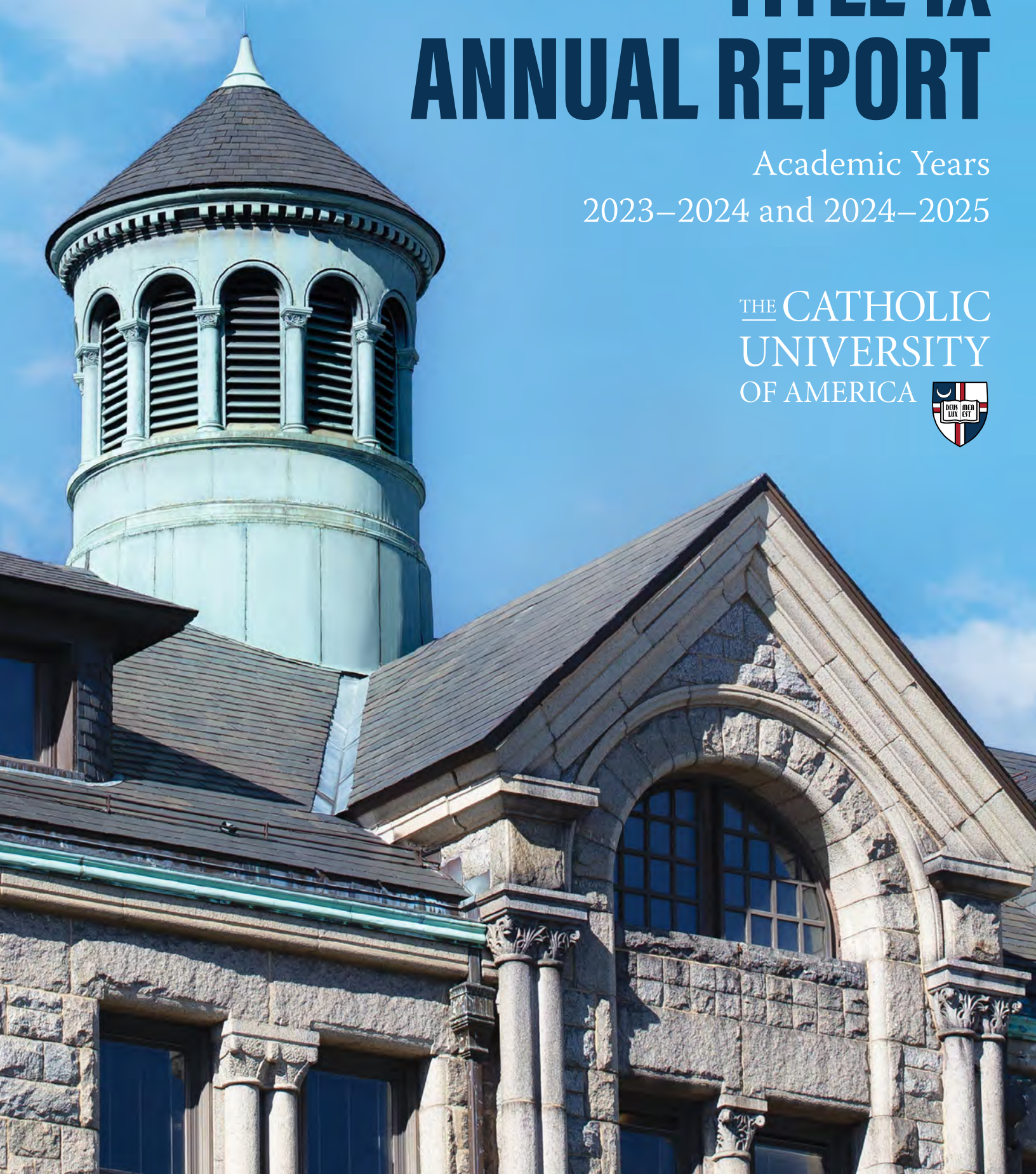


TITLE IX ANNUAL REPORT

Academic Years
2023–2024 and 2024–2025

THE CATHOLIC
UNIVERSITY
OF AMERICA





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.

The University is required to offer support services to all parties, including those accused of sexual misconduct, and no discipline is imposed without a finding of a violation. 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**: title9.catholic.edu. This site includes information on our policies and procedures, how to report a violation, and the support services we offer. Our **complaint reporting site** (catholic.edu/about/report-misconduct) 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, it is imperative that each of us becomes engaged and informed about these issues, and helps 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 ensure compliance with applicable law. The committee meets on a regular basis, and welcomes proposed agenda topics from 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 Policy** and **Title IX Grievance Procedures** in 2025, the **Sexual Offenses Policy (Students)** in 2022, and the **Grievance Procedures for Non-Title IX 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

Kirk McLean

Associate Vice President for Public Safety and Emergency Management

Jonathan Sawyer

Vice Provost for Student Affairs and Dean of Students

Kim Gregory

Associate Director,
Department of Public Safety

Lou Mejia

Director of Compliance
and Title IX Coordinator

Lydia Woods

Associate General Counsel

DEPUTY TITLE IX COORDINATORS

Our Deputy Title IX coordinators assist individuals seeking help in the event of a report of alleged sexual misconduct, offer guidance regarding our policies and procedures, explain our grievance procedures, and assist individuals with support services. Individuals continue to receive this assistance whether or not they file a formal complaint. 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 of these issues. 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, 2021, and 2025. The University's most recent survey was conducted by Grand River Solutions. The response rates for the surveys were similar to other institutions that use campus climate surveys.

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 2025 survey was completed by 171 students: 63% of the students were women; 37% were men; all class years were represented; and 36% of those who responded were student-athletes. A majority of participants:

- Feel safe and protected,
- Have learned about sexual misconduct through classes or trainings,
- Know where to get help, and
- Believe the University is doing a good job of preventing and responding to sexual misconduct.

Students expressed a high degree of confidence in the University in the event they experienced sexual misconduct. Students believed that their privacy and safety would be protected (91% and 82%, respectively), and 84% believed that their case would be taken seriously. Another encouraging sign from the survey was the high percentage of students who said they intervened to assist fellow students after witnessing sexual misconduct, a measure of the positive impact of bystander training conducted by the Dean of Students.

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

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.

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.

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.

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.

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



PEER EDUCATORS EMPOWERING RESPECTFUL STUDENTS (PEERS)

Approximately 20 students are selected annually to serve as peer educators. In this capacity, they receive over 16 hours of training, including fall training, a mid-year retreat, and supplementary training throughout the year. During the 2024–2025 academic year, the members of PEERS and the associate dean of students, in collaboration with other departments and organizations on campus, delivered 71 programs and initiatives to educate students on sexual assault and violence education, healthy relationships, and bystander intervention. Of these 71 programs, 14 were new initiatives, developed and delivered in the 2024–2025 academic year; over 1,300 students were reached through these programs and initiatives. PEERS posted 124 Instagram posts/stories and 1 Instagram reel; total engagement for the year was 43,950. The most effective post received over 2,400 engagements.

Highlights of prevention efforts:

- PEERS maintains a collaborative relationship with the Student Government Association Title IX Task Force; both groups collaborated on projects throughout the academic year, including advertising for the campus-wide Title IX Student Experience Survey and tabling for other educational initiatives and wellness fairs.
- PEERS, in collaboration with the Office of Residence Life, hosted at least 1 program or educational campaign in each of the five residential neighborhoods over the academic year. These programs ranged from active presentations and resource handouts to workshops within residential halls. Some of the key programs included a presentation in Opus Hall with fatal vision goggles and education on the dangers of binge drinking, as well as a presentation with resources in Centennial Village on healthy relationships and boundary setting.
- Medical Amnesty door hangers were created and distributed to students living in residence halls with Good Samaritan/Medical Amnesty Program information. Over 900 door hangers were placed on exterior apartment/suite doors.
- New Sexual Violence Booklets and Bystander Brochures were distributed to all students living in the residence halls and to all first-year students in their Orientation bags. Offices around campus, including the Office of Residence Life, the Office of the Dean of Students, the Counseling Center, the Department of Public Safety, and Campus Ministry, also received these booklets. Over 4,500 booklets and brochures were distributed.
- As part of an educational initiative in collaboration with the Office of Residence Life, PEERS distributed a Sexual Assault and Violence Resource magnet or sticker to all students living in the residence halls when they arrived on campus. A new sticker design was created and used in Opus Hall. Approximately 2,000 magnets/stickers were delivered to residents.
- Wellness Bulletin Boards, which included campus resources such as the Counseling Center, Student Health Services, Office of the Dean of Students, Campus Ministry, Disability Support Services, Title IX Coordinator, and the Department of Public Safety, were displayed in all the residence halls at the beginning of the academic year.
- PEERS introduced a new event, Stepping Up to the Plate. It was a collaboration with the Office of Campus Activities and the Catholic University football team. It was a presentation-based event with male student leaders discussing how men can help end sexual assault. There was a pilot program in the fall and the premier program in the spring. About 50 students came to the event, with around 1,500 students engaging through social media.
- PEERS, in collaboration with Student Health Services, developed the Healthy Relationship Fair, an event that examines different relationship dynamics and styles. This event helps participants explore boundaries in different types of relationships, as well as the traits of healthy vs. unhealthy relationships. Over 1,600 students engaged in social media education for this event.



WORKSHOPS (OFFERED BY PEERS)

WE ARE CALLED: BYSTANDER INTERVENTION TRAINING FOR STUDENT GROUPS AND RESIDENTIAL STUDENTS

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 AND SOCIAL MEDIA WORKSHOP

One Love Foundation's Behind the Post is a poignant 60-minute workshop that takes students through 10 brief clips that demonstrate 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.

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 this, students are given the opportunity to practice intervention skills related to unhealthy relationships in real time. Resources and supports on campuses 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 short "couplet" videos from One Love and engage in a discussion that empowers participants to recognize the signs of unhealthy behaviors in relationships.

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 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

SELF-CARE AND SUICIDE PREVENTION MONTH (SEPTEMBER)

During Self-Care and Suicide Prevention Month, PEERS worked to shift public perception, spread hope, and share vital information with people affected by suicide. PEERS engaged the campus community through a social media campaign and weekly tabling in the Pryzbyla Center. The social media engagement for the month was over 3,500.

WELLNESS FAIR (SEPTEMBER)

This is an annual fair that includes educational materials and self-care activities. It includes booths for each area of Cardinal Wellness, including vocational, environmental, physical, emotional, spiritual, cultural, social, and intellectual wellness. It is a collaborative effort between PEERS, the Office of Student Life, Campus Ministry, the Counseling Center, the Center for Cultural Engagement, the Center for Academic and Career Success, the Department of Public Safety, Program Board, Dining Services, the Kane Fitness Center, and the Student Government Association. Approximately 150 students attended, and more than 1,000 people engaged on social media.

SELF DEFENSE DEMONSTRATION (SEPTEMBER)

PEERS members participated in a self-defense demonstration coordinated by the Department of Public Safety. Throughout the remainder of the academic year, PEERS promoted the demonstrations through social media campaigns and during their weekly tabling in the Pryzbyla Center.



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. PEERS engaged the campus community through a social media campaign and tabling in front of the Pryzbyla Center. Social media for the month had a total of 1,210 engagements.

THE CLOTHESLINE PROJECT (OCTOBER AND APRIL)

The Clothesline Project was hosted in the Pryzbyla Center once a semester both in the fall and spring. This visual display bears witness to anyone impacted by sexual violence. There was weekly tabling throughout October and April that allowed survivors and supporters alike to write words of encouragement or hope to spread awareness. Approximately 500 people engaged on social media.

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.



TEA AND TOTE BAGS (OCTOBER)

This was an interactive and educational event focused on the topic of consent. The presentation discussed consent as if it were offering someone a cup of tea, which enabled real conversations about consent in different types of relationships, whether they be romantic or friendships. The event included tote bag painting, tea, and snacks. Social media engagement was 2,403.

GHOSTING BAD VIBES (OCTOBER)

This was a Halloween-themed event aimed at education about ghosting and knowing what you want in a relationship. There was a presentation as well as pumpkin painting; the colors of paint used on a pumpkin could correlate to traits you were looking for in a significant other. Approximately 35 students came to the event, and social media engagement for the event was 1,972.

HALLOWEEN SAFETY CAMPAIGN (OCTOBER)

In collaboration with the Hall Security Assistant Programs, PEERS and hall safety assistants handed out snacks in each residence hall with information attached about safe drinking during Halloween. This information was also given to students at the Metro stop by the Department of Public Safety and PEERS. Alcohol is a risk factor for sexual violence, and during Halloween weekend, it is important to give potentially vulnerable students this information to stay safe.

"SANE" PRESENTATION (NOVEMBER)

PEERS, nursing students, and social work students attended a presentation by a Sexual Assault Nurse Examiner (SANE) from DC Forensic Nurse Examiners, 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)

During November the focus of programs and educational campaigns was on celebrating 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. Social media posts for the month got 681 total engagements.

BLANKET MAKING EVENT FOR DOMESTIC VIOLENCE SHELTER (NOVEMBER)

This blanket making event enabled blankets to be delivered to the Heartly House, a shelter for domestic violence survivors. Approximately 30 students participated, and engagement on social media was 581.

SUIT UP (NOVEMBER)

During Healthy Masculinity Awareness Month, PEERS hosted a formal dinner event that explored the topics of healthy masculinity and building other men up in all facets of life. This event, designed to mirror Dressed Up, offered to women in the spring semester, includes a panel discussion, open dialogue, dinner, and dessert.

MENTAL HEALTH AWARENESS MONTH (JANUARY)

During January, PEERS provided accessible resources to students and spread awareness about mental health to help dismantle common myths. Efforts included weekly tabling and educational social media posts. The total engagement for the month was 623.

HEALTHY RELATIONSHIPS AWARENESS MONTH (FEBRUARY)

February 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. The social media engagement was 3,063 for the month's posts.

HEALTHY RELATIONSHIPS VALENTINE'S DAY POP-UP (FEBRUARY)

More than 50 students stopped by the PEERS table in the Przybyla Center to pick up a Valentine's Day LEGO flower and learn about the five different love languages. Online engagement reached 500.

WOMEN'S HISTORY MONTH (MARCH)

During Women's History Month, PEERS hosted: weekly tabling; a social media campaign that educated students about women in academics, the arts, and sports; and Dressed Up, a formal dinner event that explored the topics of empowered womanhood and building other women up in all facets of life. This event, designed to mirror the Suit Up event offered to men in the fall semester, included a panel discussion, open dialogue, dinner, and dessert.

FRESH CHECK DAY (APRIL)

This signature event of the Jordan Porco Foundation educated students about mental health resources and coping strategies. PEERS hosted the event in collaboration with eight campus departments and student organizations, including Campus Ministry, the Counseling Center, the Office of Residence Life, the Center for Cultural Engagement, the Kane Fitness Center, Student Government Association, and Program Board. PEERS engaged students at the Rise Up"booth, which raised awareness for sexual violence and demonstrated support for survivors in our community, as well as at the Know Your Limit booth, which raised awareness for safe alcohol consumption and standard drink portions.



SEXUAL ASSAULT AWARENESS MONTH (APRIL)

The University recognized Sexual Assault Awareness Month, aiming to raise awareness about sexual violence, educate the community about campus prevention efforts, and eliminate sexual violence. Social media engagement for the month's posts was 3,142.

TEAL TUESDAYS (APRIL)

During the month of April, PEERS hosted this campaign, encouraging all members of the Catholic University community to stand in solidarity with survivors of sexual violence, nationwide. Each Tuesday, faculty, staff, and students were offered teal ribbons to show their support of survivors, and resources and information about Sexual Assault Awareness Month events were available in the Pryzbyla Center.

EMPOWERMENT YOGA (APRIL)

In this collaboration between PEERS and the Kane Fitness Center, a yoga instructor led the class through a series of poses for grounding and relaxation.

TAKE BACK THE NIGHT (APRIL)

The Annual Take Back the Night event was 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 about destructive attitudes regarding sexual assault.

BREAKING BARRIERS (APRIL)

A collaboration with the Cultural Center of Engagement and PEERS, this program highlighted how culture and identity can create barriers for reporting sexual assault and how to overcome them. Approximately 20 students attended.



Peter K. Kilpatrick



Robert J. Neal

A MESSAGE FROM PRESIDENT KILPATRICK AND CHAIRMAN ROBERT J. NEAL

The Catholic University of America is committed to providing a safe and hospitable environment in which all members of our community can work and study.

The University's Title IX program raises awareness of behaviors that are incompatible with our academic mission and Catholic teachings, including unlawful sex discrimination and sexual misconduct. We also provide resources and support should any member of the University community witness or encounter these types of prohibited behavior.

All reports of sexual misconduct are taken seriously, and our investigation and resolution process is expeditious and fair to all parties. When a finding of a violation occurs, discipline is swiftly imposed, whether the violator is a student, faculty member, or employee.

Thank you for your attention to our Annual Title IX Report and for your commitment to creating a culture of care for all members of our community.

Sincerely,

Peter K. Kilpatrick

President

Robert J. Neal

Chairman of the Board of Trustees

THE CATHOLIC
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and Title IX Coordinator**

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