

# TITLE IX ANNUAL REPORT

Academic Years 2017–2018 and 2018–19







## **TABLE OF CONTENTS**

<b>Introduction .....</b>	<b>1</b>
<b>Campus Climate Survey .....</b>	<b>1</b>
<b>Reports of Sexual Offenses Against Students .....</b>	<b>5</b>
<b>Prevention Initiatives .....</b>	<b>9</b>





## 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 latest campus climate survey. It provides details of reports of sexual offenses against students received during the past two academic years. 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

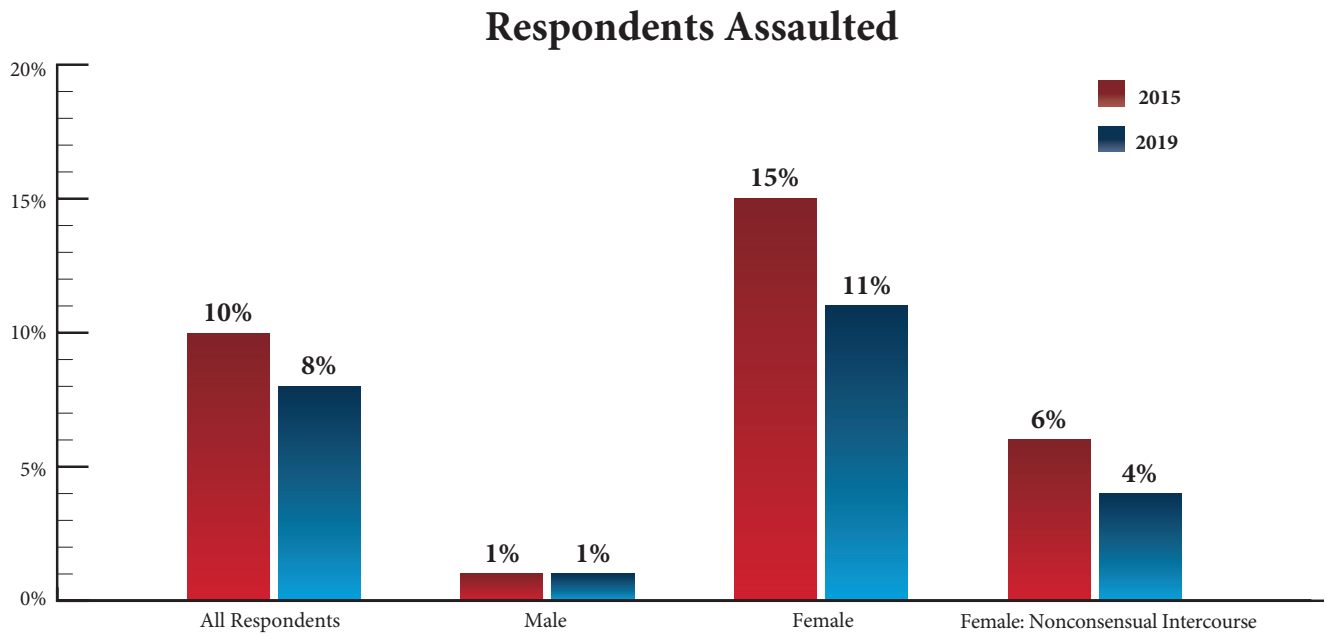
---

### Background

In the fall of 2015, Catholic University administered its first sexual violence campus climate survey to all undergraduates age 18 or older. 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 and 2019. The response rates for the three surveys ranged from 18% to 22%, which are similar to other institutions that used the survey.

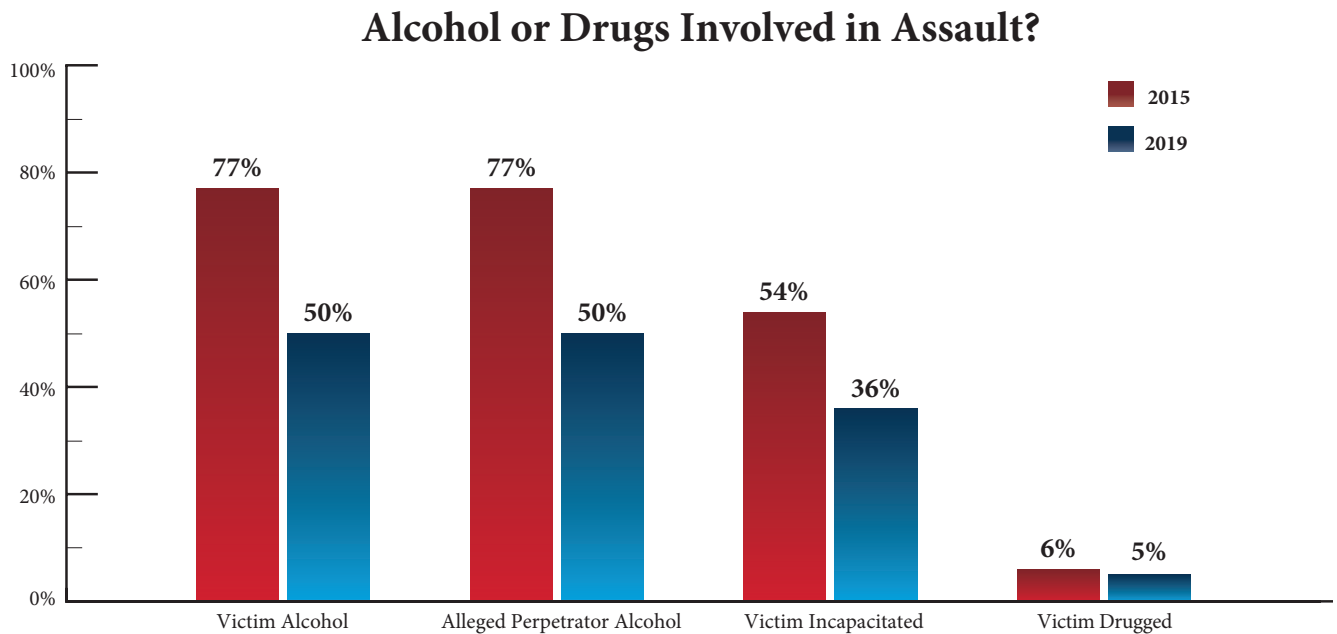
*Overall Conclusions:* Catholic University remains similar to other colleges in its rates of sexual assault, types of sexual assault, and underreporting of assaults by victims. The 2019 survey showed improvement since 2015 in the percentage of students assaulted, role of alcohol in assaults, percentage of students who found University information on sexual assault helpful, and percentage of victims who seek support. Statistical significance tests indicate that some of the results may be due to chance rather than actual changes over time. However, the results are practically significant because they reflect the real world experiences of Catholic University students who responded to the survey.

## 1. Percentage of Respondents Assaulted Declines



*Commentary:* The term “sexual assault” covers a wide range of behavior from unwanted touching to non-consensual sexual intercourse. The overall percentage of respondents assaulted declined from ten percent in 2015 to eight percent in 2019. The percentage of female respondents assaulted declined by four percentage points, and the percentage of female respondents reporting non-consensual intercourse declined from six percent to four percent. These results are consistent with the results of the 2017 survey, which showed smaller declines in each category.

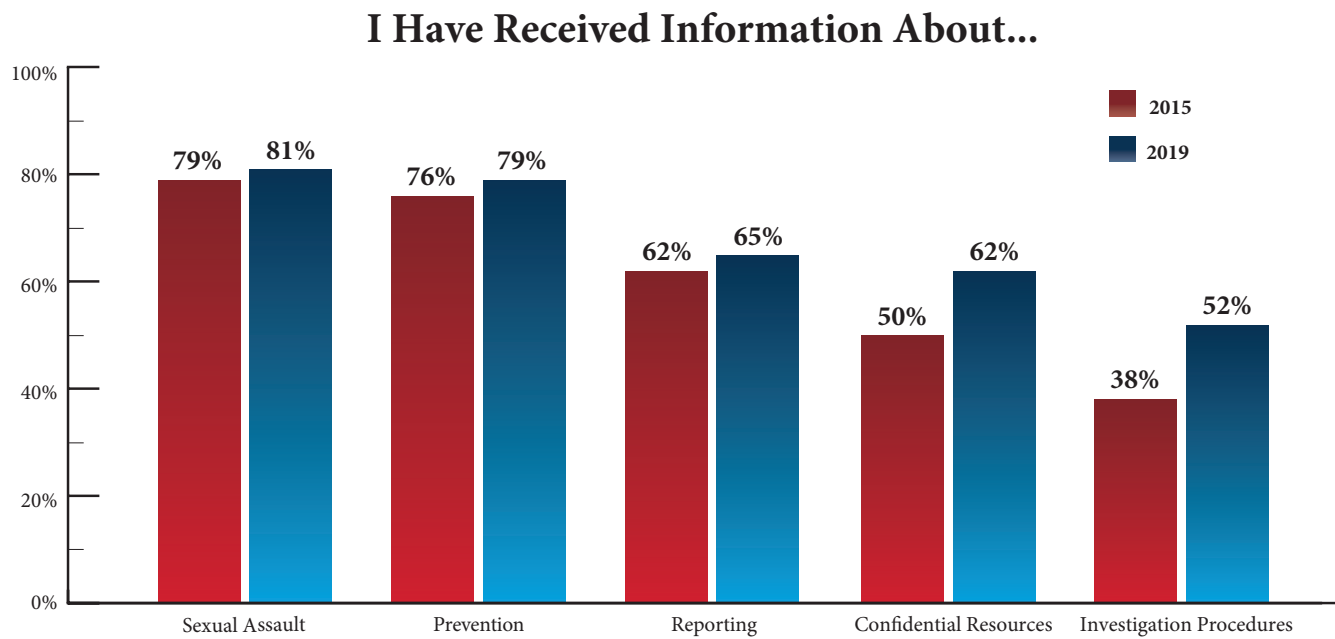
## 2. Decline in Role of Alcohol in Sexual Assaults



*Commentary:* The 2019 survey showed a significant decline in alcohol consumption by both the victims and the alleged perpetrators prior to a sexual assault. In addition, only 36% of assaults occurred when victims were incapacitated. The 2017 survey showed much smaller declines, so the University will need additional data to be confident that a major change has occurred. The 2019 survey showed that a small percentage of victims believe they were drugged, which is consistent with the 2015 results.

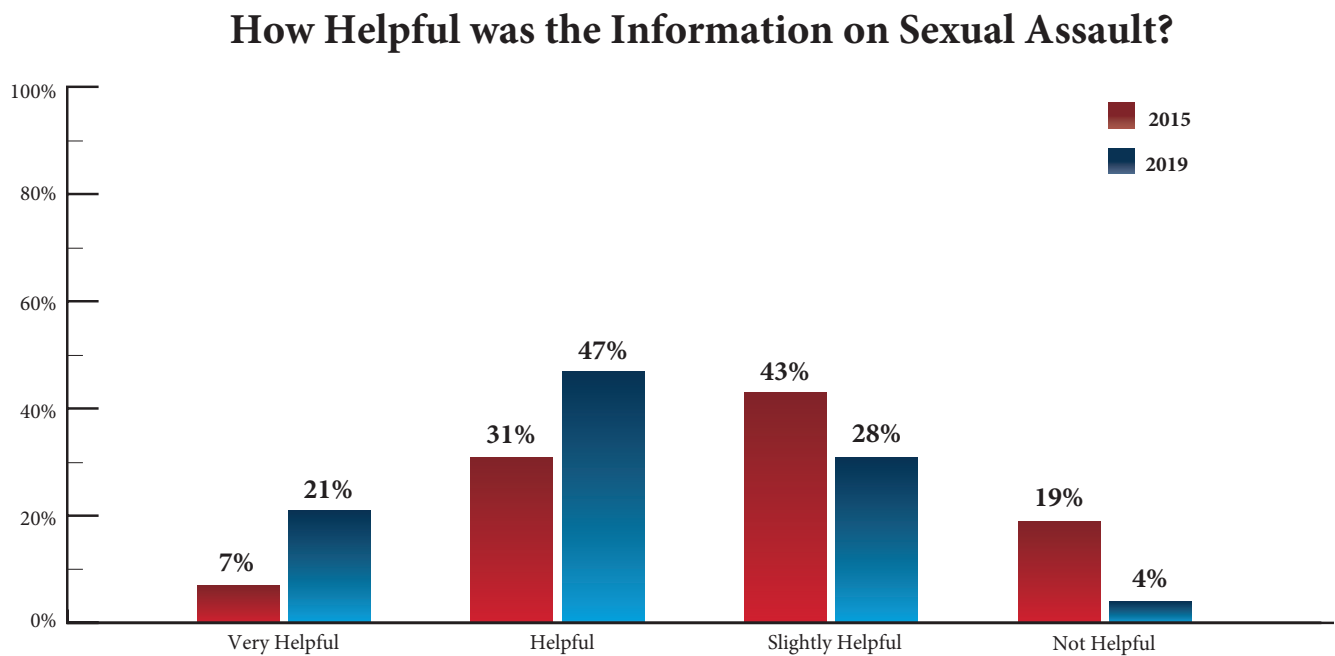


3. Improvements in some areas of student education on key topics



*Commentary:* All incoming freshmen are required to take a detailed online course about sexual assault and attend sessions at orientation on the topic. The 2015 survey showed that a high percentage of respondents remembered receiving information about sexual assault and prevention, but a significant number did not remember receiving information on confidential resources and investigation procedures. In the fall of 2016, the University revamped the orientation session to emphasize information on these topics. The 2019 survey shows that a high percentage of respondents remember receiving information on sexual assault and prevention. The percentage of students who received information on confidential resources and investigation procedures has substantially increased, but there is still room for improvement.

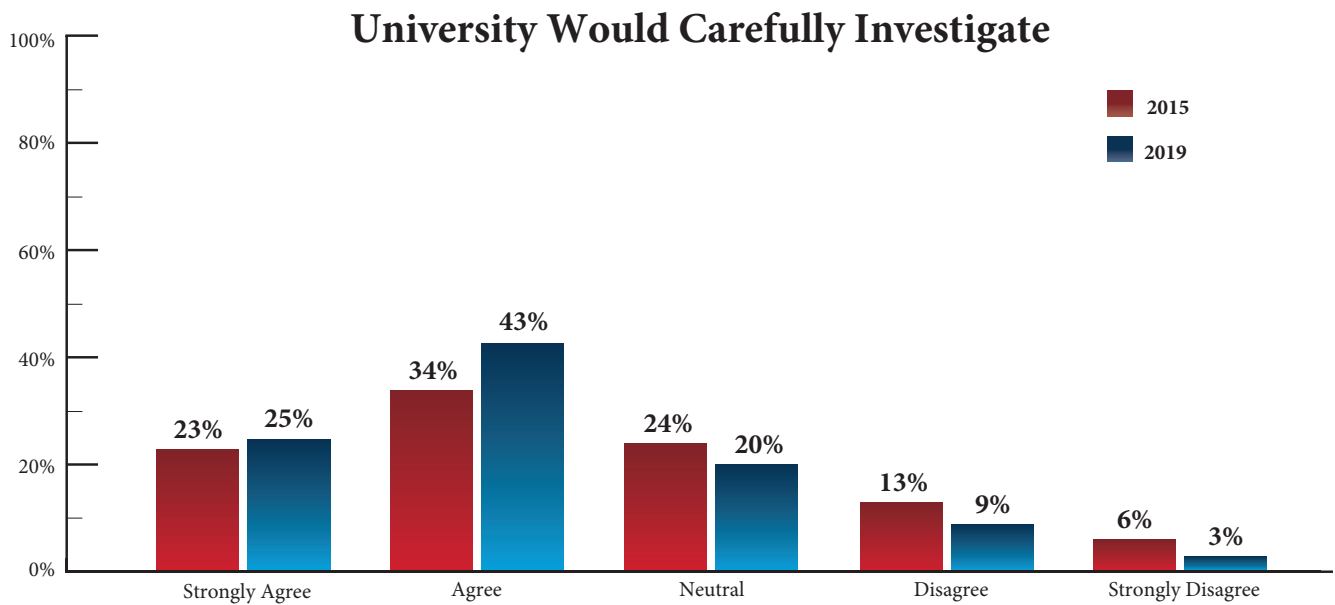
4. Improvement in students finding sexual assault information helpful



*Commentary:* The percentage of respondents who said they found the information provided by the University on sexual assault either very helpful or helpful improved from 38% in 2015 to 68% in 2019. This substantial increase shows the University has made major strides in providing high quality information that resonates with our student body.

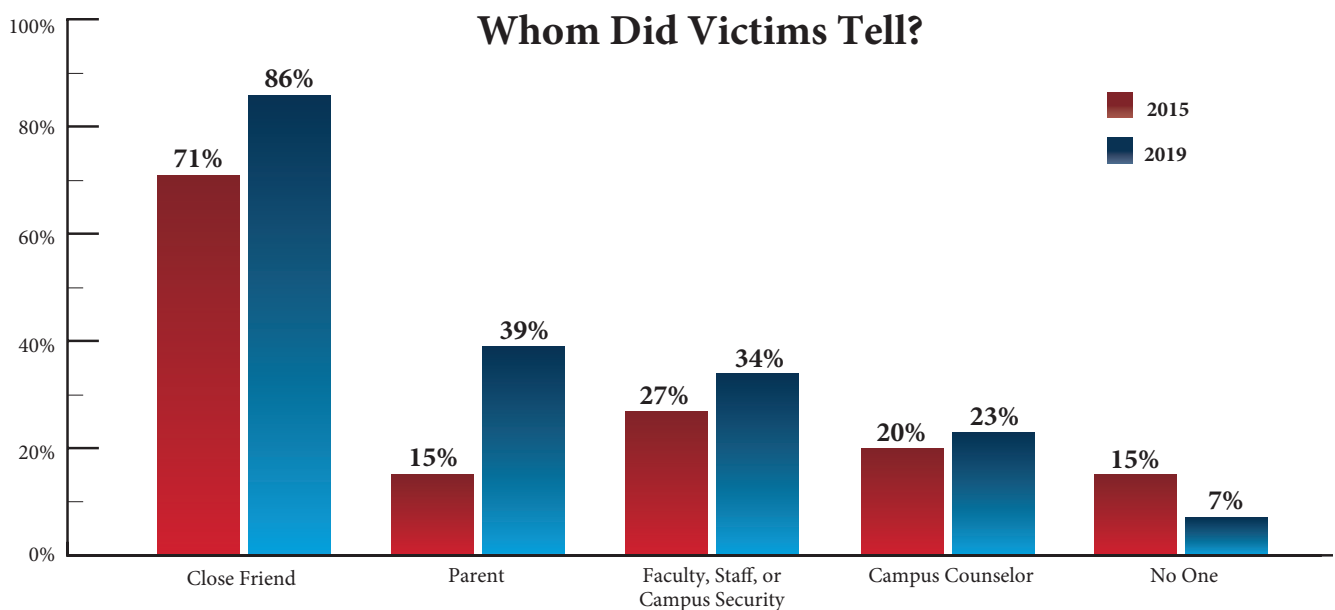


## 5. Modest Improvement in Perception of Fair Investigations



*Commentary:* The percentage of respondents who either strongly agreed or agreed that the University would carefully investigate a report of sexual assault increased from 57% in 2015 to 68% in 2019. This modest improvement shows that the University still has work to do in this area.

## 6. Victims More Likely to Tell Someone



*Commentary:* The 2019 survey shows that victims were more likely to tell a close friend, a parent, or University employees about their assaults than they were in 2015. Of particular importance, the percentage of victims who do not tell anyone has declined from 15% to 7%. This change was consistent with the 2017 survey, which showed only 5% of victims not telling anyone.

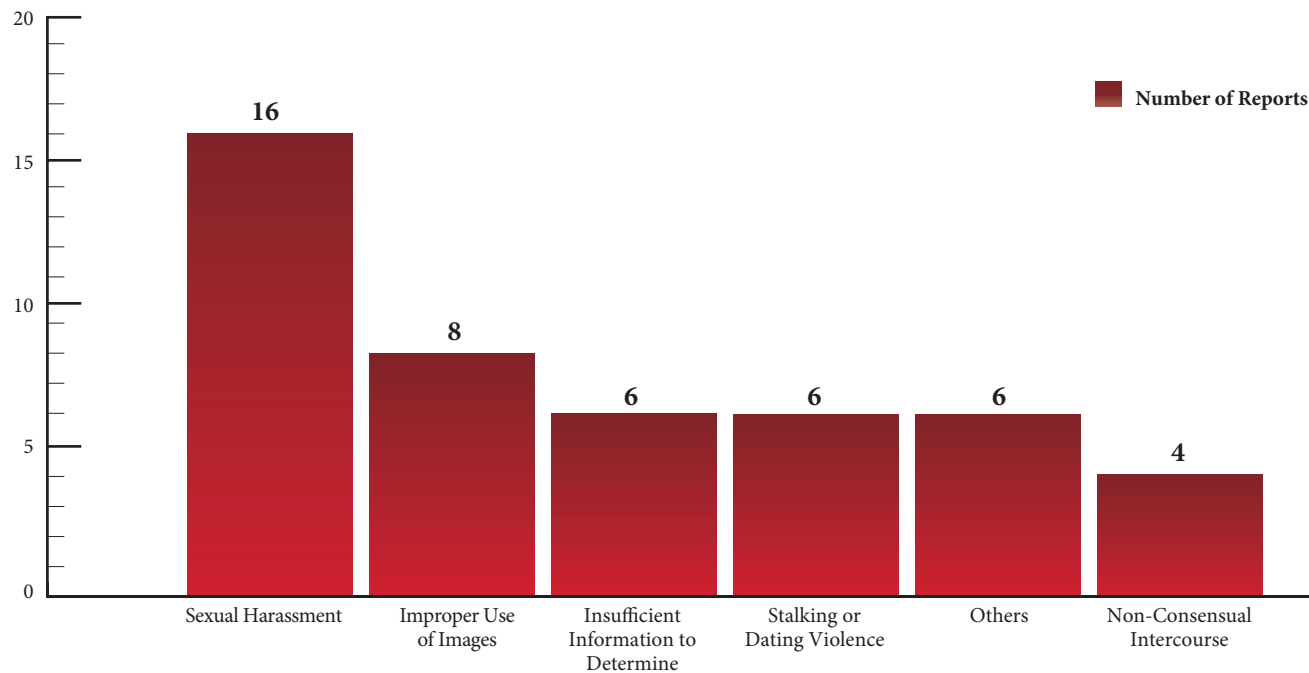


# REPORTS OF SEXUAL OFFENSES AGAINST STUDENTS

## Academic Year 2017–18

From August 15, 2017 to August 15, 2018, the University received 33 reports of sexual harassment or sexual violence against students, compared with 46 reports the previous academic year. The following chart shows the reports by type:

### Types of Reported Sexual Offenses Against University Students in 2017–18



*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. 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:

### **Sexual Harassment** (*sixteen reports*)

The accused were faculty in nine cases, students in four cases, and three individuals with no formal ties to the University. All of the accusers were students. The University took correction action in eight cases ranging from verbal warnings to prohibition of future contact with Catholic University students. In some of those cases, the conduct did not rise to the legal definition of sexual harassment, but the University expects a higher standard of behavior than the law requires. In four cases, the reporting student elected to use informal resolution, and in another four cases, the reporting student decided not to file a complaint.



### **Inappropriate use of images** (*eight reports*)

These cases involved both photos and videos and reflect students' increasing use of smart-phones to document all aspects of their lives. In four of the cases, the alleged perpetrator was a roommate. Two of those cases went to a hearing, in which one student was found not responsible and one was found responsible and given a sanction less than suspension. A case not involving roommates went to a hearing in which multiple students were found responsible and suspended. Two cases were resolved informally, and in one case, the University was not able to identify the perpetrator.

### **Insufficient information to determine** (*six reports*)

In five cases, the reporting party did not provide sufficient information to determine the exact nature of the alleged misconduct. In one case, the University investigated, and the Dean of Students determined that there was not sufficient evidence of a violation of University policy to take the case to a hearing.

### **Stalking or dating violence** (*six reports*)

In one of the dating violence cases, the reporting student chose not to file a complaint. The other stalking case went to a hearing, and the respondent was found not responsible. In one stalking case, an individual not enrolled at Catholic University was barred from campus, and in another, the Department of Public Safety assisted the reporting student in obtaining a Civil Protection Order. A third stalking case was resolved informally, and the reporting student chose not to file a complaint in the fourth case.

### **Other** (*six reports*)

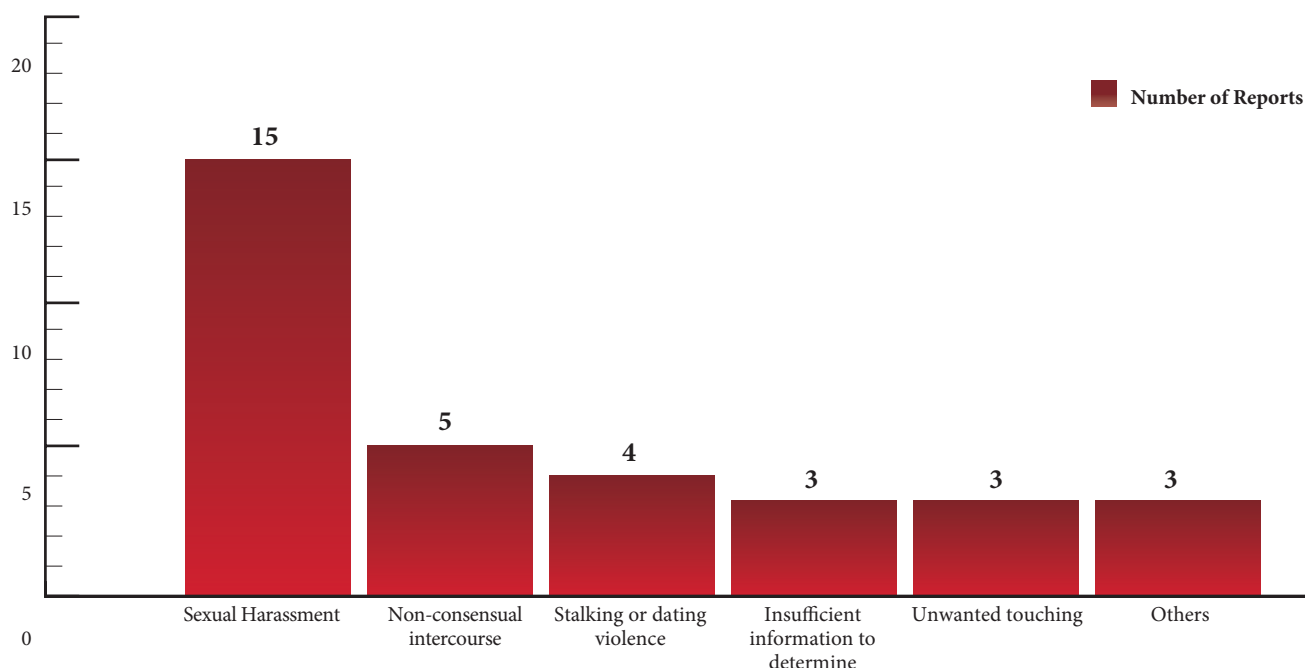
The "Other" category includes two cases of attempted sexual coercion, and one case of attempted sexual assault. It also included a case of unwanted touching in which the victim chose not to file a complaint. In a fifth case, the University received a third-party report of sexual assault, but the supposed victim said no assault occurred. The final case alleged sex discrimination in grading, which the University investigated and did not substantiate.

### **Nonconsensual intercourse** (*four report*)

In three of the cases, the reporting student did not or could not identify the perpetrator. In the fourth case, both the reporting student and the accused left the University, and so the reporting student decided not to file a complaint.



## Types of Reported Sexual Offenses Against University Students in 2018–19



*Commentary:* The decrease in total reports is largely attributable to a significant decline in cases involving inappropriate use of images. Sexual harassment remained the most common report, a trend which started the previous year. The number of reports is the same as the 2016-17 academic year.

The following is a detailed summary of the reports by type of offense:

### **Sexual Harassment** (*fifteen reports*)

Seven of the reports alleged harassment by a faculty member. In three of those cases, the reporting student chose not to file a complaint. In two cases, the University investigation did not substantiate the allegations. In two more cases, the University took disciplinary action. Four of the cases involved perpetrators not officially connected to the University. In two of those cases, the University required a contractor or clinical site to take action. In the third case, the University advised the student of her options, but no additional harassment occurred. The fourth case was resolved informally. Three of the cases involved alleged harassment by a student. One went to a hearing board, and the respondent was found responsible. The second case was resolved informally, and in the third, the reporting party chose not to file a complaint. In one case, the University was unable to identify the perpetrator.

### **Non-consensual intercourse** (*five reports*)

In two cases, the University did not receive sufficient information to identify the perpetrator. In the third case, the assault occurred before the victim was enrolled at the University, and the perpetrator was not a student. One case went to a hearing in which the respondent was found responsible and suspended for multiple semesters. In another case, the reporting student chose not to file a complaint.

### **Stalking or dating violence** (*four reports*)

Two dating violence cases went to a hearing. One respondent was found responsible and the other was found not responsible. In a third dating violence case, the reporting party decided not to file a complaint. The stalking case was resolved informally.



### **Insufficient information to determine** *(three reports)*

In two cases, the reporting party did not provide sufficient information to determine the alleged wrongful act. In another case, a third party reported suspected misconduct, but the alleged victim did not respond to University inquiries or offers of support.

### **Unwanted touching** *(three reports)*

In two cases, the alleged wrongdoing was not connected to Catholic University. In a third case, the respondent accepted responsibility and was sanctioned.

### **Other** *(three reports)*

In one case, the University investigated alleged retaliation for activities protected by Title IX, but the investigation did not substantiate the allegations. One case involved inappropriate use of images, but the victims chose not to file a complaint. One case involved an attempted assault by an individual not affiliated with the University.





## 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 upgraded the course for 2017 by adding two video modules specific to Catholic University. 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 and their families may experience in college. The University modified the program to include an expanded sexual assault scene that outlined the support and resources available to both students involved.

#### 3. Online Course for Employees on Unlawful Harassment, Discrimination, and Sexual Violence

Catholic University developed a custom course on Title IX. All full-time Catholic University employees who do not receive in-person training are required to take the course when they begin employment and a refresher every two years. Adjunct faculty are also required to complete the course. Starting in 2020, the course will be required for temporary employees and visiting faculty.

#### 4. On-line Training for Athletes

NCAA rules require that all varsity athletes be trained on sexual violence each year. In 2020, Catholic University will roll out a new course for athletes and will use it as pilot for a potential refresher course for all University undergraduates.

#### 5. 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 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
- Study abroad trip leaders
- Student ministers and staff
- Public Safety officers
- Work-study student supervisors
- Student Orientation advisors
- Community directors
- Varsity and club sport coaches
- Dean of Students office
- Public Safety assistants
- Student Affairs personnel
- Resident assistants
- Hall safety assistants

#### 6. Peer Educators Empowering Respectful Students (PEERS)

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 raising awareness for these issues and shifting the culture on our campus.

Approximately 20 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 2018-19, the 18 members of PEERS delivered 29 active programs and 17 workshops and trainings, reaching a total of 4,855 students. The team successfully increased their outreach, delivering 31 awareness campaigns, including 10 digital campaigns, a 63.2% increase from last year. As a part of these campaigns, PEERS tabled for a total of 106 hours.

PEERS expanded their social media presence and have 171 fans on Facebook, 226 followers on Twitter, and 331 followers on Instagram. There was an increase of 122 fans/followers on all three social media platforms, a 16.8% increase from the previous year. Engagement is the sum of reactions, comments, shares, and likes on social media accounts. The PEERS had a total of 184 engagements on Facebook, 195 engagements on Twitter, and 1,800 engagements on Instagram. There was an increase of 2,155 engagements on all three social media accounts.



## Workshops

### **Escalation: A Relationship Violence Awareness Workshop**

One Love Foundation's Escalation workshop, a powerful, emotionally engaging 90-minute film-based experience, educates students about relationship violence and empowers students to serve as active bystanders.

### **Real Talk: STIs & Infertility**

This workshop, co-sponsored by PEERS, Student Health Services, and Campus Ministry, provides students with the opportunity to anonymously ask questions related to STIs and fertility. Students utilize text-in technology to share questions and hear answers from representatives from Student Health and Campus Ministry.

### **How to be a Good Wingman**

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 supports are also discussed.

### **Relationship Remix: Healthy Relationships**

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: Healthy Relationships**

This workshop, created with the support of the One Love Foundation, covers how to identify unhealthy behaviors in relationships. Students watch eight 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.

### **Pizza and Values: A Healthy Relationship**

This workshop challenges participants to reflect on their values in relationships utilizing a pizza-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: Healthy Relationships**

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:

### **Fresh Check Day**

This signature event of the Jordyn Porco Foundation educates students about mental health resources and coping strategies. PEERS participated in 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**

This fourth annual Relationship Violence Awareness Month encourages the community to raise awareness of instances of sexual violence and support survivors on our campus.

### **The Clothesline Project**

The Clothesline Project is a visual display that bears witness to violence against women. All who have been affected by sexual violence are invited to submit a shirt designed with a message or illustration.

### **Purple Thursdays**

This weekly campaign in October 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 are offered purple ribbons to show their support, and resources and information about Relationship Violence Awareness Month events are available in the Pryzbyla Center each Thursday.

### **Healthy Masculinity Awareness Month**

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.

### **Suit Up: A Healthy Relationships Dinner**

To recognize Healthy Masculinity Awareness Month in November, PEERS hosted the third annual Suit Up dinner. This formal dinner event explores the topics of authentic masculinity, vulnerability, and healthy relationships

### **This is Us**

PEERS hosted the second annual event with the support of national organization Men Can Stop Rape. This event featured student storytellers who spoke about their own experiences of masculinity and how it impacted relationships in their lives.

### **Healthy Relationships Awareness Month**

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 collaborate with PEERS to offer active events and educational campaigns throughout the month.

### **Can I Kiss You?**

For Healthy Relationships Awareness Month, renowned speaker Mike Domitrz addressed the Catholic University community with a powerful presentation that educates students about respect, healthy relationships, consent, how to support survivors of sexual violence and bystander intervention.

### **The Dating Game**

Campus Ministry invited students for their 3rd annual night focused on restoring the dating culture on our campus. Students have the opportunity to meet new people from across campus with the hope of finding a new friend, future roommate, or perhaps even a date. PEERS supported the event during the intermissions to facilitate conversation regarding the signs of healthy and unhealthy relationships.

### **Dressed Up: A Healthy Relationships Dinner**

During Women's History Month, PEERS hosted a formal dinner event that explored the topics of courageous womanhood and healthy relationships. This event, designed to mirror "Suit Up" offered to men in the fall semester, included a panel discussion, open dialogue, dinner and dessert.

### **Sexual Assault Awareness Month**

The University recognizes Sexual Assault Awareness Month, with the aim of raising awareness about sexual violence and educating the community on our prevention efforts.

### **Vision Wall**

Imagine a world without sexual violence. What's different? Students were invited to share their responses to this question at this interactive tabling event and display all week.

### **Take Back the Night**

The 6th 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.

### **Shatter the Silence**

The Counseling Center and PEERS collaborated to create a safe and open dialogue about building a culture of empowerment.

### **Denim Day**

On April 25, 2019, all members of the campus community were invited to wear denim to raise awareness against destructive attitudes about sexual assault.



## **New Events and Workshops in 2018-19**

### **Oh Snap! The Haunting Impact of Social Media Posts**

This workshop examined the social and psychological effects of social media, the legal ramifications of social media posts, how University Title IX procedures and social media interact, and the best practices for using social media as a college student and future professional. Over 50 students engaged with professionals from the Center for Academic and Career Success, Student Conduct and Ethical Development, Office of General Counsel, and the Title IX Coordinator.

### **New Rules**

This event explored the roles of music and music videos in perpetuating the culture around sexual violence and relationship violence. It brought 40 students together to discuss the messages media and the music industry share about relationships and brainstorm strategies for living counter-culturally.

### **Viewing of “The Dating Project” Film**

PEERS hosted a viewing of a limited release film that follows five single people as they navigate the world of social media, texting and dating. The PEERS engaged students who viewed the film in a guided discussion.

### **4Real Talk: STIs and Infertility**

This pilot program was launched in which a panel of professionals from Student Health Services and Campus Ministry presented on the long-term health and fertility impacts of STIs. Students could send anonymous questions to the panel. Two separate pilot programs were delivered, one to nursing students and the other to Resident Assistants.

### **What Were You Wearing?**

This gallery was adapted from Kansas University and it challenges the idea that the blame for sexual violence lies in the clothing someone wears. Outfits worn by survivors of sexual assault were displayed in the Center for Cultural Engagement along with resources. Descriptions of the outfits were displayed in English, Spanish, French, and the Department of Modern Languages was invited to view the gallery along with the entire campus 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



Office of Equal Opportunity  
620 Michigan Ave., N.E.  
Washington, DC 20064

202-319-6594 • 202-319-4492 (Fax)

[www.catholic.edu](http://www.catholic.edu)