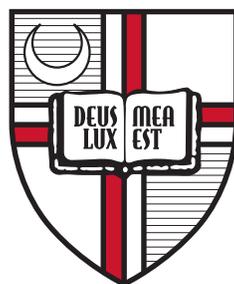


TITLE IX ANNUAL REPORT

Academic Year 2015–2016



THE CATHOLIC UNIVERSITY OF AMERICA
Washington, D.C.

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INTRODUCTION

Title IX of the Education Amendments of 1972 prohibits sex discrimination in the programs and activities of an educational institution that receives federal funds. The Catholic University of America prohibits sexual offenses such as sexual harassment, sexual assault, stalking, dating violence, and domestic violence. This report provides transparency on sexual offenses and summarizes key findings of the University’s first campus climate survey. It provides details of reports of sexual offenses against students received during the past academic year. In addition, the report highlights the University’s numerous prevention measures. The University is committed to preventing sexual offenses, responding with compassion and support for victims, and conducting fair investigations and hearings.

CAMPUS CLIMATE SURVEY

Background

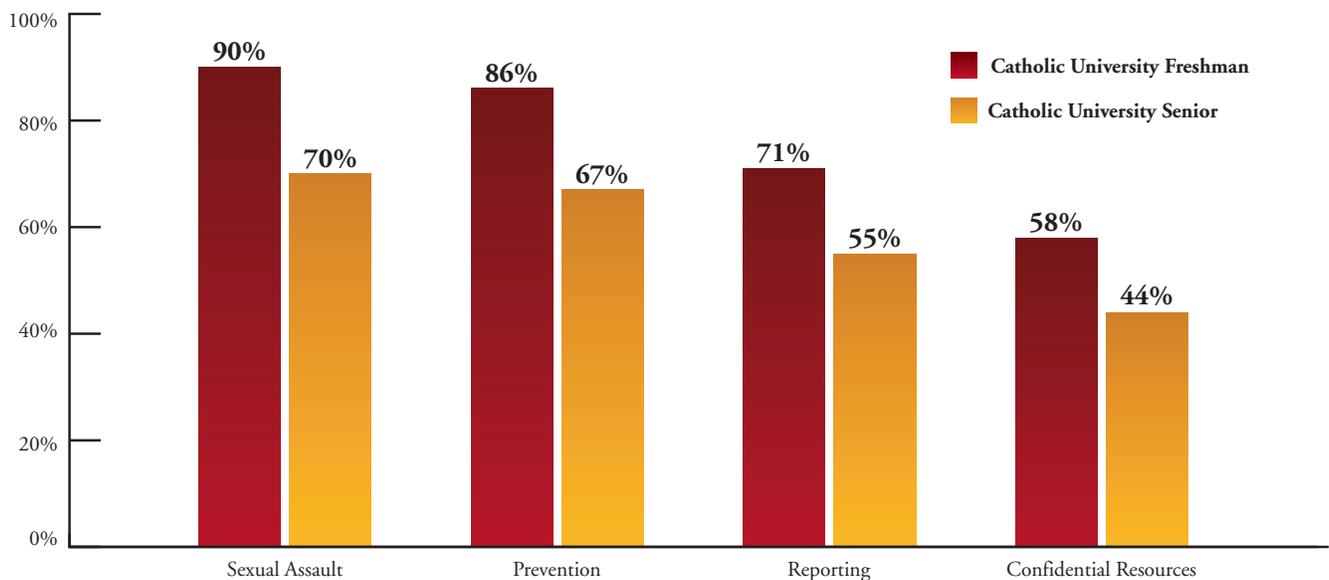
In the fall of 2015, Catholic University administered its first sexual violence campus climate survey to all undergraduates age 18 or older. Catholic University used a survey developed by the Higher Education Data Sharing (HEDS) consortium, a nonprofit organization of more than 100 private colleges. Approximately 21% of Catholic University undergraduates responded to the survey, which was similar to the average response rate of 20% at the 57 institutions that administered the survey the previous semester.

Overall Conclusion: Catholic University is similar to other colleges in its rates of sexual assault, types of sexual assault, underreporting of assaults by victims, and the role of alcohol in assaults.

Summary of Major Findings

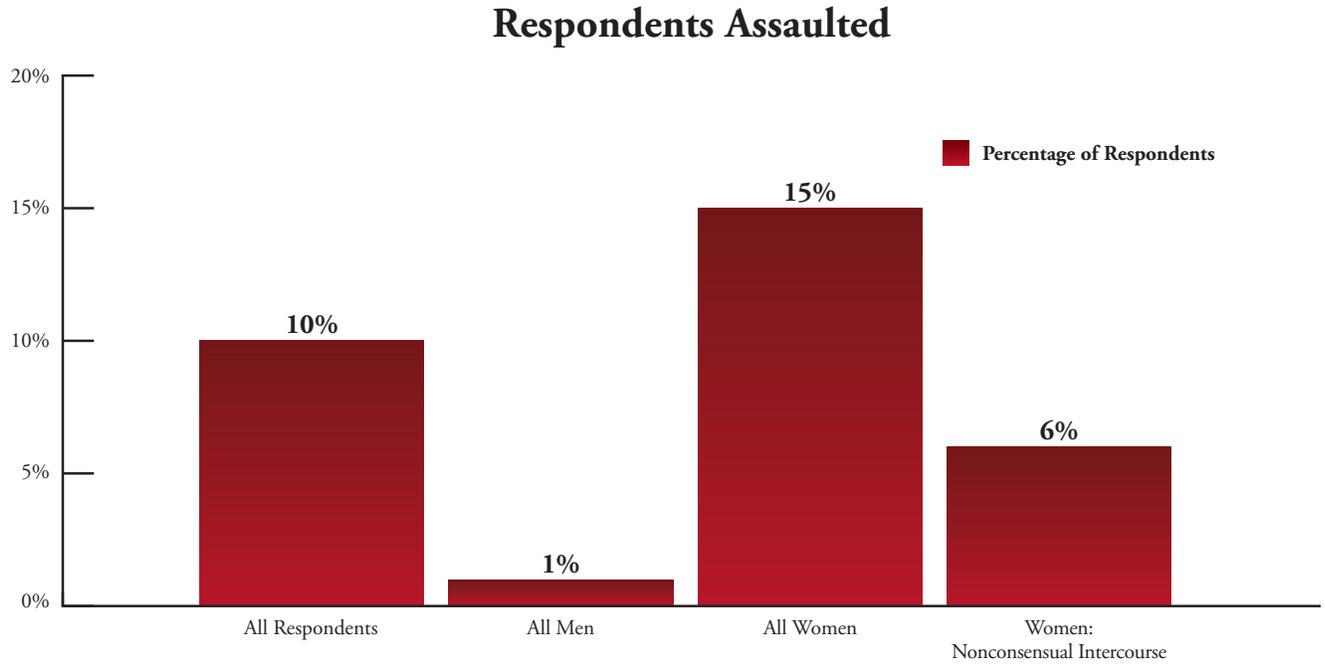
1. More freshman received information on sexual assault than seniors.

Information on Sexual Assault Received



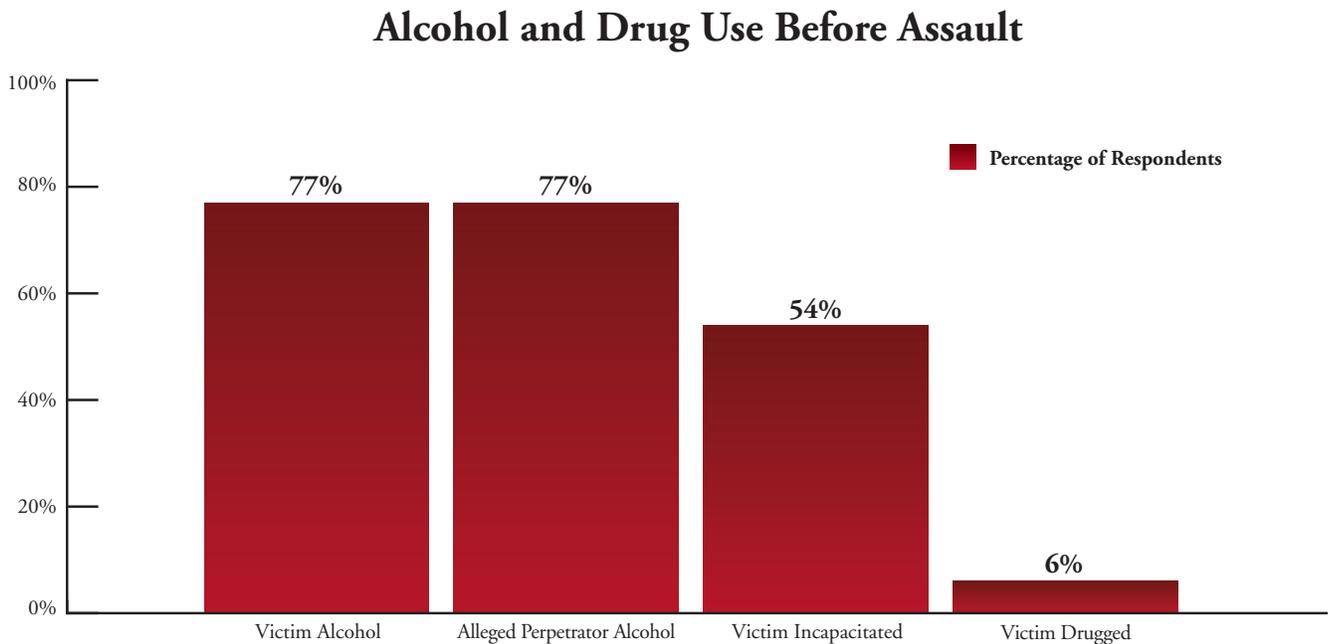
Commentary: Although the University has improved its training on sexual assault and prevention, it needs to provide more information on reporting options for victims and confidential resources.

2. Approximately 6% of women reported nonconsensual sexual intercourse.



Commentary: The term “sexual assault” covers a wide range of behavior including unwanted touching, oral sex, and sexual intercourse. Ten percent of all respondents and 15 percent of female respondents reported that they had been sexually assaulted. Six percent of women reported that they are victims of nonconsensual sexual intercourse.

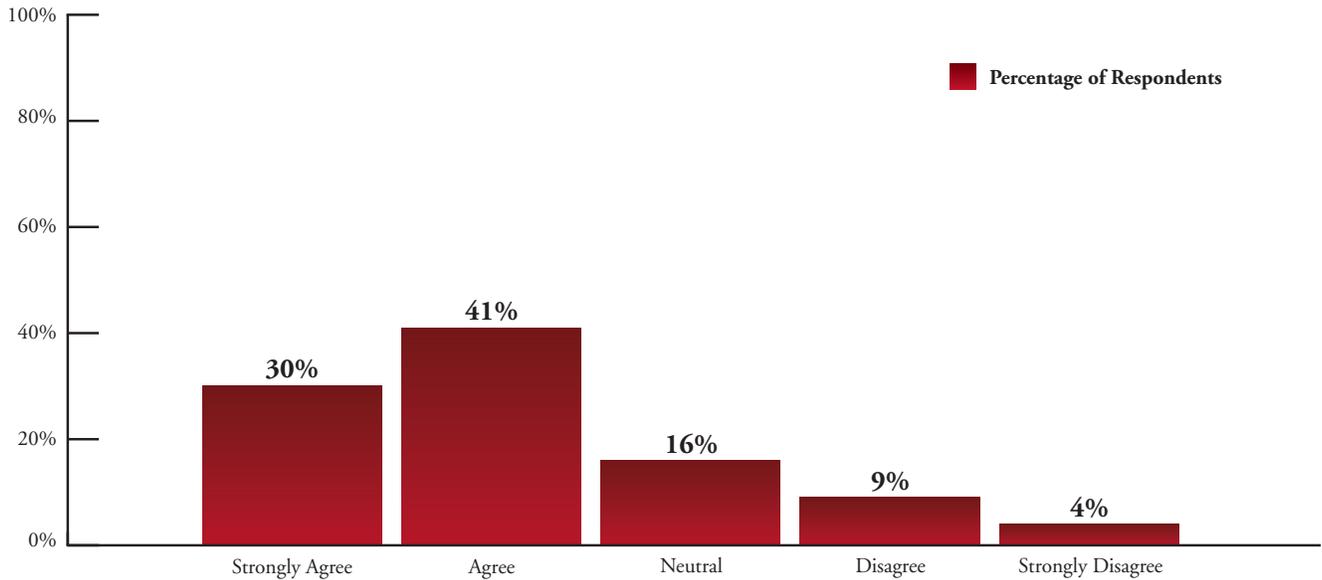
3. Most assaults involved alcohol consumption by the victim and alleged perpetrator.



Commentary: The victim and the alleged perpetrator had consumed alcohol in 77% of cases. In the majority of cases, victims believed they could not consent because of incapacitation by alcohol. The survey found that the use of date rape drugs is rare.

4. Most students believed the University would take a report seriously.

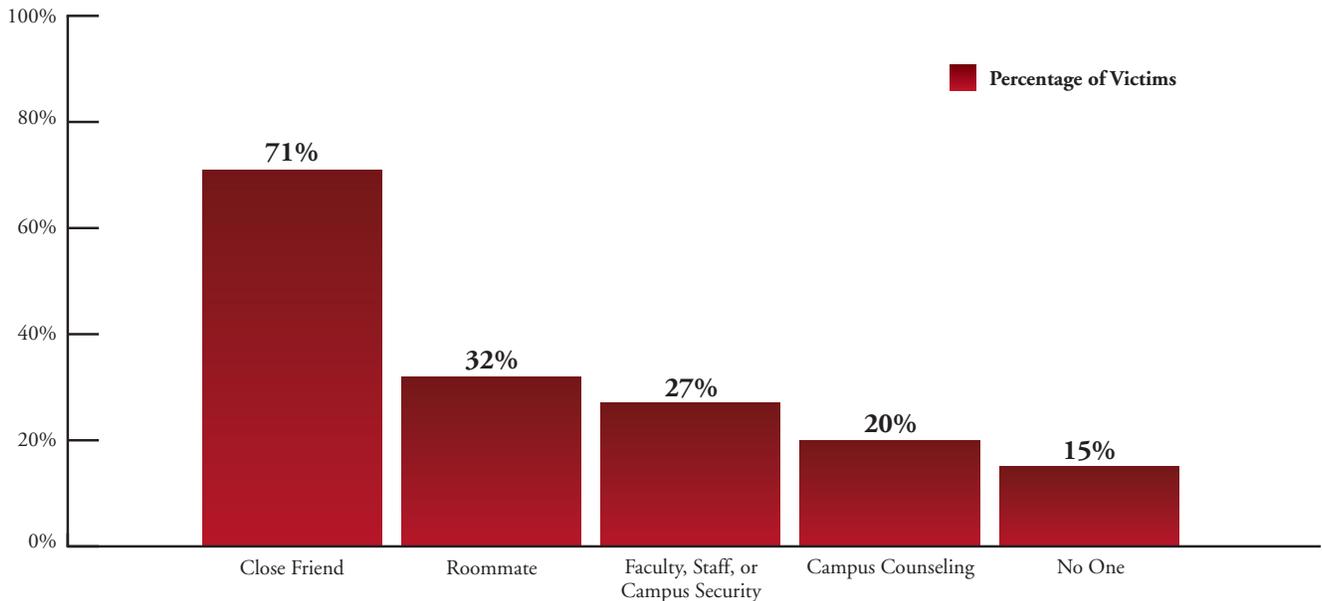
University Would Take Report Seriously



Commentary: Seventy-one percent of respondents either agreed or strongly agreed that the University would take a report of sexual assault seriously. However, 13% either disagreed or strongly disagreed.

5. Most victims did not report.

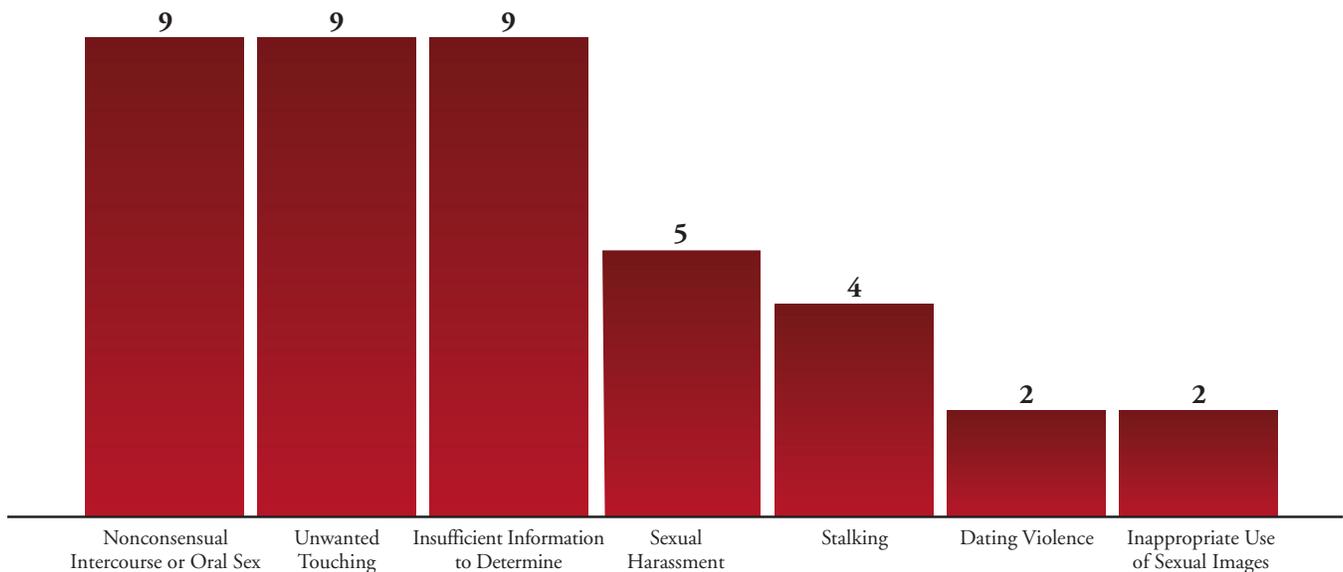
Whom Did Victims Tell?



Commentary: Despite the fact that most respondents to the survey believed the University would take a report of sexual assault seriously, most victims told only a close friend or roommate. Only 27% reported the assault to University faculty, staff, or campus security. This finding is consistent with other campus climate surveys that have identified underreporting by victims as a major problem nationwide. Note that percentages can add up to more than 100% because victims could tell more than one person.

REPORTS OF SEXUAL OFFENSES AGAINST STUDENTS

From August 15, 2014 to August 15, 2016, the University received 40 reports of sexual harassment or sexual violence against students. The following chart shows the number of reports by type:



Commentary: The number of sexual offense reports in the Title IX Report is greater than the number of sexual offenses in the Annual Security and Fire Safety Report published by the Department of Public Safety (DPS). The Title IX report includes sexual offenses regardless of where they occurred. In contrast, the Annual Security Report lists crimes that occurred on campus, adjacent to campus, or off-campus when associated with the institution. Hence, a report that a student was fondled by a stranger in downtown D.C. would be included in the Title IX report but not in the Annual Security Report. The numbers also differ because the Annual Security Report covers a calendar year, and the Title IX Report covers an academic year.

Title IX requires that when the University receives a report of sexual harassment or violence, it must allow the victim to choose whether to file a complaint and trigger an investigation. The only exception is when the university has credible evidence that the alleged perpetrator is a threat to the community. The following is a detailed summary of the reports by type of offense:

Nonconsensual Intercourse or Oral Sex (*nine reports*)

In five cases, the alleged perpetrator was affiliated with the University. All of those cases went to a disciplinary hearing. In two cases, the alleged perpetrator was found responsible, and in three cases, he or she was found not responsible. The individuals found responsible received multi-year suspensions. In one case, the victim chose not to reveal the identity of the alleged perpetrator. Three of the alleged perpetrators were not affiliated with Catholic University and were not subject to the University's disciplinary process. The victim decided to file criminal charges in one of the cases.

Unwanted Touching (*nine reports*)

The alleged perpetrator was affiliated with the University in five cases, but victims either chose not to file a complaint or withdrew the complaint in all of the cases. In four cases, the alleged perpetrator was not affiliated with the University. Victims filed criminal charges in two of the four cases. In one of the four cases, the victim chose not to file criminal charges, and in one of the four cases, the alleged perpetrator was never identified.

Sexual harassment (*five reports*)

In two cases, the University investigated, and the perpetrator was removed from employment at Catholic University. One case was resolved informally to the satisfaction of the victim. In two cases, victims decided not to file a complaint.

Stalking (*four reports*)

In two cases, the victim decided not to file a complaint. The third case was resolved informally to the satisfaction of the victim. In the final case, the University assisted the victim in obtaining a Civil Protection Order from the Metropolitan Police Department (MPD), but the victim elected not to file a University complaint.

Dating Violence (*two reports*)

In one case, the alleged perpetrator accepted responsibility and was suspended. The other case went to a disciplinary hearing. The alleged perpetrator was found responsible and suspended.

Inappropriate Use of Sexual Images (*two reports*)

In both cases, the alleged perpetrators accepted responsibility and were suspended.

Stalking (*two reports*)

One case was resolved informally to the satisfaction of the victim. In the other case, the victim decided not to file a complaint.

Insufficient Information to Determine (*nine reports*)

In nine cases, the University did not receive sufficient information to determine the type of sexual offense. In many of these situations, the victim received support from the Office of the Dean of Students or the Counseling Center. In four of the cases, a University employee reported improper conduct, but the victim either declined the University's assistance, would not provide details, or could not remember the name of the alleged perpetrator. In two cases, the University could not obtain information due to serious health problems of victims unrelated to the alleged sexual offense. In three cases, the victim decided not to file a complaint.

PREVENTION INITIATIVES

Catholic University is committed to raising awareness and prevention of sexual violence. It does so through extensive training programs and campus events.

Training

1. Online Course for Incoming Students

All incoming first year students are required to take a detailed online course called Not Anymore that addresses sexual assault, consent, sexual harassment, stalking, dating violence, and healthy relationships.

2. First-Year Student Orientation

More than 850 students attended a presentation by New York Times best-selling author Harlan Cohen that equipped students to make healthy choices about relationships and alcohol. Student Orientation also featured a skit on sexual violence performed by student actors as part of the "Real World" program.

3. Online Course on Sexual Harassment

All Catholic University employees are required to take an online sexual harassment course when they begin employment and a refresher every two years.

4. In-Person Training on Sexual Violence

The University provides in-person training on sexual violence for all individuals likely to receive a report of sexual assault. The training is highly interactive and is customized for the particular audience. The following are groups that have attended training in the past two years, with most of them achieving 100% attendance rates:

- Full-time faculty
- Public Safety officers
- Community directors
- Dean of Students office
- Student Affairs personnel
- Study abroad trip leaders
- Work-study student supervisors
- Varsity and club coaches
- Public Safety assistants
- Resident assistants
- Student ministers and staff
- Student Orientation advisors
- Campus tour guides

The University has also begun Title IX training for student leaders of athletic teams, with approximately half the teams participating in 2015–2016.

5. **Bystander Intervention**

The University provided Bystander Intervention training to almost 500 students in 2015–2016. This includes training provided to residential students, student organizations, resident assistants, resident ministers, Orientation advisors, peer educators, and student hall security assistants.

6. **Can I Kiss You?**

More than 200 students attended a presentation by renowned speaker Mike Domitrz on respect, healthy relationships, open communication, how to support survivors of sexual violence, and bystander intervention.

Campus Events

The University sponsored numerous events to raise awareness of sexual assault and violence and provide students with information. The following are some examples:

1. **Empowered Bystander Pledge**

The pledge encourages members of the University community to “find a way to intervene in any behavior or situation that feels potentially high risk for alcohol poisoning or sexual violence or assault ...” The goal of this new initiative is to challenge the University community to think about the options that are available to them in these situations and take action. The pledge is available to students online as well as at awareness events and programs throughout the year. Nearly 500 pledges have been signed to date.

2. **The Clothesline Project**

The Clothesline Project, part of Sexual Violence Prevention Month, is a visual display that bears witness to violence against women. All who have been affected by sexual violence were invited to submit a shirt designed with a message or illustration. Over 50 shirts were displayed outside on the Pryzbyla Center Patio.

3. **Positive Space Party**

More than 200 students attended this resource fair about on- and off-campus services that a student may need in the event of sexual violence. Students visited each resource table to learn about services offered and received a wristband after completing the challenge.

4. **The Whole IX Yards**

Students were invited to learn about sexual assault response and the resources and supports offered through this open Q and A with the University’s Title IX Coordinator Frank Vinik and Dean Stephanie Davey from the Office of the Dean of Students.

5. **Escalation Workshops**

This Dating Violence Awareness Month program, sponsored by the One Love Foundation, educated students in North Neighborhood 1 and 2 about relationship violence and empowered students through a powerful, emotionally engaging, 90-minute film-based experience.

6. **Walk a Mile in Her Shoes**

For the first time, the University participated in the national campaign, Walk A Mile In Her Shoes. This event, co-led by Central Neighborhood, was an opportunity for Catholic University men to raise personal and community awareness about the serious causes and consequences of sexualized violence against women. More than 60 students attended.

7. **Take Back the Night**

More than 200 students attended the 3rd annual Take Back The Night event in which survivors of sexual assault from the University community shared their experiences and highlighted community resources to support our students.

8. **Shatter the Silence: It’s Not Just a Women’s Issue**

The University’s Counseling Center and the CUA PEERS created an event for safe and open dialogue about ending rape culture in all its forms.

9. **Teal Tuesdays**

During each Tuesday in the month of April, we encouraged students, faculty, and staff to wear teal to show their support for survivors of sexual assault.

10. Denim Day

We encouraged all members of the campus community to wear denim to protest sexual violence. The Denim Day event began in Italy in 1998 to protest an erroneous Italian Supreme Court ruling (later reversed) holding that a woman could not have been raped because it would have been impossible for her attacker to remove her tight jeans without her assistance.

NEW INITIATIVES IN 2015–2016

Catholic University took a number of new initiatives and steps in 2015–2016 to improve prevention and response to sexual assault. The following are examples:

1. Campus Climate Survey

The University administered its first sexual violence campus climate survey to undergraduates age 18 or older. More than 700 students responded. The key findings will be shared with the campus community in the fall of 2016. The results will help the University target its prevention efforts, increase confidence in its hearing process, and provide better information to victims.

2. Support Groups for Survivors

In 2015–2016, the University's Counseling Center formed its first support group for survivors of sexual assault. The success of the first group is leading the counseling center to begin a second support group.

3. Training

The University significantly increased its in-person training initiatives and began evaluating the training sessions. Ninety-nine percent of full-time faculty attended, and 98 percent said they would recommend the session to a colleague.

4. Title IX Advisory Committee

The University established a Title IX Advisory Committee that consists of students, faculty, staff, and a community advocate. The Committee is led by Dr. Eileen Dombo, a national expert who served as Director of Counseling at the D.C. Rape Crisis Center before joining the faculty at Catholic University. The committee will advise senior University administrators on policy and practices relating to the prevention, investigation, and adjudication of sexual violence at the University.

5. Revamped Websites

The Office of the Dean of Students launched a new Sexual Assault and Violence Education (SAVE) website that is more user-friendly and provides information on topics such as consent, bystander intervention, resources, and help for victims. The Title IX website has also been revamped so that students can quickly access key information. It contains an extensive list of more than 30 questions and answers in language that is easy to understand. Flowcharts illustrate options for survivors. Old policies have been removed so that it is easy for victims to locate applicable policies. All of the information on the new Title IX website is accessible from mobile devices.

6. New Online Course for Employees

The University has developed a customized online course for employees that will replace the current course on sexual harassment. The new course addresses all types of unlawful harassment as well as Title IX and sexual violence. The goal is for all Catholic University employees to be trained on sexual violence either in-person or online.

7. Sexual Offenses Policies and Procedures for Employees

The University adopted a new sexual offenses policy and grievance procedure for students in 2014. In 2015, it adopted new sexual offenses policies and procedures for employees with guidance on which policies apply when an individual is both a student and an employee.

8. Policy Clarifications on Amnesty and Incapacitation

Some students may be reluctant to report sexual assaults because they are concerned about getting in trouble for lesser violations such as underage drinking or violation of residence hall visiting hours. In reality, the university did not charge students who reported sexual assaults with lesser violations. In 2015, the University revised its sexual offenses policy to clarify that students who report a sexual offense will receive amnesty for lesser violations unless the violations endangered the health or safety of others (such as possession of a large quantity of drugs for distribution). In addition, the University reviewed the policies of peer institutions so that it could clearly define "incapacitation" in its sexual offenses policies.

9. Changes in DPS Response Protocol

In response to student feedback, DPS is changing its response protocols. Victims in the residence halls will be asked if they would like to be interviewed somewhere private rather than in their rooms. In addition, victims will be given a clear choice of filing a complaint with the University, MPD, both, or neither. These measures are intended to increase choices for victims and encourage them to report sexual assaults.

10. 24/7 Access to Crisis Counseling for All Students

The counseling center has a counselor on-call 24/7 to respond to crises that occur after hours during the school year. Students living on campus could already access a crisis counselor through a community director. Starting in 2015, students living off-campus who are sexually assaulted may access a crisis counselor by calling DPS and asking to speak with the on-call counselor. DPS will collect the student's contact information, and the counselor will call the student back.

CONCLUSION

Catholic University made significant progress in the 2015–2016 academic year in preventing sexual harassment and assault, raising community awareness, providing additional support for survivors, and running a fair disciplinary process. This work will continue with the same level of commitment to achieve a lasting impact on the University community.



University Nondiscrimination and Anti-Harassment Policy

The Catholic University of America admits students of any race, color, national or ethnic origin, sex, age, or disability.



THE CATHOLIC UNIVERSITY OF AMERICA

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