



# **Title IX Annual Report**

Academic Year 2020-2021

Prepared by:

Dan Fotoples, J.D., M.A.

Title IX Coordinator

## 2020-21 Overview

The academic year 2020-21 saw the university undergo significant transitions on a variety of fronts in response to challenges with complex answers. Fortunately, under the leadership of the Vice President for Diversity, Equity and Inclusion, the Title IX Office was able to continue pursuing its mission to build a more welcoming and equitable space for all members of the community. Successful initiatives in the 2020-21 academic year included:

- Conducting a successful search for a new Title IX Coordinator. Dan Fotoples '10, J.D., M.A. (he|him) started in the role on March 18, 2021;
- Implementing policies reflecting new Department of Education regulations governing Title IX and related processes, published in August 2020;
- Preparing to make additional changes due to anticipated Department of Education regulations and revised guidance;
- Collaborating on climate survey efforts, receiving over 1,400 responses from students, faculty, and staff and resulting in new data to help make campus safer;
- Training additional JCU staff and faculty members to serve as members of the Complaint Review Panel, Investigators, and Process Advisors;
- Training new staff and faculty to be Responsible Employees utilizing a custom-built course in Canvas;
- Developing new recordkeeping protocols, including starting the process to move Title IX into the Maxient management system;
- Facilitating online violence prevention training for student-athletes in partnership with Student Health & Wellness;
- Leveraging new technology to complete investigative interviews and hearings remotely.

The Title IX Office will continue to seek out ways in which it can build on past practice and leverage new opportunities to move the University forward towards sex and gender equity.

**Dan Fotoples, J.D., M.A.**

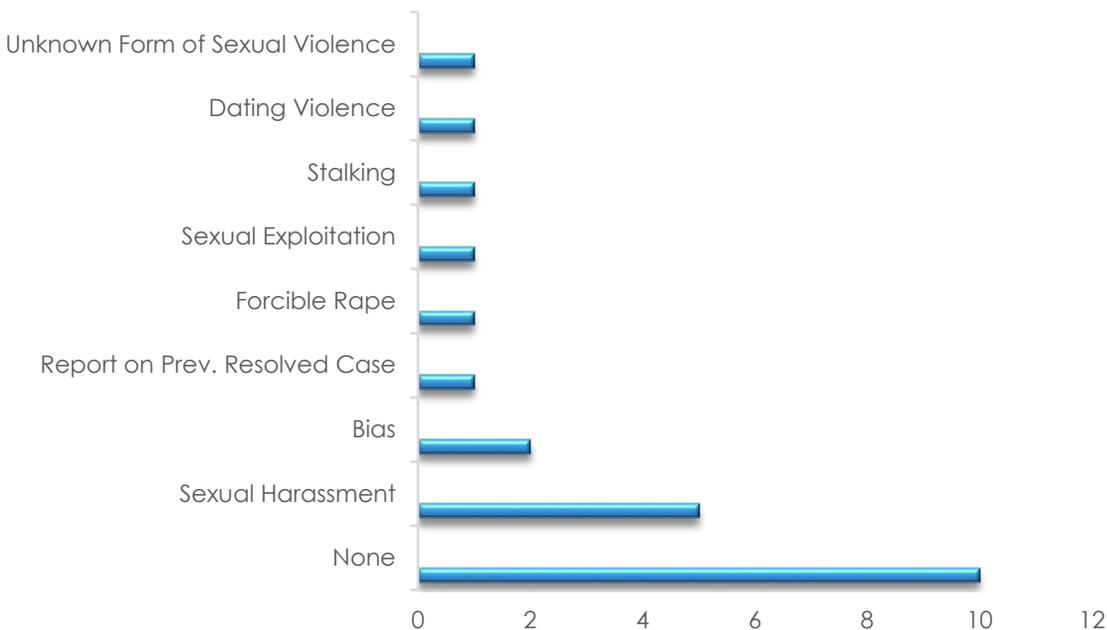
Title IX Coordinator

## Reports to Title IX

23 distinct concerns<sup>1</sup> were reported to the Title IX Office during the 2020-21 academic year (June 1 – May 31). Direct comparisons to previous years are challenging due to the Covid-19 pandemic impacting on-campus residency, and student interactions with other students, faculty, and staff. In past years, most reporting tends to occur in the fall term; however, in the 2020-21 academic year, the university was fully remote during the fall term. Moreover, student reporting options have changed, most notably because of the elimination of the Violence Prevention and Action Center. Therefore, actionable takeaways from this year's data may be limited.

- 52% were filed by third-party reporters (e.g. mandatory reporters, friends, teammates)
- The overwhelming majority of reported concerns involved undergraduate students as the party impacted by the reported violation, with those alleged to have violated policies were more spread out among different campus constituencies.
- Reporting peaked at the end of the year as community members returned to campus.
- Most outcomes involved resources, referral, or no action, consistent with previous years.

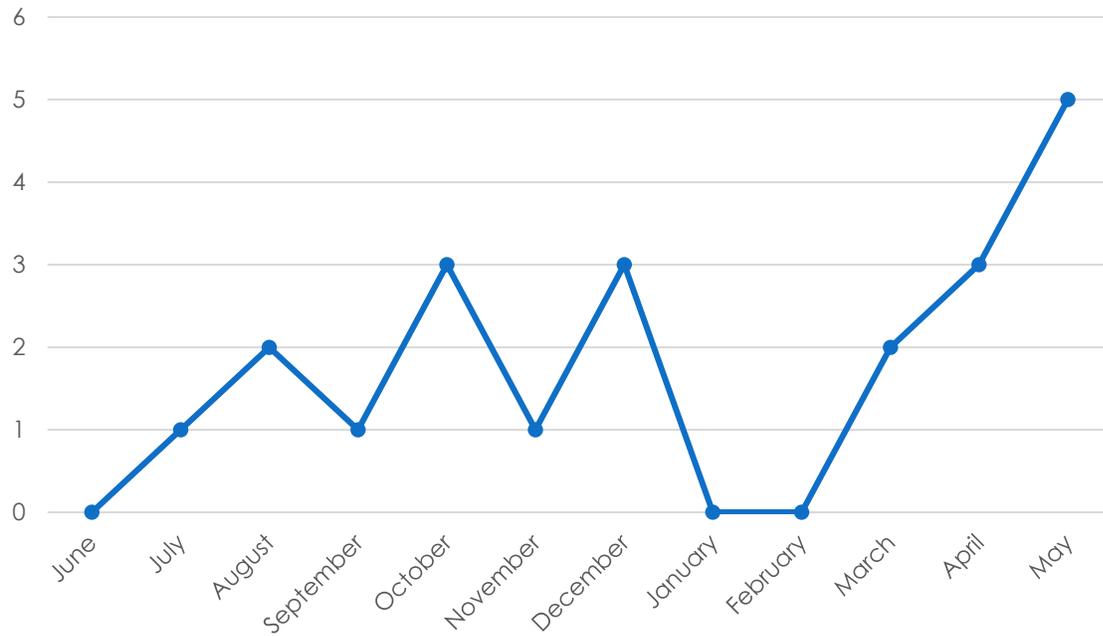
### Policies Implicated in Reports to Title IX<sup>2</sup>



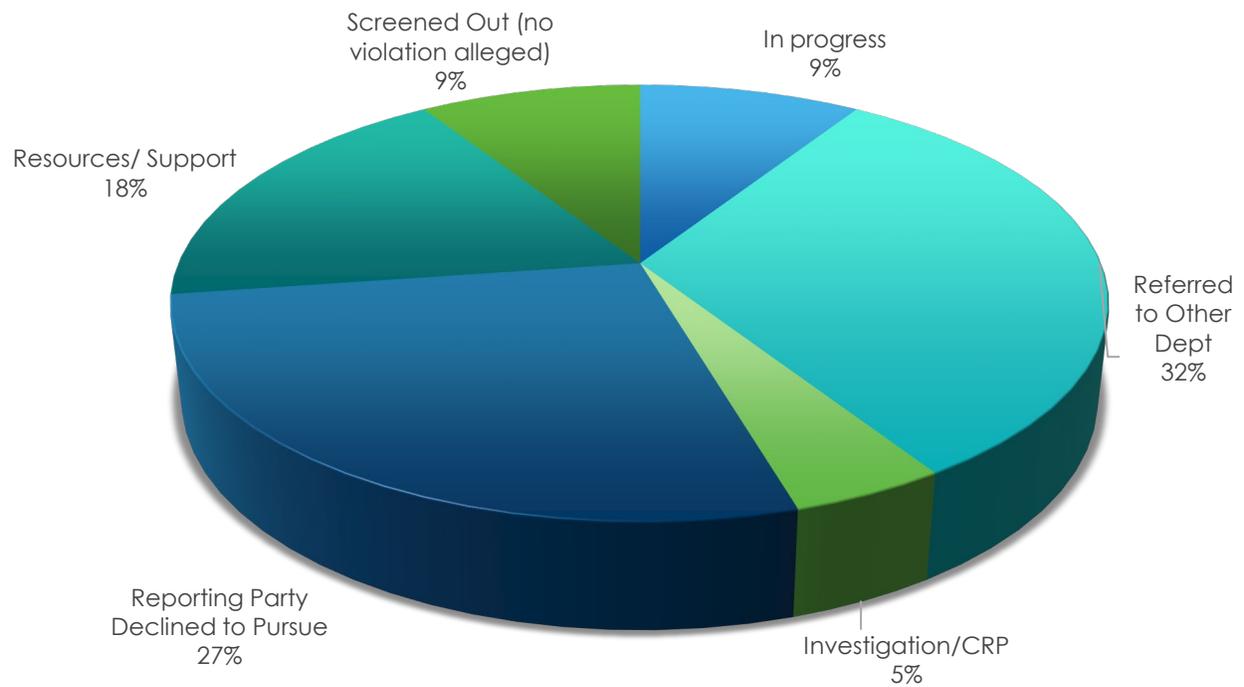
<sup>1</sup> An additional concern was submitted after the creation of this report, bringing the total to 24.

<sup>2</sup> Each reported concern to the Title IX Office may implicate multiple policies.

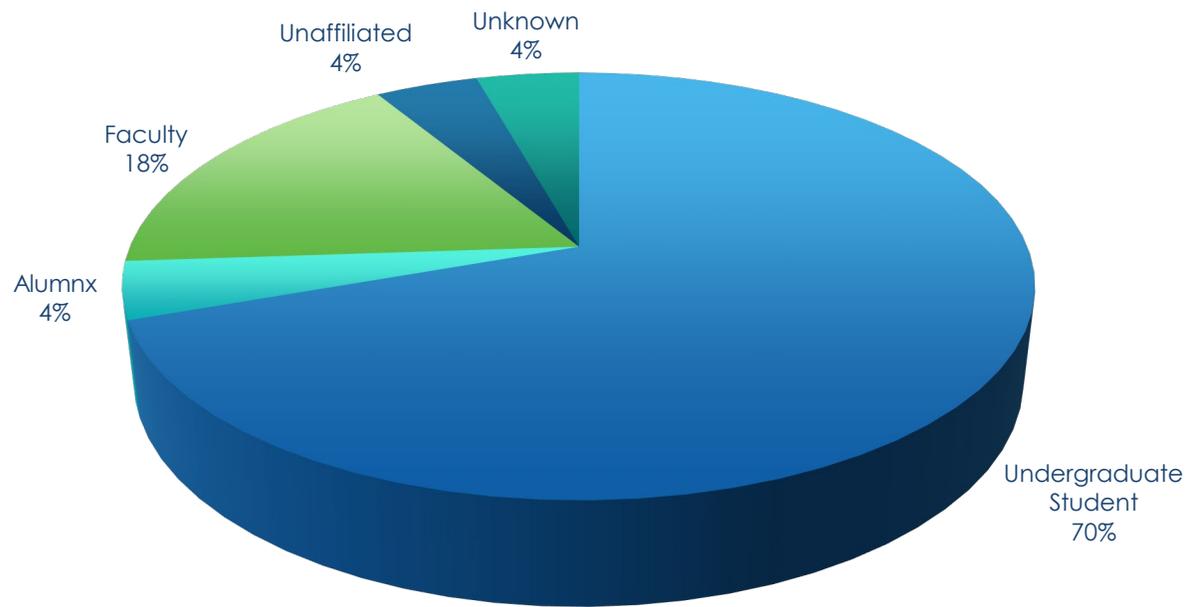
## Reports by Month



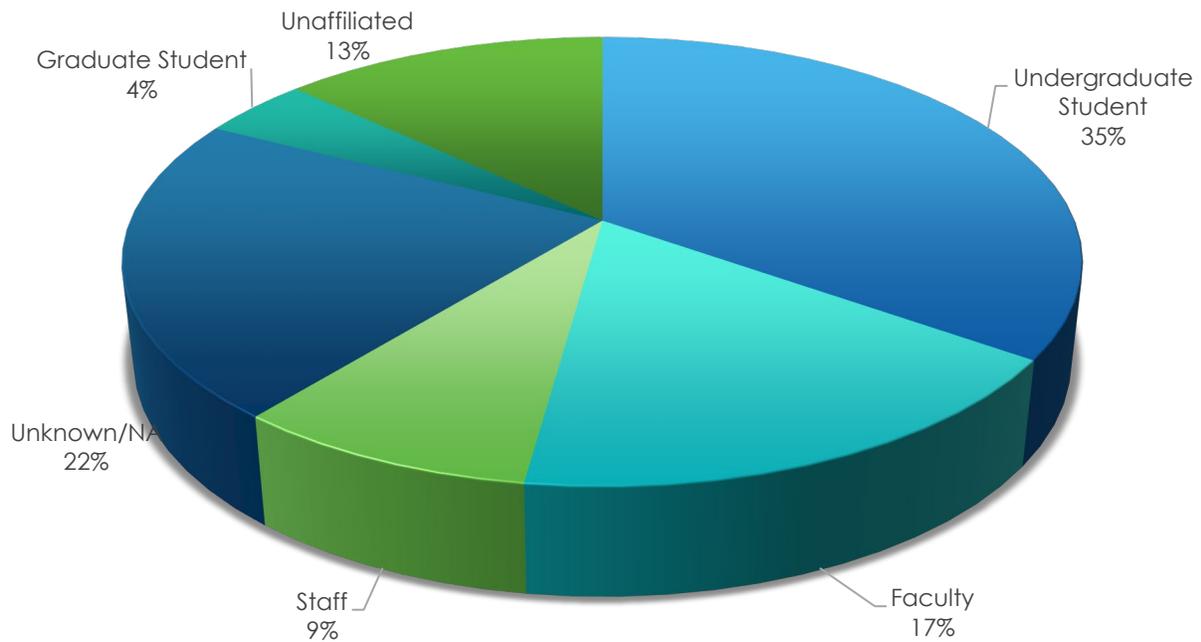
## Report Outcomes



## Reporting Party Affiliation



## Responding Party Affiliation



## Campus Climate Survey

John Carroll University distributed a biannual campus climate survey in partnership with the State of Ohio's Changing Campus Culture initiative.<sup>3</sup> Data from this past year's climate survey was compared against climate survey data from 2018, providing useful insight into shifting campus culture regarding issues of sexual misconduct.

The vendor of the climate survey offered consulting sessions, creating an opportunity to do a deeper dive into the data and its meaning for our campus. The data has some caveats, such as possible oversampling of athletes and fraternity/sorority members. The data also has some limitations, since Covid disrupted the on-campus experience for first- and second-year students, possibly impacting some of their perceptions regarding sexual misconduct. However, the vendor applauded our data collection, emphasizing the "massive amounts of data" we were able to collect, providing "really good data" and a "really good picture."

Some notable takeaways include:

- Significantly more students and employees participated in our surveys in 2021. Response rates for both groups surpassed the 30% response rate goal. The 2021 samples were also more gender diverse than in the past.
- More students had the opportunity to complete sexual misconduct prevention training in 2021 compared to 2018, contributing to significant knowledge increases and greater involvements in prevention efforts.
- Students and employees reported greater awareness of our campus-wide communication related to Sexual Harassment and Interpersonal Violence policies.
- Students reported greater confidence in our official response to sexual misconduct.
- Social norms against sexual misconduct and in support of survivors are getting stronger, reflecting significant increases on various indicators related to shared respect and mutual responsibility to make campus safer.

The report also contained opportunities for growth, many of which will be a focus for the upcoming year:

- While more students and employees receive training, not all find it to be useful, creating an opportunity to make training more relevant to a various of stakeholders or audiences.
- Finding new ways to support those who have experienced sexual misconduct and build trust to increase reporting rates and satisfaction with reporting and response procedures.
- Leverage success regarding messaging around shared respect, mutual responsibility, and positive social norming.

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<sup>3</sup> At the writing of this report, the Changing Campus Culture annual report had not yet been completed, so information regarding John Carroll University's performance on CCC recommendations is not available.

## Contact Title IX

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Title IX Website: [Click here.](#)

Report Sexual Harassment & Interpersonal Violence: [Click here.](#)

Interim Sexual Harassment & Interpersonal Violence Policy (2020-21): [Click here.](#)

Interim Sexual Harassment & Interpersonal Violence Resolution Process & Title IX Sexual Harassment Grievance Process (2020-21): [Click here.](#)

Resources for Safety and Support: [Click here.](#)