

ST. OLAF COLLEGE

# TITLE IX ANNUAL REPORT

Reflecting the 2018–19 academic year

**JUNE 2019**

# INTRODUCTION

This annual report highlights the work of St. Olaf College's Title IX Office during the 2018–19 academic year. The primary goals of the Title IX Office are to prevent and respond to sexual and gender-based prohibited conduct. The Title IX Office is the primary point of contact when a student, faculty member, or staff member experiences a form of sexual misconduct. The Title IX Office provides case management services, connections with on- and off-campus resources, academic and/or living accommodations, and an explanation of available next-step options, including college resolution processes as well as reports to local law enforcement.

The Title IX Office also coordinates prevention and education efforts across campus. These efforts are the result of various individuals and groups on campus including the Title IX Team, the Title IX Prevention and Education Subcommittee, the Sexual Assault Resource Network (SARN), the Gender and Sexuality Office, It's On Us, the Wellness Center, the Taylor Center, and the Student Government Association (SGA). These groups, as well as representatives from the local Northfield community, have been working toward creating a safer and more respectful living, learning, and working environment for our community members.

The St. Olaf College [Policy Prohibiting Discrimination, Harassment, and Related Misconduct](#) describes in detail the college's commitments and procedures as they relate to Title IX issues. This policy complies with Title IX and the Violence Against Women Act (VAWA), as enforced by U.S. Department of Education's Office for Civil Rights. Title IX states: *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.* In compliance with Title IX and VAWA, St. Olaf's policy prohibits sexual misconduct and interpersonal violence, including sexual harassment, sexual assault, dating and domestic violence, stalking, and sexual exploitation. St. Olaf community members are protected by and held accountable to this policy regardless of their gender, gender identity, gender expression, or sexual orientation. This policy is separate from and in addition to protections under criminal laws enforced through law enforcement and the criminal justice system. When criminal laws are implicated, the Title IX Coordinator encourages outreach to law enforcement resources, and the Title IX Coordinator is able to facilitate these connections which may occur concurrent with or independently from St. Olaf's Title IX processes.

At its core, Title IX is meant to ensure community members' equal access to their educational and workplace opportunities by providing support, resources, accommodations, and options for next steps. St. Olaf is committed to responding promptly and equitably to reports of prohibited conduct in an effort to eliminate misconduct, prevent its recurrence, and remedy its effects. St. Olaf's [Title IX Coordinator](#) is responsible for St. Olaf's full compliance with Title IX.

This annual report outlines reporting numbers over the 2018–19 academic year; reporting procedures on campus; ways to obtain additional information regarding sexual misconduct and Title IX at St. Olaf; specific prevention and education programming that occurred in the 2018–19 year; and goals for the Title IX Office in the upcoming academic year (2019–20).

## REPORTING NUMBERS 2018–19

	Total Reports	Intakes	Formal Resolution Processes (i.e., Investigations)	Responsible Findings	Informal Resolution Processes
Fall	48	26	6	1	3
Spring	42	26	4	4	3
Total	90	52	10	5	6

In the above table, “Total Reports” refers to the total number of sexual and gender-based misconduct incidents brought to the attention of the Title IX Office. Some of these reports were reported anonymously or by a third party. The “Intakes” column refers to the number of individuals who actually came in to meet with the Title IX Coordinator to report an experience of prohibited conduct.

Additionally, the “Formal Resolution Process” (commonly referred to as an investigation) is the process in which St. Olaf formally investigates and adjudicates a report of prohibited conduct under the [Title IX Policy](#). In the vast majority of intakes, reporting parties choose whether they would like to proceed with the formal resolution process. In very rare instances of egregious, particularly dangerous reports of prohibited conduct, the college reserves the right to move forward with an investigation without the reporting party’s authorization.

The “Responsible Findings” column shows how many responding parties (or accused individuals) were found responsible for violating the Title IX Policy after completion of the formal resolution process.

Lastly, the “Informal Resolution Processes” column represents the number of reported cases that utilized St. Olaf’s Informal Resolution Process. This process is voluntary, and is only used when both the reporting party and the responding party agree to participate. The Informal Resolution Process provides an opportunity for the parties to come to a mutual agreement about outcomes. These meetings occur with a college official separately, so that the reporting and responding parties do not meet or speak directly.

## 2018-19

Dating Violence	5
Domestic Violence	0
Sexual Exploitation	5
Sexual Harassment	46
Sexual Assault	36
Stalking	14



This is one of the many responses that St. Olaf students wrote during a Consent Week activity.

The table above reflects the types of misconduct brought to the attention of the Title IX Coordinator (some of the 90 cases reported in the preceding table involved more than one type of misconduct). Sexual assault, which includes incidents of both rape and fondling, and sexual harassment are the two more reported types of misconduct. These numbers include incidents that occurred both on and off campus (including incidents that occurred near campus in Northfield, and in other locations such as while the reporting party was on a study abroad program).

## REPORTING PROCESS AND RESOURCES

Anyone whose participation in a St. Olaf program or activity has been adversely affected by sexual and gender-based violence (student, faculty, staff, alumnus, visitor, or other) can report to the Title IX Coordinator, regardless of when or where the incident occurred. The Title IX Coordinator can provide information about on- and off-campus resources, support services, accommodations, reporting to law enforcement, and available resolution processes through the college. As previously explained, the reporting individual has control in the vast majority of cases over what, if anything, happens in response to a report to the college. The purpose of reporting to the Title IX Coordinator is to make sure that reporting individuals understand all the resources and options available to them. The Title IX Coordinator can then facilitate any resources, accommodations, or resolution processes depending on the needs and choices of the reporting individual. More information about the reporting process is available on St. Olaf's [Title IX website](#). Individuals may also use our [Online Reporting Form](#) to report an incident of sexual misconduct; this form may be filled out anonymously if desired. Individuals who wish to report in person may email, call, or set up an appointment with the [Title IX Coordinator, Kari Hohn](#), or report to any member of the [Title IX Team](#).

More information about other resources both on and off campus can be found at [stolaf.edu/title-ix/overview](http://stolaf.edu/title-ix/overview). St. Olaf has four confidential resources available on campus: [SARN](#), [Health Services](#), the [College Pastors](#), and [Boe House Counseling Center](#). Individuals within these offices and groups do not have the same reporting requirements that other employees of the college have (meaning they are not obligated to pass along any disclosures of sexual misconduct to the Title IX Coordinator), and conversations with them are legally protected. These confidential resources are able to assist community members in understanding their options, facilitating connections with other resources, and assisting them in reporting to the Title IX Coordinator if desired. Additionally, the [HOPE Center](#), located in Faribault, is also available to St. Olaf community members who have experienced sexual and/or gender-based violence. Advocates at the HOPE Center are available 24/7 to speak with individuals about their options, rights, and resources, and can provide phone support, counseling, hospital advocacy, and legal advocacy.

This [Title IX Quick Guide](#) is a helpful brochure that outlines all resources available to St. Olaf community members who have experienced sexual or gender-based violence. [Flow charts](#) that outline St. Olaf's Formal Resolution Process are also available on the Title IX website. The Title IX website contains a lot of helpful information, and individuals can always reach out to [Title IX Coordinator Kari Hohn](#) with any questions or concerns.

## PREVENTION, EDUCATION, AND TRAINING EFFORTS

The Title IX Coordinator and the Title IX Prevention and Education Subcommittee oversee Title IX-related programming throughout the year.

### **Fall 2018 Programming**

- *Think About It Online Training*: This sexual violence and healthy relationships online training is required for all incoming students. Starting in the fall 2019 semester, the *Think About It* program will no longer be used as we switch to a new training provider, Everfi. We believe Everfi's training modules will provide an enhanced learning experience for our incoming students.
- *What's It All About?*: This live, theater-based program occurs during Week One for incoming first-year students. The production encourages students to engage with topics such as consent and sexual assault.

- **Bystander Intervention Training:** This program also occurs during Week One for incoming first-year students. The training is facilitated by Wellness Center Peer Educators and teaches students tactics for intervening in potentially dangerous situations.
- **Guante:** With the assistance of SGA's Political Awareness Committee, the Title IX Office brought Guante, a spoken-word poet and activist, to campus. His program centered around masculinity, challenging gender norms, consent, and sexual violence.
- **Responsible Employee Training:** The Title IX Coordinator facilitates trainings with various departments, including Residence Life Staff, Wellness Center Peer Educators, etc., to train existing and new responsible employees about their reporting obligations under Title IX.
- **Confidential Resources Training:** The Title IX Coordinator facilitates trainings every fall reminding confidential resources of the college's Title IX reporting and resolution processes.
- **Title IX Team Annual Training:** This year, the Title IX Team heard from Mary Dunnewold, a Title IX Investigator, about her perceptions and recommendations regarding St. Olaf's Title IX Formal Resolution Process. The team also received training about the U.S. Department of Education's proposed Title IX regulations.
- **Adjudication Panel Member Annual Training:** This year, 11 new and existing adjudication panel members were trained on the process of making determinations about appeals and sanctions during the college's formal resolution process.

### **Spring 2019 Programming**

- **Sexual Assault Nurse Examiner (SANE) Event:** In conjunction with the St. Olaf Student Nurses' Association, we brought Linda Walther, RN, SANE-A, SANE-P, to present on the medical forensic exam for sexual assault survivors. Linda provided insights into how the exam is conducted and what patients can expect from a SANE exam.
- **Consent Week:** SARN, the Wellness Center, the Title IX Prevention and Education Subcommittee, and It's On Us teamed up to sponsor Consent Week in March. Each day of the week, a Title IX table was set up outside of the Cage with a consent-related activity. Students and community members were encouraged to participate in the new activity each day to receive a consent sticker or button.
- **Mari Valverde:** Mari, an openly transgender alumna of St. Olaf, presented her talk, "Believe My Story: An Intersectional Talk on Consent and Shame" during Consent Week. The Title IX Office, the Wellness Center, the Taylor Center, and SGA worked together to bring Mari to campus.
- **NCAA Training for Student Athletes and Athletics Staff:** Wellness Center Peer Educators facilitated a Healthy Relationships training for all St. Olaf student athletes (as required by the NCAA). The Title IX Coordinator presented to Athletics Department staff regarding Title IX policy and procedures.

- Office on Violence Against Women Grant Application: In conjunction with Carleton College, St. Olaf applied for a \$550,000 Department of Justice grant. If received, funding would support a full-time, Title IX-focused prevention staff person shared between the two campuses. The funds would also support a full-time professional advocate hired through the HOPE Center (Northfield's local rape crisis center) to support St. Olaf and Carleton students. Decisions about funding will be shared in the fall of 2019.
- Title IX Forums about the U.S. Department of Education's Proposed Title IX Regulations: St. Olaf's General Counsel and the Title IX Coordinator hosted two forums focused on sharing the Department of Education's newly proposed Title IX regulations and their potential impact on St. Olaf's current Title IX policy and processes.
- HOPE Center Advocate Training: The Title IX Coordinator presented to HOPE Center advocates-in-training, including many St. Olaf students and future SARN advocates, about the St. Olaf Title IX policy and processes.
- Center for Innovation in the Liberal Arts (CILA) Lunch Presentation: The Title IX Coordinator spoke with current faculty and staff about how to support students who have experienced sexual misconduct while also maintaining personal boundaries.

### **Year-round Programming**

- Pause Dances: The Title IX Coordinator worked with SGA to develop posters and audio recordings specifically aimed at reducing incidents of sexual misconduct at Pause dances.
- Gender Equity Work: The Title IX Coordinator and General Counsel met with various campus departments, including Human Resources, International and Off-Campus Studies, Athletics, and the Provost, to explore whether departments had any gender equity gaps. These meetings are ongoing in an effort to identify any existing gender equity gaps and to develop action plans for addressing those gaps. These meetings will continue with other St. Olaf departments in the 2019–20 year.
- New Employee Title IX Online Training: All new employees are required to complete an online training on Title IX topics and reporting obligations.
- Ad Hoc Presentations for Various Groups (i.e., St. Olaf Football Team, the Bandana Project, class sessions, etc.): These presentations are requested by groups on campus and are usually facilitated by the Title IX Coordinator. The content includes Title IX topics relevant to the particular audience.
- International and Off-Campus Study (IOS) Orientation Programming: These orientation sessions, conducted with the Dean of Students Office, help prepare students who will be going abroad in the future by reminding them of important Title IX resources.
- Responsible Employee Trainings to Academic Departments: The Title IX Coordinator met with almost all of the academic departments throughout the year. She would attend a department meeting and present to faculty about their responsible employee reporting requirements and answer any Title IX-related questions. The Title IX Coordinator plans to meet with the few remaining academic departments in the fall of 2019.

Additionally, the [Title IX Advisory Group](#) met throughout the year to collect feedback from students, faculty, and staff regarding their experiences with and perceptions of Title IX processes at St. Olaf. The Title IX Coordinator received the themes from collected feedback in June 2019 in order to incorporate changes into the Title IX policy and processes for the 2019–20 year.

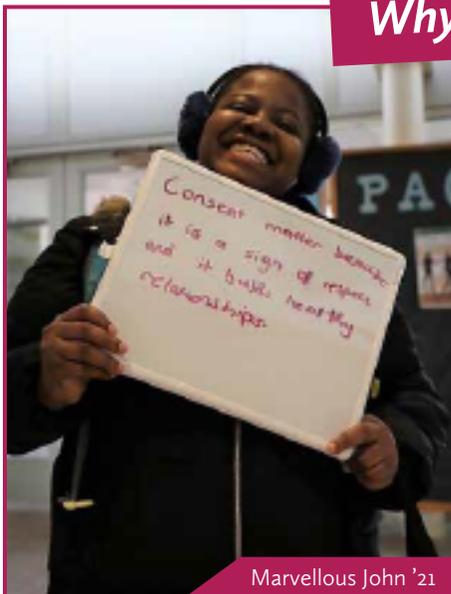
## GOALS FOR 2019–20

The Title IX Coordinator, in conjunction with the Title IX Team, identified the following goals for the upcoming academic year:

- *Increasing the intake percentage:* Over the past year, 58 percent of the total number of reported incidents resulted in an intake with the Title IX Coordinator where the reporting individual could learn about resources and options available to them. This intake percentage has been steadily rising over the past three years (up from 51 percent in 2017–18 and 42 percent in 2016–17). We would like to see further increase in the upcoming year. In other words, we want more community members to feel comfortable reporting their incident to the Title IX Coordinator so that they can receive the support and accommodations they need to continue their education and/or employment.
- *Incorporating the United States Department of Education finalized Title IX regulations as seamlessly as possible:* While we do not know the exact date of when these finalized regulations will be released or what exact changes they will require, we anticipate that they will be finalized during this upcoming year. This means that we will likely need to update our Title IX policy and procedures so that they are in alignment with the finalized regulations once they do come out. The Title IX Office is committed to ensuring community members are updated about these developments and will be seeking feedback from community members about any changes that will need to be made and how to best incorporate them into our policy and process.
- *Emphasizing sexual and gender-based violence prevention and education, with an emphasis on exploring intersections between sexual violence and race, gender identity, and sexual orientation:*  
The Title IX Office plans to coordinate with the Taylor Center for Equity and Inclusion, the Wellness Center, and the Gender and Sexuality Office to ensure that programming and education efforts are targeting *all* students. More specifically, the Title IX Office and the Title IX Prevention and Education Subcommittee will be planning outreach events for specific groups on campus to ensure that students of color, international students, and LGBTQIA+ students are well-versed in what resources are available to them and ways to seek support. Presenters who are able to speak to the intersections between sexual violence and race will be sought out and prioritized.
- *Increasing engagement from faculty and staff:* A priority area for the Title IX Office and Title IX Prevention and Education Subcommittee will be to ensure faculty and staff feel prepared to thoughtfully and appropriately assist students who have experienced sexual or gender-based violence.

- *Increasing education about St. Olaf Title IX policy and processes:* The Title IX Office continuously considers new ways to ensure community members have ample access to information about reporting and investigation processes. However, many community members still feel confused about what exactly happens when a student reports to the Title IX Coordinator, what the investigation process entails, etc. Efforts this year will be focused on sharing helpful and accurate information about Title IX processes so that students feel empowered to make the best decisions for themselves.
- *HEDS Sexual Assault Campus Climate Survey:* In conjunction with Institutional Research and Effectiveness, the Title IX Office will conduct the HEDS Survey in the spring of 2020. This survey, which was last conducted in the spring of 2017, asks students about their perceptions of their campus's climate for unwanted sexual contact and sexual assault; their perceptions of how their institution responds to sexual assaults; and whether and how often they have experienced unwanted sexual contact or sexual assault. The HEDS Survey is used by many higher education institutions across the country, which allows for comparisons between St. Olaf student responses and responses from students at other schools. The Title IX Office has set a goal of promoting participation in this survey in order to garner as much data and feedback as possible.
- *Highlighting dating violence programming:* The association of sexual violence with the term "Title IX" is well-established; however, individuals who experience dating violence are also protected under St. Olaf's Title IX Policy. The **data** suggest that young adults experience dating violence at a high rate, and it is likely that many instances of dating violence are occurring on campus that aren't reported to the Title IX Coordinator. While we continue to receive a high number of sexual assault and harassment reports, there's a growing concern that community members are not as quick to associate the Title IX Office as a place to seek assistance after experiencing dating violence. By increasing education and prevention programming about dating violence, we hope to increase the likelihood that someone who experiences dating violence knows how to report and get help.

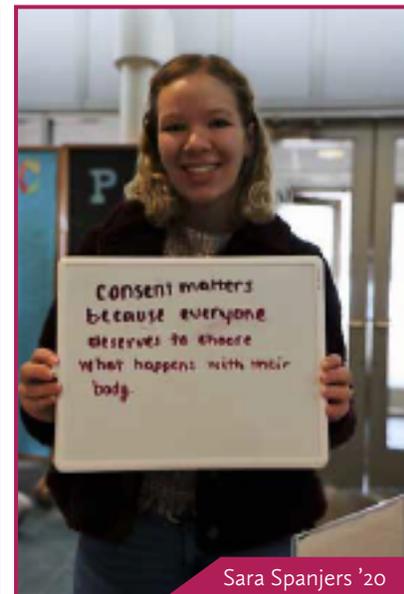
## Why does consent matter?



Marvellous John '21



Nate Albers '20, Dominic Bledsoe '21, Troy Diggins '20



Sara Spanjers '20

## CONCLUSION

The Title IX Office is proud of the increase in outreach and programming over the past year. There is still much work to be done to decrease — and ultimately eradicate — sexual and gender-based violence on campus. We all have a role to play in this goal. Whether you're consoling a friend or colleague who was recently sexually assaulted, intervening when a community member is sexually harassing someone else, checking in with a classmate who may be a victim of dating violence, or organizing prevention and education efforts on campus, we all have a responsibility to respond to and prevent sexual and gender-based violence on campus.

As our community continues to work toward this goal, we also want to ensure that every community member who has experienced sexual or gender-based violence understands the options and resources available to them. If you have any questions about reporting or how to support someone who has experienced sexual or gender-based misconduct, please reach out to **Title IX Coordinator Kari Hohn**. Kari can also speak to opportunities to get more involved in prevention and education efforts on campus.



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*St. Olaf College does not tolerate sexual or gender-based violence of any kind. These behaviors are not only violations of an individual's rights and dignity, but are also attacks on the college community and violations of college policy.*