

STETSON UNIVERSITY

Office of Title IX

ACADEMIC YEAR 2020-2021

TITLE IX OFFICE

ANNUAL REPORT

SEPTEMBER 2021

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Stetson University Title IX Office Annual Report

Executive Summary

At Stetson University, we believe every student and employee has the right to learn and work in an environment free from gender bias, sexual discrimination, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. We also promote a culture of consent and positive relationships, free of exploitation, coercion, or abuse. Using the Federal protections and requirement of Title IX of the Civil Rights Act of 1964, Stetson addresses this commitment through the Gender-Based Misconduct Policy and the Office of Title IX.

The University focuses on implementing strategies and systems to appropriately address reports of policy violation as well as prevention and education strategies related to consent, positive relationships, and all forms of gender-based harassment. Throughout the academic year, the Title IX Team (see Member chart below) addresses reports provided by students, faculty, and staff. Issues and concerns related to Title IX at Stetson are shared with the Title IX Steering Team, made up of the Executive Vice President and Provost, Dean of the College of Law, Executive Vice President and CFO, Vice President of Campus Life and Student Success, and the Dean of Students. The Steering Team meets six times each Academic Year and is responsible for approving policy, training for staff and faculty, and addressing concerns about trends seen in reporting.

At Stetson University, Title IX violations fall under the Gender-Based Misconduct Policy. This policy addresses all form of gender-based or sex-based harassment, including verbal harassment, harassment by electronic means, sexual exploitation, sexual assault, domestic violence, dating violence, and stalking. It includes discrimination based on sex or gender (including pregnancy), gender identity or perceived gender identity, gender expression, and sexual orientation or perceived sexual orientation. The Title IX Office tracks and addresses situations on a case-by-case basis, depending upon the unique information provided by the reporting individual or complainant and whether the person who has been harmed desires a University response. Some behaviors that do not meet the federal definition for Title IX are addressed through the Sexual Harassment Policy.

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Title IX Office Team Members

<u>Institutional</u>	
Lyda Costello Kiser Scott Kern	Executive Director and Title IX Coordinator Assistant Director and Title IX Investigator
<u>DeLand Campus</u>	
Barbs Hawkins Alicia Queally Drew Macan	Deputy Title IX Coordinator (Students) Deputy Title IX Coordinator (Athletics) Deputy Title IX Coordinator (Employees)
<u>College of Law</u>	
JoCynda Hudson Pam Skoularakos	Deputy Title IX Coordinator (Students) Deputy Title IX Coordinator (Employees)
<u>Title IX Steering Team</u>	
Noel Painter Robert Huth Michèle Alexandre Lynn Schoenberg Drew Macan Alicia Queally Pam Skoularakos JoCynda Hudson	EVP and Provost VP of Finance Dean, College of Law Interim VP of CLaSS and Dean of Students AVP of HR Assistant Director of Athletics Director of HR, College of Law Associate Dean of Students, College of Law

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In addition to individual with Title IX duties found in their job descriptions, there are several members of faculty, staff, and administration at both DeLand and the College of Law that volunteer to assist with specific cases as an investigator, advisor, or hearing officer. These individuals receive mandatory training and serve as needed. For AY21, those individuals are:

Investigators

Zachary Beaver	Chris Chellberg	Chris Colwell
Savannah-Jane Griffin	Colin MacFarlane	Carolyn Nicholson
Mitchell Reddish	Leila Roach	Sven Smith
Carmen Johnson (COL)	Jenna Kelly (COL)	Mike Pridemore (COL)
Pam Skolarakos (COL)		

Advisors

Amber Finnicum-Simmons	Camille King	Craig Maddox
Will Miles	Pegjohnny Moses	Kathryn Pelham (COL)
John Riggs	Rajni Shankar-Brown	Kevin Winchell

Hearing Officers

James Beasley	Larry Correll-Hughes	Bonisha Townsend-Porter
Timothy Stiles	Kristin Davis (COL)	Lance Long (COL)
Teri Radwan (COL)	JoCynda Hudson (DeLand cases only)	Barbs Hawkins (COL Cases only)

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Reporting Sexual Misconduct

Individuals can report sexual misconduct, which includes, but is not limited to, sexual harassment, sexual exploitation, sexual violence, and sex-based discrimination in any of the following ways:

- **Online Incident Report**
 - Report It!
 - Available 24/7
 - Reporter may choose to remain anonymous.
 - A complaint of any nature can be filed in Report It!
 - EthicsPoint
 - Available 24/7
 - Reporter may choose to remain anonymous.
 - Only complaints only about Faculty/Staff members may be filed in EthicsPoint.
- **Contacting Public Safety** Available 24/7 Live assistance provided immediately by University employees.
 - Public Safety Office; Walk-in
 - Stetson Safety App
 - Telephone
 - 386-822-7300 (DeLand)
 - 727-343-1262 (College of Law)
- **Contacting a Title IX Team member directly** (during regular business hours):
 - Lyda Costello Kiser 386-822-7960 lkiser@stetson.edu
 - Scott Kern 386-822-7566 skern@stetson.edu
 - Barbs Hawkins 386-822-7205 (DeLand)
 - Drew Macan 386-822-7472 (DeLand)
 - Alicia Queally 386-738-6676 (DeLand)
 - JoCynda Hudson 727-562-7361 (College of Law)
 - Pam Skoularakos 727-562-7807 (College of Law)

Confidential Resources

Sexual Misconduct can be difficult to talk about. Stetson University has professional staff members available to listen and discuss such matters. Conversation with these pastoral counselors, professional counselors, and/or medical practitioners are protected as confidential* (within the limits of a professional license, and as described below); they will not report/disclose any personal, identifying details shared with them. Stetson's Confidential Resources include counselors employed by the Stetson University Student Counseling Services, medical

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practitioners serving at Stetson University Health Services office, and the Chaplains in the Office of Religious and Spiritual Life.

*Exceptions to maintaining confidentiality are generally set by law; for example, confidential resources may need to report certain incidents. The grounds for breaking confidentiality include suspected abuse/neglect of a child or a vulnerable adult; concern/threat of imminent harm to one's self or others; or based on a subpoena issued by criminal or civil courts.

DeLand Campus:

- **Stetson University Student Counseling Services** 386-822-8900
- **Crisis Counseling (evenings, weekends, and Stetson holidays)** 386-822-8740, select option 1
- **Religious and Spiritual Life** 386-822-7523
- **Stetson University Health Services** 386-822-8150

College of Law Campus:

- **College of Law Student Counseling Services** 727-562-7575

University employees:

- **The Employee Assistance Program** 800-272-7252
(username: STET, password: STET)

Academic Year 2020-2021 (AY21) Snapshot

AY21 refers to the time period from the beginning of fall semester 2020 to the end of summer semester 2021, which are between the following dates: August 1st, 2020 - July 31st, 2021.

During AY21, the University was required to bring policy and processes in line with the new Title IX Rule (“New Rule”) published by the United States Department of Education (USDOE), Office on Civil Rights (OCR). Adoption of policy and process revision compliant with the New Rule was finalized by August 14, 2020, as required by USDOE. This required significant changes in how Stetson manages Title IX complaints that go through the investigative process. The timing of the announcement and implementation required by the Federal government meant that there were limited opportunities to discuss these changes with faculty, students, and staff, many of whom were not available over the summer. However, the Title IX Office reached out to the Stetson community to share information and get feedback on policy changes and process issues. This included surveys, live information sessions, and an institution-wide virtual “Town Hall” to share information and respond to questions. As a result, additional individuals throughout the institution, specifically faculty members, were recruited and trained to take on advisor, investigator, and hearing officer roles.

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With the implementation of the New Rule, Stetson maintained its policy of allowing the complainant to determine the course of action. This includes:

- **Support only** – referral to Counseling Services, faculty emails, safety planning, addressing issues related to housing, work or class schedules, addressing concerns in activities, University No Contact Orders;
- **Informal Resolution** – facilitated meetings or discussions, agreed upon actions or behavioral expectations, restorative processes;
- **Formal Process** – formal investigation and hearing with cross-examination of the parties by advisors; sanctions can result.

The vast majority of reports fall into the first two categories, with most requesting support only. The Title IX Office offers the same support services to respondents in the process, and No Contact Orders at the University are always reciprocal. *Even when it is determined that a situation does not fall under the Gender-Based Misconduct Policy, support is always offered including referral to appropriate University and community-based resources.*

Because of the COVID-19 pandemic and the shift to virtual learning and socialization, along with limits on campus activities (including guests in dormitories, single-occupancy only rooms, no approved social activities until Spring 2021), there was a shift in reporting of incidents. There was an increase in reports of sexual harassment online, through video or photographic means, and stalking. Once the University moved to a less restrictive environment, several students came forward with reports from the previous semester and reports of rape/non-consensual sexual conduct. The University conducted one full hearing, following the new process required by the U.S. Department of Education, during AY 21. This hearing was conducted virtually in real time, included cross-examination by the advisors of the complainant and respondent, and utilized a secure platform where hearing officers, complainant, respondent, and witnesses were in separate physical locations.

Finally, the University received a US Department of Justice grant to create a coordinated response at the DeLand campus for sexual assault, domestic violence, dating violence, and stalking. By DOJ requirement, this program is not housed under Title IX but within Wellness and Recreation. However, the efforts of this program will assist the Title IX Office as it creates deeper relationships with community-based organizations and develops protocols to improve responses to incidents involving Stetson students and employees.

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Breakdown of All Reports by Primary Type of Misconduct

Type of Misconduct	Number of Incidents
Sexual Harassment (including assault)	
<i>Harassment</i>	10
<i>Exploitation</i>	5
<i>Coercion</i>	1
<i>Sexual Assault – unwanted touching</i>	0
<i>Sexual Assault - intercourse</i>	12
Total Sexual Harassment	28
Domestic or Dating Violence	
<i>Physical Violence</i>	1
<i>Non-physical</i>	8
Total Dating Violence	9
Stalking	
<i>In-person</i>	4
<i>Social Media</i>	1
<i>Text/phone</i>	2
Total Stalking	7

Breakdown of All Reports by Basis of Conduct/Harassment Comparison

In the table below you will find the number of reports broken down by basis of conduct/harassment. Each unique incident may include one or more factors as the basis of conduct/harassment.

	Fall 2020	Spring 2021	Summer 2021	AY 2021
<i>Harassment</i>	6	3	1	10
<i>Exploitation</i>	1	4	0	5
<i>Sexual Assault</i>	3	10	0	13
<i>Dating Violence</i>	5	3	1	9
<i>Stalking</i>	2	5	0	7
Total Type of Misconduct	17	22	1	44

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Breakdown of All Reports by Type of Misconduct | AY20 and AY21 Comparison

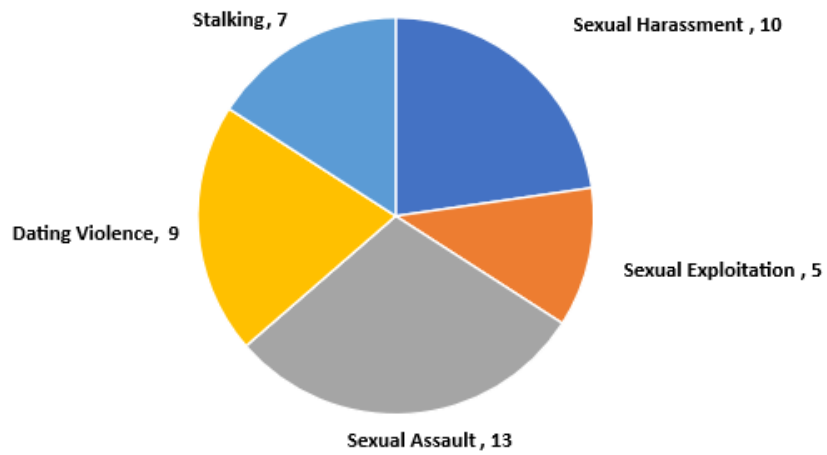
In the table below you will find the number of reports broken down by type of misconduct for Academic Year 2020 and Academic Year 2021. Each unique incident may include one or more factors as the basis of conduct/harassment.

	Fall 2019	Spring 2020	Summer 2020	AY 2020	Fall 2020	Spring 2021	Summer 2021	AY 2021
Harassment	6	11	2	19	6	3	1	10
Exploitation	0	2	1	3	1	4	0	5
Sexual Assault	12	6	2	20	3	10	0	13
Dating Violence	5	6	0	11	5	3	1	9
Stalking	4	4	1	9	2	5	0	7
Total Type of Misconduct	27	29	6	62	17	25	2	44

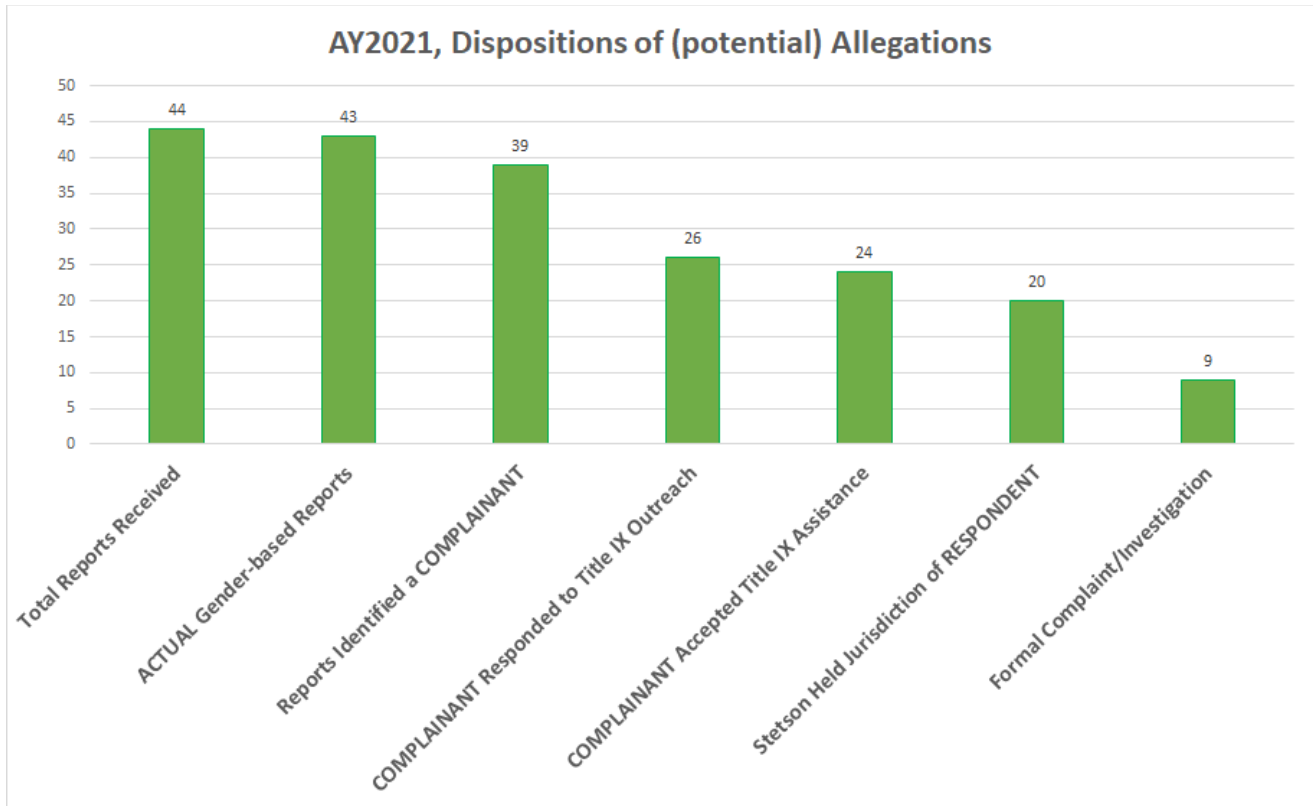
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AY2021 REPORTED GENDER -BASED MISCONDUCT BY TYPE



Disposition Breakdown of all AY21 Reports



Conclusions

As seen in the data provided, reports of violations of Stetson’s Gender-Based Misconduct Policy/Title IX were slightly less than previous years. This is attributed to the prevalence of online interactions in classes and activities, reduced social events held both on campus and in the community, and an overall lower number of students and employees present on campus.

Increases in reports occurred as the number of individuals present on campus increased from Fall to Spring semesters.

In the comparison with AY2020, the increase in the “exploitation” category is related to more reports related to video recordings or sharing of explicit images without permission. Other categories are similar to previous years. However, in the previous year more reports came in during the Fall semester while in AY2021 more violations were reported in Spring. This is directly related to both the smaller number of individuals on campus and COVID restrictions that limited visitors in dorms and social events. The numbers presented here are used to identify topics for Stetson’s community education efforts and guide prevention efforts.

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Additionally, Stetson’s practice of having the individual who has experienced harm (the Complainant) guide the University’s response results in a small percentage of reports going through the investigation and formal process. This means that more students receive supportive services, such as faculty emails and counseling, which Stetson recognizes as important to mitigating the negative educational effects of misconduct. This also results in the University community falsely believing “nothing was done” about a situation when, in fact, the University took the actions requested by the Complainant after they were presented with various options.