office of Equity, 58% of the Respondents were students.

Report Outcomes



Reluctant Complainant means that the individual did not wish to pursue anything through the University. Although individuals did not want to pursue anything through the university, supportive measures were made available to the parties.

For the Non-Title IX jurisdiction, the university did not have control over the context of the behavior and/or the Respondent. The Complainants were provided supportive measures.

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>IMPACT Solutions (Faculty/Staff Only) 1-800-227-6007 (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 Equity 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

- In July 2019, all first-year students and parents received a letter from the Senior Associate Vice President for Equity letting them know if the initiatives on-campus and the requirement to complete the sexual misconduct modules prior to arriving on-campus.
- The Office of Equity requires all first year undergraduate, graduate, and professional students to complete an online module on sexual misconduct prior to arriving on-campus. Over 2,000 first year, undergraduate, graduate, and professional students completed the online module.

- Resident Assistants were required to complete the online modules prior to arriving on-campus for their training. In addition, the Office of Equity conducted in-person training for the resident assistants.
- The Athletic Department is required to complete training on sexual misconduct. Over 500 student athletes completed the online module. In addition, all faculty, staff, and coaches in the athletic department completed the online module. The requirement fulfilled the university and NCAA requirement that athletic staff and students receive training.
- The Office of Equity visited physical education classes this year to review the sexual misconduct policy and discuss by-stander intervention.
- The Office of Equity in collaboration with Human Resources conducted training for all new employees of the university on sexual misconduct prevention during orientation.
- Trained over 15 faculty and staff members to serve as process advisors for faculty, staff, and students.

Equity Staff Training

The Office of Equity staff attended trainings through the Association of Title IX Administrators (ATIXA), Changing Campus Culture Initiative through the Ohio Department of Higher Education, National Association of University and College Attorneys (NACUA), and other regional trainings that focus on law, policy, and investigations.