



2023-2024  
TITLE IX COMMUNITY REPORT

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JOHN CARROLL UNIVERSITY



## Overview of 2023-2024

The main priority of the 2023-2024 academic year was that the campus community was aware of the resources available from the Title IX Office and ensuring that students feel supported on campus regarding gender equity concerns. Preventing sexual misconduct and gender discrimination is only possible when stakeholders in the community are informed and feel empowered to connect each other to resources. The Title IX Office sought to make more connections and train as many groups as possible throughout the year. Given those goals, the following were some of the highlights from the 2023-2024 academic year:

- Welcomed the Coordinator for Diversity, Equity, Inclusion, and Belonging position to the office to chair hearings, implement supportive measures, and train campus partners;
- Created a new training model for Title IX Officers to allow for more participation from various offices;
- Hosted a training from Bricker and Eckler for JCU Title IX Officers alongside colleagues from other colleges throughout northeast Ohio to focus on skill building;
- Became a member of the AJCU Title IX Coordinators group to build connections with other Jesuit institutions engaging in equity work;
- Trained over 600 student-athletes on sexual misconduct prevention and healthy relationships in compliance with NCAA requirements;
- Expanded training on sexual misconduct prevention and healthy relationships to include club sport athletes as well;
- Facilitated trainings for other various stakeholders including Resident Assistants, SWAT leaders, faculty, coaches, graduate assistants, Peer Health Advocates, international students, and several academic classes;
- Attended several trainings to ensure compliance and efficient implementation of the new Department of Education regulations; 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



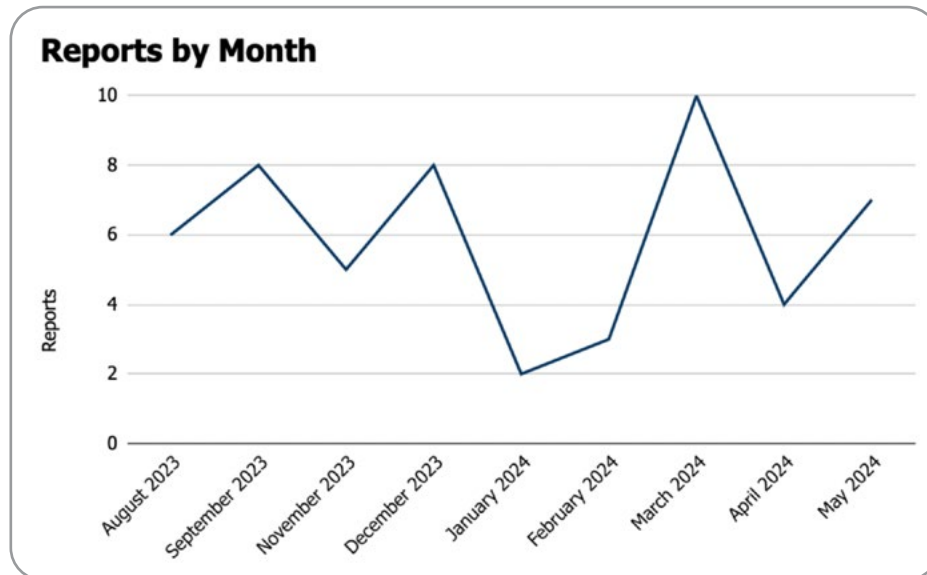
Christina Kusold  
Coordinator for Diversity, Equity,  
Inclusion & Belonging  
Deputy Title IX Coordinator

## Reports to Title IX

There were 56 reports made to the Title IX Office during the 2023-24 academic year. Some of the highlights from the data below include:

- 18% of the reports were submitted in March;
- Students submitted the most reports in contract to last year when staff submitted significantly more reports than other groups;
- 26% of complainants only wanted to receive supportive measures and did not want to pursue further action which was similar to the previous year; and
- 42% of complainants declined to take further action or were unresponsive to outreach.

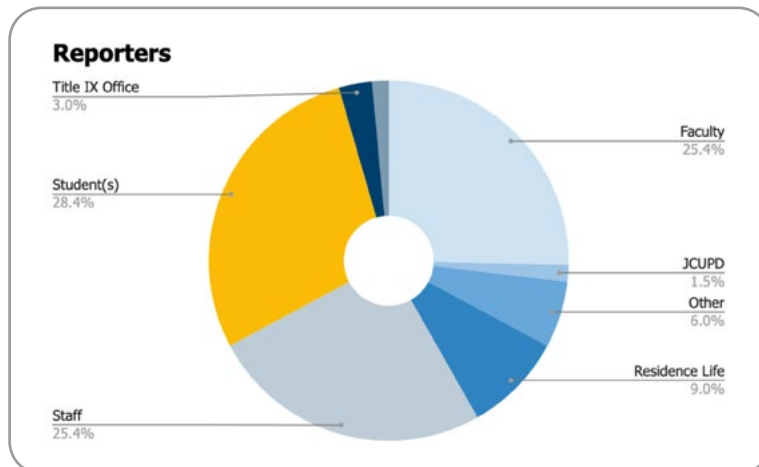
The following chart outlines the number of reports received by the Title IX Office each month:



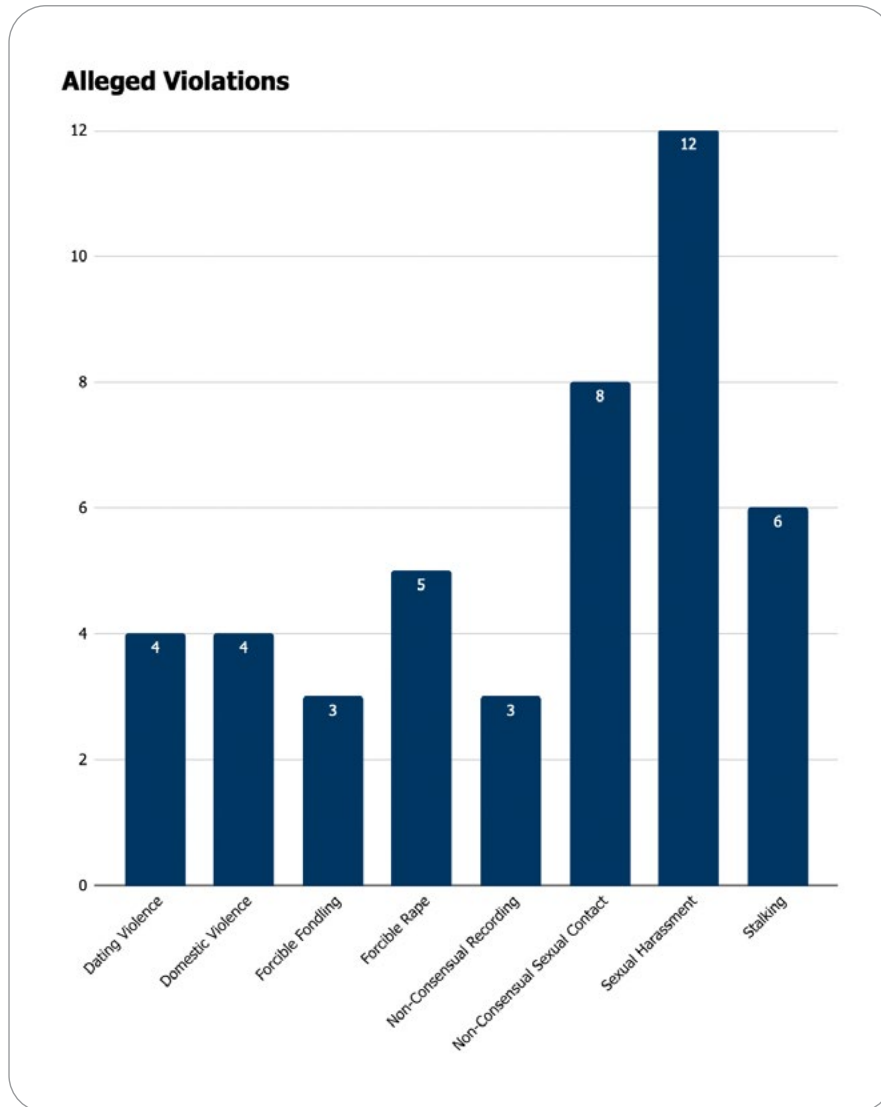
<sup>1</sup>The academic year, for data collection purposes, starts on August 1st and ends on May 31st.

<sup>2</sup>Complainants may elect not to answer communication from the Title IX Office. Additionally, Complainants may elect not to file a formal complaint or engage with supportive measures.

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:



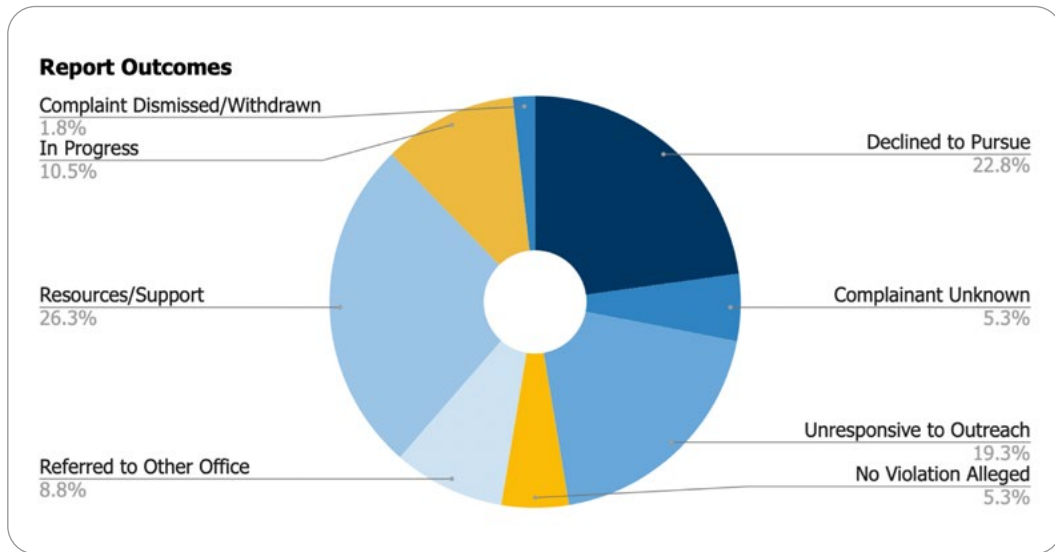
Note 1: Each reported concern to the Title IX Office may implicate multiple policies.

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).

Note 3: Some alleged violations occurred off-campus, and it is unknown if the respondent was a John Carroll University community member.



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** - Complainants may choose not to respond to outreach from the Title IX Office. However, there are no temporal limits on when a Complainant may reach out for support or to discuss options even if they elected not to respond to initial outreach from the Title IX Office.

- 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.
- Complaint Dismissed/Withdrawn - Complainants may elect to withdraw their formal complaint at any time throughout the process before an agreement is reached or a decision is issued by a CRP. Additionally, under certain circumstances, a formal complaint will be dismissed prior to resolution and/or prior to the conclusion of the live hearing conducted by the CRP.

## Opportunities

While the regulations were expected to be released last year, the Department of Education released new regulations regarding Title IX on April 19, 2024. Currently, these regulations are enjoined and the 2020 regulations remain in effect. These regulations may significantly change several processes but the Title IX Office's commitment to student success and well-being will remain the same. John Carroll University will continue to use the current policy in place and monitor the status of the 2024 regulations. 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;
- Updating and creating new resources to help community members understand the processes and resources available;
- 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/](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>