

THE CATHOLIC
UNIVERSITY
OF AMERICA



TITLE IX REPORT

Academic Years 2021–2022 and 2022–2023



TABLE OF CONTENTS

Introduction	1
Key Contacts	2
Campus Climate Survey	4
Prevention Initiatives	5

INTRODUCTION

The Catholic University of America is committed to preventing and responding to discrimination on the basis of sex, including sexual harassment, sexual assault, stalking, dating violence, and domestic violence. The University has established a process for reporting sexual misconduct, with an option to file a formal complaint. When a formal complaint is filed, the University is committed to conducting a fair, thorough, and prompt investigation and an appropriate resolution after a hearing. In some cases, the University will offer the parties the option for an alternative form of resolution, which may include mediation.

Individuals found to have engaged in sexual misconduct under our Title IX or Sexual Offense policies will be subject to disciplinary action. In addition, the University is committed to responding with compassion and support for individuals who report sexual misconduct.

Detailed information can be found on the [University's Title IX and Sexual Misconduct](#) site. This site includes information on our policies and procedures, how to report a violation, and the support services we offer. Our new [complaint reporting site](#) also contains instructions for reporting sexual misconduct.

We all share the responsibility to create a campus environment where sexual misconduct will not be tolerated. In making our university safer and more inclusive, it is imperative that each of us becomes engaged and informed about these issues, and help prevent and report all forms of sexual misconduct.



KEY CONTACTS

Title IX Committee

The University's Title IX Committee is composed of administrators who are responsible for overseeing and implementing the University's program to prevent sexual misconduct. The committee regularly reviews pending matters, the concerns of employees and students, and education initiatives. The committee also monitors legal and regulatory actions, to insure compliance with applicable law. The committee meets on a regular basis, and welcomes proposed agenda topics by any member of the University community. In addition, the committee has an important role in reviewing and updating our policies and procedures relating to Title IX and sexual misconduct. This work, supported by the University's Policy Committee, resulted in revisions and improvements to our [Title IX Grievance Procedures](#) in 2021, the [Sexual Offenses Policy \(Students\)](#) in 2022, and the [Grievance Procedures for Non-Title Sexual Offenses Involving Students](#) in 2022. The committee regularly reports all significant issues relating to Title IX and sexual misconduct to the Office of the President. The committee members are:

Matthew Dolan
General Counsel

Kim Gregory
Associate Director,
Department of Public Safety

Jennie Bradley Lichter
Deputy General Counsel

Kirk McLean
Associate Vice President for
Public Safety and Emergency
Management

Lou Mejia
Director of Compliance
and Title IX Coordinator

Jonathan Sawyer
Associate Vice President for
Student Affairs and Dean of
Students

Title IX Coordinators

Our Title IX coordinators assist individuals seeking help in the event of an incident of sexual misconduct, offer guidance regarding our policies and procedures, and assist individuals with support services.

The coordinators are also active in the University's prevention training and education, often collaborating with student groups in the process. The coordinators are:

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Student Participation in University Sexual Violence Prevention Efforts

Many of our students are active in the University's efforts in prevention and education relating to sexual misconduct. [PEERS](#) is Catholic University's only peer education group that educates students on alcohol and other drug use and abuse, mental health awareness, sexual assault and violence education, healthy relationships, and bystander intervention. PEERS, through the support of the Office of the Dean of Students, engages with students to create a safe and open dialogue about how we can raise awareness for these issues and shift the culture on our campus. In addition, the [Student Government Association](#) includes a Title IX Task Force that is active in prevention and education efforts.



CAMPUS CLIMATE SURVEY

In the fall of 2015, Catholic University administered its first sexual violence campus climate survey to all undergraduates age 18 or older. The University used a survey developed by the Higher Education Data Sharing (HEDS) consortium, a nonprofit organization of more than 100 private colleges. The University repeated the survey in 2017, 2019, and 2021. The response rates for the four surveys ranged from 18% to 22%, which are similar to other institutions that used the survey.

Overall Conclusions: Catholic University remains similar to other colleges in its rates of sexual misconduct, types of sexual misconduct, and underreporting of sexual misconduct by survivors. The 2021 survey was completed by 362 students. 70% of these students (a) feel safe on campus, (b) feel the administration is genuinely concerned about students' welfare, (c) say they are treated fairly, (d) know how to recognize sexual misconduct and how to report it, and (e) believe campus officials would take a report of sexual misconduct seriously. The real-world experiences of Catholic University students who responded to the survey are an important source of information as we continue to make our Title IX program responsive to the needs of the campus community.

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 and transfer 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. The University prevents students who have not completed the course from registering for the spring semester.

2. First-Year Student Orientation

First-year students and their families attend a program at Orientation consisting of skits that depict situations students may experience in college. Annually, staff within the Office of the Dean of Students review and enhance the sexual assault vignette that outlines the support and resources available to both students involved.

3. Training for Employees on Unlawful Harassment, Discrimination, and Sexual Offenses

All full-time Catholic University employees are required to take online training modules on unlawful harassment, discrimination, and sexual offenses when they begin employment and a refresher every two years.

4. Training for Athletes and Coaches

To comply with NCAA rules, the University conducts annual in-person training of all student-athletes, coaches, and staff on sexual violence prevention, intervention, and response.

5. In-Person Training on Sexual Offenses

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

- Full-time faculty
- Student Orientation advisors
- Resident assistants
- Study abroad trip leaders
- Community directors
- Hall safety assistants
- Student ministers and staff
- Dean of Students office
- Public Safety officers
- Public Safety assistants
- Work-study student supervisors
- Student Affairs personnel

6. Peer Educators Empowering Respectful Students (PEERS)

Approximately 25 students are selected each year to serve as peer educators. They receive 20 hours of training at the beginning of the school year and an additional 7 hours during a mid-year retreat. In the 2021-22 academic year, the members of PEERS and the Assistant Dean of Students in collaboration with other departments and organizations on campus, delivered 51 programs and initiatives to educate students on sexual assault and violence education, healthy relationships, and bystander intervention. Of these 51 programs, twelve (12) were new initiatives, developed and delivered in the 2021-22 academic year. Approximately 7,800 students were reached through these programs and initiatives.

Highlights of prevention efforts include:

- PEERS brought back nationally-recognized speaker and author Mike Domitrz for the 4th time at Catholic University for a program called "Can I Kiss You?" The event is a fun and interactive approach to engaging students in a conversation around clear communication when it comes to dating and intimacy. Over 75 students from across campus participated in the main session and Q&A after the event.

- PEERS in collaboration with SGA and the Title IX Coordinator created a new initiative by inviting student leaders across campus to dinner in order to discuss ideas and goals for educating the campus community about Title IX resources and the Campus Climate Survey. Approximately 45 student leaders representing various student organizations across campus attended.
- PEERS in collaboration with the Counseling Center, Kane Fitness Center, and Title IX Task Force developed a new “Self-Care Fair” dedicated to mental health awareness, wellness practices, healthy relationships, and sexual assault and violence resources. Over 60 students engaged with the resource fair and participated in hands-on activities.
- PEERS updated Catholic University’s sexual violence awareness campaign “It’s on Us” video. This national campaign invites Catholic University members to sign the pledge to be a part of the bigger goal to end sexual violence on college campuses and beyond. Catholic University’s updated “It’s on Us” video was revealed during a launch event and through the PEERS social media.
- New Sexual Violence Booklets, Sexual Violence Resources Cards, and Bystander Brochures were created and distributed to students living in the residence halls and to offices around campus including Residence Life, the Office of the Dean of Students, Counseling Center, Department of Public Safety, and Campus Ministry. Over 4,500 booklets, brochures and resource cards were distributed.
- Every resident living in the residence halls received a Sexual Assault and Violence Resource Magnet in their welcome packet when they arrived to campus as part of a new educational initiative in collaboration with the SGA Title IX Task Force and Residence Life. Approximately 1,900 magnets were delivered to residents.
- Wellness Bulletin Boards which included contact information for the Counseling Center, Student Health Services, Office of the Dean of Students, Campus Ministry, Disability Support Services, Title IX Coordinator, and Department of Public Safety were displayed in all the residence halls at the beginning of the academic year as collaborative initiative between the PEERS, Residence Life, and SGA Title IX Task Force.

Workshops (offered by PEERS)

- **We Are Called: Bystander Intervention Training for Residential Students:** This bystander intervention workshop covers the tools to become Empowered Bystanders, and provides the opportunity to practice intervention techniques in this activity-based workshop.
- **We Are Called: Bystander Intervention Training for Students Groups:** Student groups are invited to participate in the “We Are Called” bystander intervention training program. This training provides students with tools to become Empowered Bystanders, and the opportunity to practice intervention techniques in this activity-based workshop.
- **Escalation: A Relationship Violence Awareness Workshop:** One Love Foundation’s Escalation workshop is a powerful, emotionally-engaging 90-minute film-based experience that educates students about relationship violence and empowers students to serve as active bystanders.
- **Behind the Post: A Relationship Violence & Social Media Workshop:** One Love Foundation’s Behind the Post is a poignant 60-minute workshop through 10 brief clips demonstrating the 10 signs of unhealthy relationships. This workshop includes a discussion about the difference between healthy and unhealthy relationships, the signs of dating violence, and how social media “couple goals” can be misleading.
- **Real Talk:** This workshop, co-sponsored by PEERS, Campus Ministry, and the Counseling Center provides students with the opportunity to anonymously ask questions related to topics ranging from mental health to relationships. Students utilize technology to ask questions anonymously and hear answers from representatives from Campus Ministry and the Counseling Center.



- **How to be a Good Wingman: A Title IX Workshop:** This workshop challenges students to identify the qualities of a good wingman and compare them to the qualities of an empowered bystander. Students are led through a series of activities that explore how to support their friends through bystander intervention techniques. Title IX resources and support services are also discussed.
- **Relationship Remix: A Healthy Relationships Workshop:** This interactive workshop invites participants to reflect on their own values in relationships and identify which values are essential, tolerable, bonus or deal breakers. Following, students are given the opportunity to practice intervention skills related to unhealthy relationships in real time. Resources and supports on campus are also discussed.
- **#That’s Not Love: A Healthy Relationships Workshop:** This workshop, created with the support of the One Love Foundation, covers how to identify unhealthy behaviors in relationships. Students watch eight (8) short “couplet” videos from One Love and engage in a discussion that empowers participants to recognize the signs and seek support for survivors of relationship violence.
- **Ice Cream/Cookies/Pizza and Values: A Healthy Relationships Workshop:** This workshop challenges participants to reflect on their values in relationships utilizing a food-based metaphor and supporting activity. A facilitated discussion follows to help students identify resources for support in creating and maintaining healthy relationships.
- **5 Love Languages: A Healthy Relationships Workshop:** This workshop, based on Dr. Gary Chapman’s popular book, assists students in identifying their own love language. A facilitated discussion allows students to better understand how they best communicate love in relationships with significant others, friends, and family members.

Programs and Campaigns:

- **“From Your PEERS” Monthly Virtual Newsletter:** PEERS distributed the monthly editions of their virtual newsletter with information about upcoming PEERS events and campaigns with a focus on healthy relationships, sexual assault prevention and awareness, bystander intervention, and alcohol and drug education.
- **Fresh Check Day (September):** This signature event of the Jordyn Porco Foundation educates students about mental health resources and coping strategies. This year PEERS hosted the event in collaboration with 8 campus departments and students organizations including Campus Ministry, the Counseling Center, Residence Life, the Center for Cultural Engagement, the Kane Fitness Center, Veteran’s Affairs, Student Government Association and Program Board. PEERS engaged students at

the “Rise Up” booth that raised awareness for sexual violence and demonstrated support for survivors in our community as well as the “Know Your Limit” booth that raises awareness for safe alcohol consumption and standard drink portions.

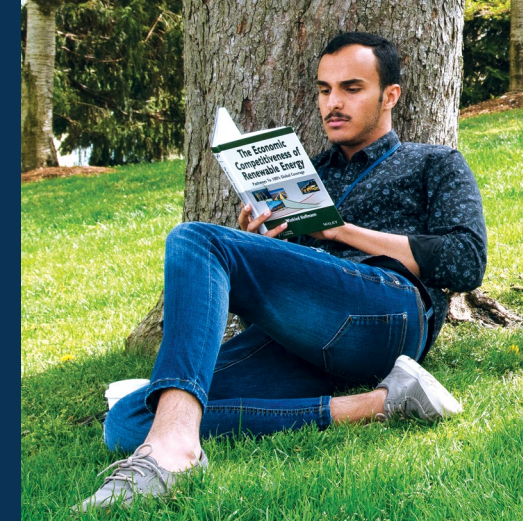
- **Relationship Violence Awareness Month (October):** Relationship Violence Awareness Month encourages the community to raise awareness of instances of sexual violence and support survivors on our campus. The PEERS engaged the campus community through a social media campaign and tabling in front of the Pryzbyla Center.
- **The Clothesline Project (October):** The Clothesline Project 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. In addition to the physical display, students, staff and faculty were encouraged to submit messages via PEERS social media to be posted on a “virtual clothesline”.
- **Purple Thursdays (October):** This weekly campaign encourages all members of the Catholic University community to wear purple to stand in solidarity with survivors of relationship violence, including dating violence and domestic violence. Faculty staff and students were offered purple ribbons to show their support, and resources and information about Relationship Violence Awareness Month events were available in front of the Pryzbyla Center each Thursday. This year students, staff, and faculty were encouraged to post pictures of their purple on the PEERS social media.
- **SANE Nurse Examiner Presentation (November):** PEERS, Nursing Students, and Social Work Students attended a presentation by a Sexual Assault Nurse Examiner from DCFNE who shared the resources and options available for individuals who have experienced sexual assault or relationship violence. The SANE nurse explained the process of requesting a forensic exam at Medstar Washington Hospital Center.
- **Healthy Masculinity Awareness Month (November):** This month focuses on programs and educational campaigns that celebrate the strength of men on campus and their role as partners and advocates in sexual violence prevention. The PEERS engaged the campus community through a virtual event and social media campaign.
- **Healthy Relationships Awareness Month (February):** This month focused on exploring what it means to be in a healthy relationship, both in dating relationships and in friendships. Various departments and organizations collaborated with PEERS to offer active events and educational campaigns throughout the month.
- **Healthy Relationships Valentine’s Day Pop-Up (February):** Students stopped by the PEERS table in the Pryzbyla to pick up a Valentine’s Day goodie bag with information on how to love better through the 10 signs of healthy relationships from the One Love Foundation.
- **Dressed Up: A Healthy Relationships Dinner (March):** During Women’s History Month PEERS hosted a formal dinner event that explores the topics of empowered womanhood and building other women up in all facets of life. This event, designed to mirror “Suit Up” offered to men in the fall semester, includes a panel discussion, open dialogue, dinner, and dessert.
- **Sexual Assault Awareness Month (April):** The University recognizes Sexual Assault Awareness Month, with the aim of raising awareness about sexual violence and educating the community on our prevention efforts, with the goal of eliminating sexual violence.
- **Teal Tuesdays (April):** This weekly campaign encourages all members of the Catholic University community to wear teal to stand in solidarity with survivors of sexual violence, nationwide. During each Tuesday in the month of April, faculty, staff, and students were offered teal ribbons to show their support. Resources and information about Sexual Assault Awareness Month events were available in the Pryzbyla Center each Tuesday.
- **Empowerment Week (April):** This week of programs provided students with the opportunity to speak out in support of survivors of sexual violence while practicing self-care. Co-sponsored by PEERS and the Counseling

Center, the week’s events included Empowerment Yoga, Teal Tuesdays, Denim Day, Take Back the Night, Shatter the Silence, and What Were You Wearing.

- **Empowerment Yoga (April):** A collaboration between PEERS and the Kane Fitness Center where a yoga instructor led the class through a series of poses for grounding and relaxation.
- **Shatter the Silence (April):** The Counseling Center and PEERS collaborated to create a safe and open dialogue about how to build an inter-sectional culture of empowerment.
- **Take Back the Night (April):** The Annual Take Back the Night is an opportunity for students to rally to bring an end to sexual, relationship, and domestic violence in all forms. Intentionally striking a balance between remembrance and empowerment, Take Back the Night featured stories of brave members of our own community.
- **Denim Day (April):** All members of the campus community were invited to wear denim to raise awareness against destructive attitudes about sexual assault.
- **What Were You Wearing? (April):** This gallery was adapted from the University of Kansas and it challenges the idea that the blame for sexual violence lies in the clothing someone wears. A variety of outfits were displayed along with resources.

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.



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