



2022-2023
TITLE IX COMMUNITY REPORT

—
JOHN CARROLL UNIVERSITY



Overview of 2022-2023

This academic year was another year of transition for the Title IX Office as the composition of the office changed due to the unanticipated resignation of the Title IX Coordinator. Emily Sherwood, Director of Community Standards and Student Wellbeing, agreed to take on the role of Title IX Coordinator effective August 1, 2023. The shift in the structure of the Title IX Office created new opportunities for collaboration and growth. In partnership with the campus community, the Title IX Office was able to continue to promote gender equity on campus. Some successes that occurred during the 2022-2023 year included:

- Transitioned the full reporting and recordkeeping system to Maxient which allows for more holistic care as well as better data collection;
- Hosted a two-day training from Bricker and Eckler for JCU Title IX Officers alongside colleagues from other colleges throughout northeast Ohio;
- Initiated a Title IX Policy Review group that consisted of staff, faculty, and students to give feedback on the current Sexual Harassment & Interpersonal Violence Policy and process;
- Collaborated with Student Government and the Wellness Center to hold an open forum that educated student about the Sexual Harassment & Interpersonal Violence process as well as gave students space to talk about prevention efforts;
- Trained over 600 student athletes on sexual misconduct prevention and healthy relationships in compliance with NCAA requirements;
- Facilitated trainings for various stakeholders including Resident Assistants, coaches, graduate assistants, Peer Health Advocates, international students, and several academic classes;
- Held a Voices of Inclusion event in conjunction with the DEIB Office and Student Government with Marina Giannirakis, Director of Violence Prevention and Response at Case Western Reserve University, to discuss sexual violence college campuses and the role of advocates; and
- Assisted with prevention efforts in conjunction with the Wellness Center such as the Bystander 101 program for all first year students and the Purple Lights program for employees to raise awareness of Domestic Violence Awareness Month.

The Title IX Office will continue to develop partnerships, programs, and initiatives that will make campus a more inclusive, welcoming, and safe space for all of our John Carroll University community members.



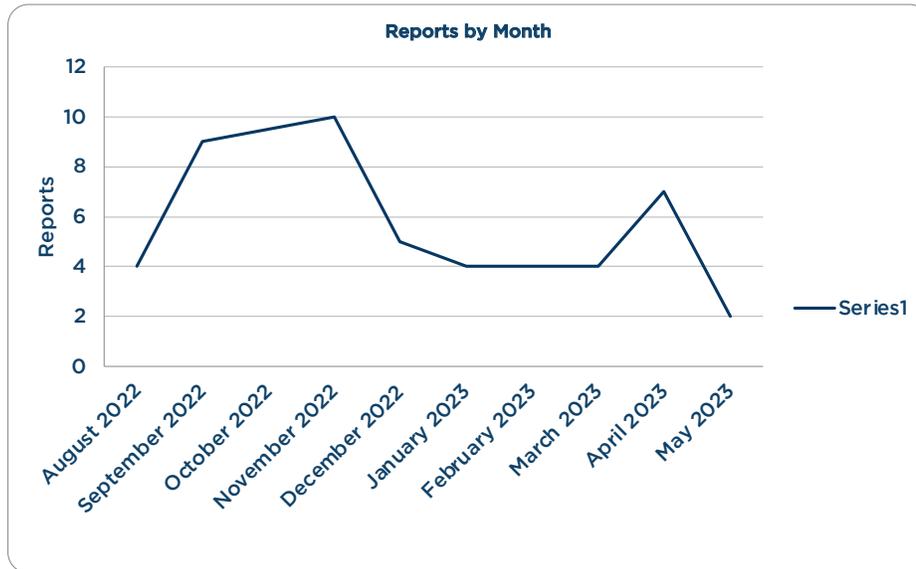
Emily Sherwood, J.D.
Director of Community Standards and Student Wellbeing,
Title IX Coordinator

Reports to Title IX

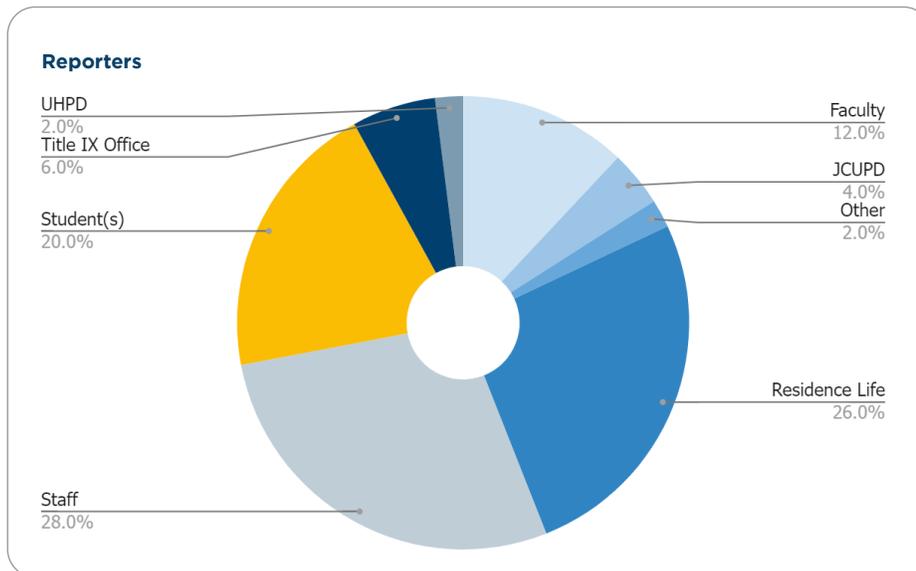
There were 49 reports made to the Title IX Office during the 2022-23 academic year. Some of the highlights from the data below include:

- 35% of the reports were submitted in September and November
- Staff members submitted the most reports although reports directly from students account for 20% of reports filed
- 25% of complainants only wanted to receive supportive measures and did not want to pursue further action
- 3.9% of reports resulted in an investigation and a hearing

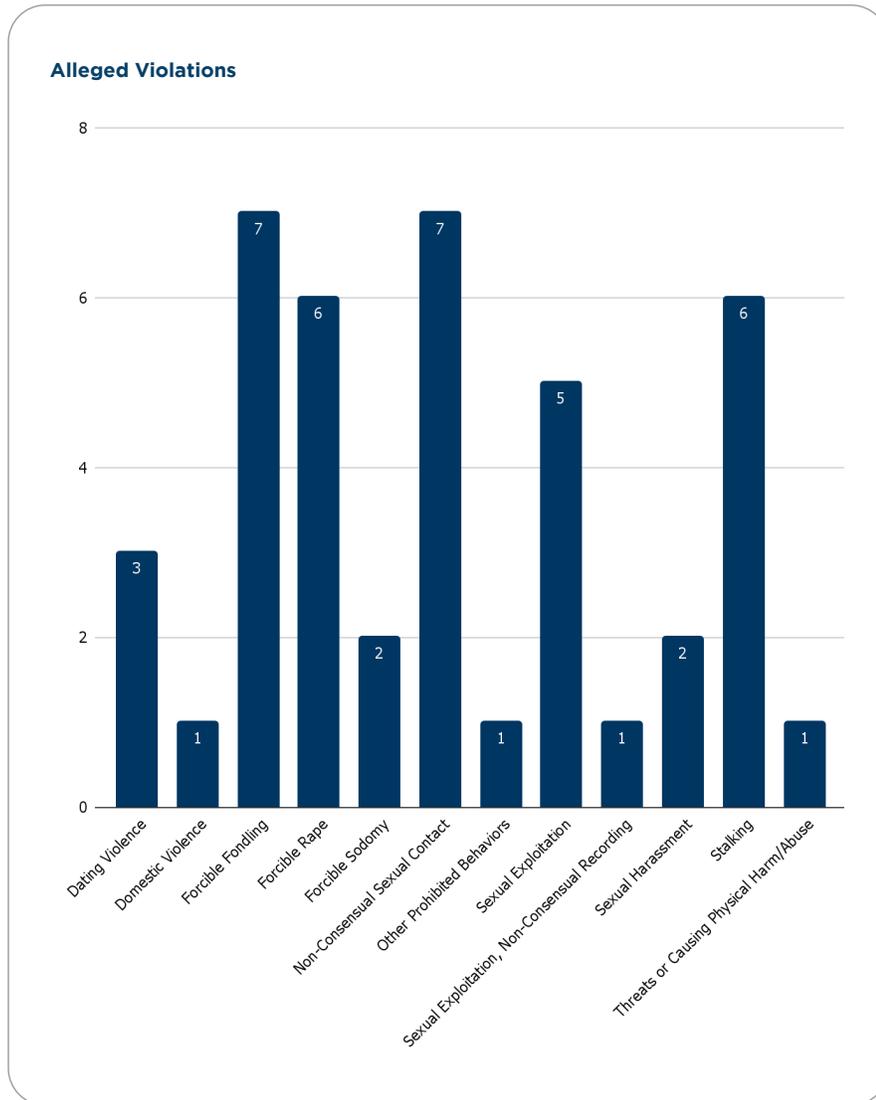
The following chart outlines the number of reports received by the Title IX Office each month:



The following chart outlines who submitted reports to the Title IX Office:



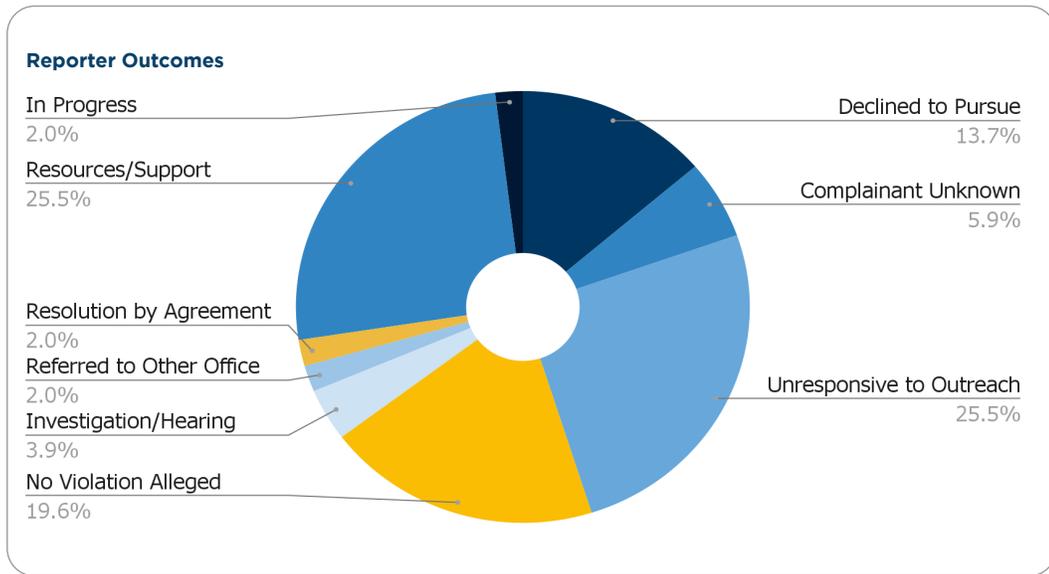
The following chart outlines the alleged violations of Interim Sexual Harassment & Interpersonal Violence Policy in reports made to the Title IX Office:



Note 1: Each reported concern to the Title IX Office may implicate multiple policies.

Note 2: Because of differences in policy definitions and geographic scope, the reporting data from the Title IX office will differ from the crime statistics reported in the *JCU Annual Security Report* (Clery Report).

The following chart outlines the outcomes of reports made to the Title IX Office:



Reports may be resolved in a variety of different ways. Some of those resolution options include:

- **Resources/Support** - This section refers to Complainants that elected to only receive supportive measures and did not want to pursue further action. Complainants and Respondents are eligible to receive supportive measures and resources if they go through an investigation/hearing process and/or a resolution by agreement process.
- **Declined to Pursue** - Complainants may opt to take no further action regarding the report.
- **Investigation/Hearing** - Investigations are conducted by university officials to gather and compile information regarding the report. This information is then given to both the parties and a Complaint Review Panel (“CRP”). The CRP holds a hearing and reaches a decision regarding responsibility and, if applicable, sanctions.
- **Resolution by Agreement** - Complainants or Respondents may ask to engage in a resolution by agreement process. Both parties must agree to participate in the process and then will come to an agreement regarding outcomes. This agreement is then enforced by John Carroll University. (For allegations of Title IX Sexual Harassment involving a Complainant who is a student and a Respondent who is an employee, resolutions by agreement will not be available.)
- **In Progress** - A case is considered in progress when a formal complaint has been filed but the investigation/hearing or resolution by agreement process has not concluded.
- **Unresponsive to Outreach** - The Title IX Coordinator will reach out to Complainants twice via email, and Complainants may decide not to respond to that outreach. Complainants may reach out in the future if they decide they would like to discuss options.

- No Violation Alleged - Some reports do not allege violations of the Interim Sexual Harassment & Interpersonal Violence Policy. These reports are still important so that community member concerns can be addressed. However, these reports are not resolved using the Sexual Harassment & Interpersonal Violence process.
- Referred to Other Office - Reports may not allege a violation of the Interim Sexual Harassment & Interpersonal Violence Policy but may allege other policy violations. Reports are most commonly referred to the conduct or bias processes.
- Complainant Unknown - Reports may be submitted anonymously or may not name a Complainant. In these cases, the report is retained but the Title IX Office is not able to do outreach to a Complainant to discuss support and options.

Opportunities

With new regulations from the Department of Education on the horizon, the 2023-2024 academic year is likely to be another year of transition. Given these likely changes, the Title IX Office will be focusing on the following opportunities during the coming year:

- Editing the Interim Sexual Harassment & Interpersonal Violence Policy and Complaint Resolution Process to comply with current regulations and in response to community feedback;
- Creating further training options and professional development for Title IX Officers;
- Working with the Office of Diversity, Equity, Inclusion, and Belonging to further develop and support ongoing prevention efforts.

While promoting gender equity will continue to be the primary goal of the Title IX Office, these strategic priorities will create opportunities to make John Carroll University a more welcoming and inclusive campus for all of our community members.



Contact the Title IX Office

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Title IX Coordinator

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- Title IX Office Website: <http://sites.jcu.edu/title-ix/>
- Report Sexual Harassment & Interpersonal Violence: https://cm.maxient.com/reportingform.php?JohnCarrollUniv&layout_id=5/
- Interim Sexual Harassment & Interpersonal Violence Policy: <https://www.jcu.edu/sites/default/files/2022-08/AY2223%20Policy%20-%207.22.2022%20Update.docx.pdf>
- Sexual Harassment & Interpersonal Violence Complaint Resolution Process: <https://www.jcu.edu/sites/default/files/2022-08/AY2223%20Resolution%20Process%207.22.2022%20update.docx.pdf>