

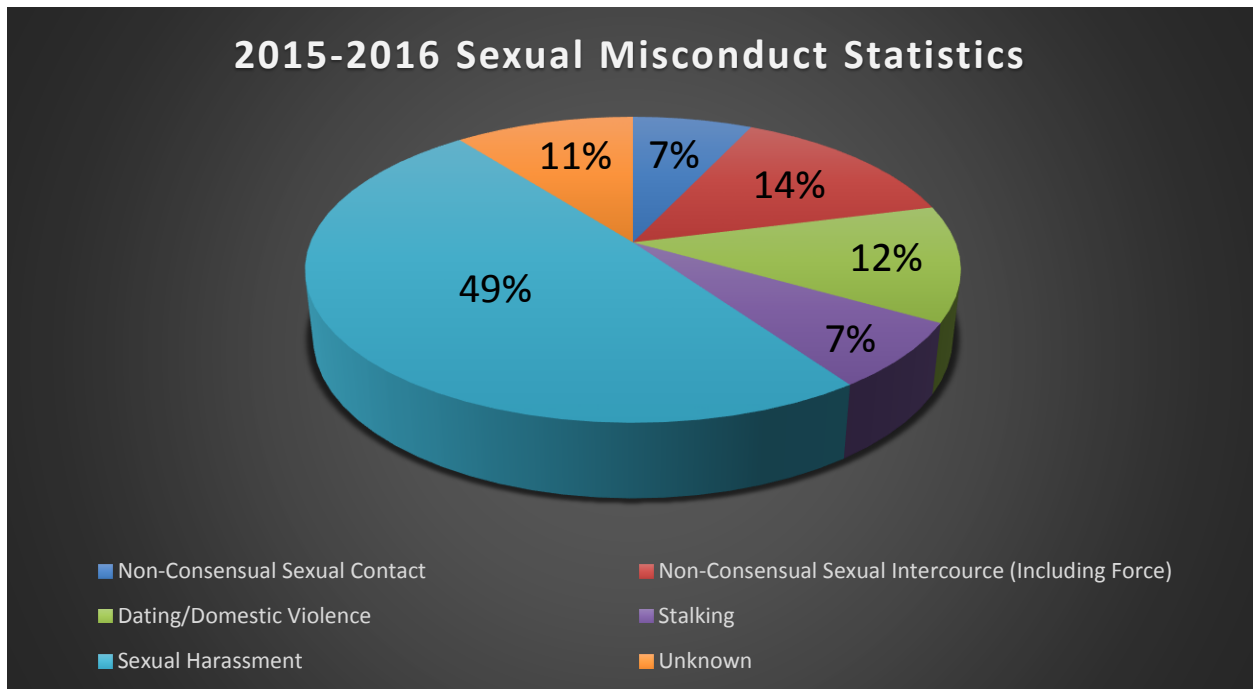
# Case Western Reserve University 2015-2016 Annual Title IX Report

## Introduction

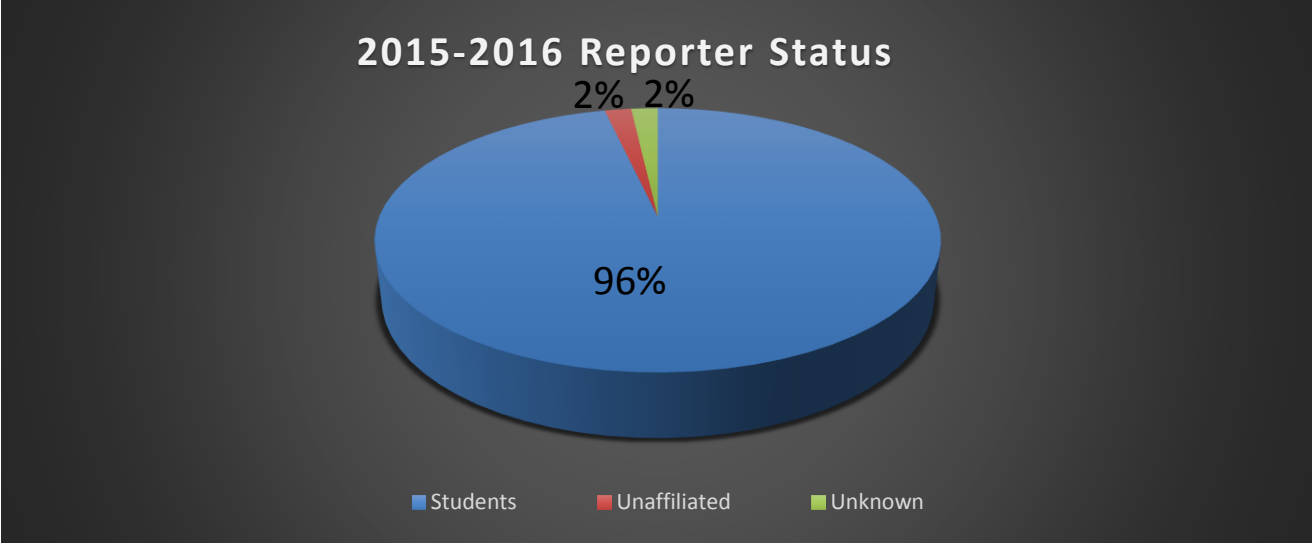
Case Western Reserve University is a community based upon trust and respect for its constituent members. Sexual misconduct is a violation of that trust and respect and will not be tolerated. Members of the Case Western Reserve community, guests and visitors have the right to be free from sexual misconduct, 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

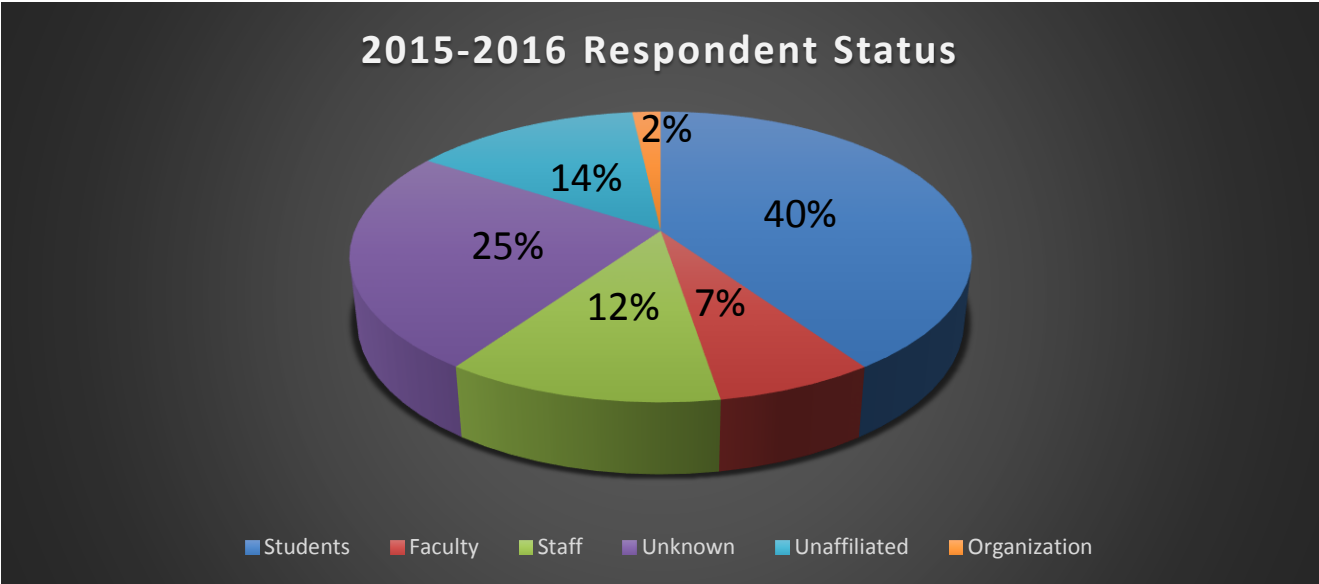
During the 2015-2016 academic year, 57 reports of behavior that fell under the University Sexual Misconduct Policy were reported to the Office of Title IX. The office received reports from CWRU Police, faculty, staff, students and anonymous individuals.



Out of the 57 reports, 28 cited sexual harassment (including sexual exploitation), 8 reports involved allegations of non-consensual intercourse (including force), 4 reports of non-consensual contact, 7 reports of intimate partner violence, 4 reports of stalking and 6 reports indicated issue occurred, but did not identify the specific behavior.



Of the 57 reports , 96% of the reporters were students. The unaffiliated category represents non-Case Western Reserve University individuals. The unknown category represents reports that were made anonymously. 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.



The majority of reports made identified students as the responding party. The responding party is defined as the individual in which the report is made against. In 25% of the cases, the responding party was unknown due to the reporter not wanting to disclose the information.

## **Investigation and Resolved Reports**

The Office of Title IX reviewed 57 reports that came under the purview of the University's Sexual Misconduct Policy. The Office for Diversity, Inclusion and Equal Opportunity collaborated in investigating allegations that involved faculty or staff.

Of the 8 reports of non-consensual (Including forcible) intercourse, two reports were referred the University Sexual Misconduct Panel with one individual found responsible and expelled from the university; in the second report the individual was found not responsible for violating the University Sexual Misconduct Policy. One report was reviewed by another institution as the respondent was not a Case Western Reserve University member. Five reports were not referred to the Sexual Misconduct Panel due to the reporter not wanting proceed with the process or insufficient information to move forward.

Of the 7 reports of Intimate Partner Violence, one report was referred to Sexual Misconduct Panel and the respondent was found responsible of violating the University policy and separated from the University for a specific period of time. In the other 6 reports, the reporters did not wish to participate in the university process, which limited the response of the university. Each reporter was provided confidential resources to contact that are both on and off campus and to return to the office if they wish to proceed in the future.

In the 28 reports of sexual harassment, the cases were investigated and outcomes ranged from insufficient information to find a policy violation, informal resolutions were both the reporting and responding individual agreed to resolve the issue informally, and other employment actions determined by the Human Resources Department. Four of the reports which involved sexual exploitation were referred to Case Western Reserve University police due to the responding individuals not being members of the Case Western Reserve University Community. The informal process will not be used to resolve allegations of Non-Consensual Sexual Contact/Activity, Forced Sexual Contact/Activity, Non-Consensual Sexual Intercourse, Forced Sexual Intercourse and Sexual Exploitation.

In the 4 reports of non-consensual contact, one case was referred to another institution due to the responding individual not being a member of Case Western Reserve University. One report resulted in a non-Case Western Reserve University member being issued a Persona Non Grata from campus. Persona Non Grata prohibits individuals from being on university property. Two of the remaining reports did not have sufficient information for the university to proceed.

In the 4 reports of stalking, there was insufficient evidence to forward the report to be resolved.

The remaining 6 reports alluded to behavior occurring, but the reports did not provide specific information to determine the type of violation.

## 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 ensure their success.

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

## **Education and Training**

The Office of Title IX provided training in person education and online education to all incoming first-year undergraduate, professional and graduate students on Gender-Based Violence and prevention. The Office of Title IX visited a number of the schools to review the Sexual Misconduct Policy and available resources.

This year, the bathroom posters were revised to address a number of the new federal law changes that went into effect July 1, 2015. The Office for Diversity, Inclusion, and Equal Opportunity provided training to all new employees as a part of new employee orientation. New employee orientation is offered every week to allow new employees to familiarize themselves with the policies and resources.

## **New Initiatives**

The Office of Title IX created a Sexual Misconduct and Title IX website for the university and external constituencies. The website allows the community to access information in a central location. The link to the website resides under the faculty, staff, and student tabs on the university website. The website provides tips, resources, and overview of the University's Sexual Misconduct Policy.

The Office of Title IX, in collaboration with campus departments will launch Green Dot Bystander Intervention program. Green Dot is a nationally recognized bystander intervention program that provides individuals with the tools to help prevent gender-based violence. The University received a grant from the Ohio Department of Higher Education (ODHE) to assist in launching the program at Case Western Reserve University.

In the fall of 2016, the Cleveland Rape Crisis Center started offering on-campus drop-in hours for the Case Western Reserve University community. The Cleveland Rape Crisis Center will be on-campus two days a week from 2:00 pm to 7:00pm. Individuals who utilize the services through the Cleveland Rape Crisis Center will receive confidentiality and their discussions with members of the center not reported to the University. The Flora Stone Mathers Women's Center is collaborating with the Office of Title IX in building this formal agreement.

If you have any questions regarding this report, please contact:

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216-368-2020