



**ACADEMIC YEAR 2022-2023**

**ANNUAL REPORT**

**September 2023**

# 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 Office of Title IX and the Gender-Based Misconduct Policy.

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 submitted 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 eight 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. All cases are considered private and covered by FERPA and personnel law, both of which prohibit sharing of processes and outcomes with the larger University Community. Behaviors that do not fall under Title IX jurisdiction or do not meet the “severe, pervasive and objectively offensive” (SPOO) standard are addressed through other employee policies, the College of Law Honor Code, and the Code of Community Standards.

Additionally, all full-time staff of the Office of Title IX receive extensive training related to their role and possess relevant certifications (listed at the end of this document). The Office of Title IX provides training opportunities to all personnel serving in Title IX roles in addition to University-wide employee trainings and trainings for all athletics teams per NCAA standards.

Finally, Title IX compliance also requires institutions to assist pregnant and parenting students with academic, housing, employment, and activity accommodation. To protect individual privacy, this report does not include information on the students assisted.

***Title IX Office Team Members (through 7/1/2023)***

<b><u>Institutional</u></b>	
<b>Lyda Costello Kiser</b>	Executive Director and Title IX Coordinator
<b>Stanley Stoy</b>	Assistant Director and Title IX Investigator
<b><u>DeLand Campus</u></b>	
<b>Barbs Hawkins</b>	Deputy Title IX Coordinator (Students)
<b>Alicia Queally</b>	Deputy Title IX Coordinator (Athletics)
<b>Graciela Dufour</b>	Deputy Title IX Coordinator (Employees)
<b><u>College of Law</u></b>	
<b>Latoya Edwards*</b>	Deputy Title IX Coordinator (Students)
<b>Pam Skoularakos</b>	Deputy Title IX Coordinator (Employees)
<b><u>Title IX Steering Team</u></b>	
<b>Noel Painter</b>	EVP and Provost (Replaced 7/1/23 by Elizabeth Skomp)
<b>Robert Huth</b>	VP of Finance (Replaced 6/1/23 by Jeremy DiGorio)
<b>Teri Radwan</b>	Interim Dean, College of Law (Replaced 7/1/23 by Ben Barras)
<b>John Downey</b>	VP of CLaSS
<b>Lynn Schoenberg</b>	AVP of CLaSS and Dean of Students AVP
<b>Graciela Dufour</b>	of HR
<b>Alicia Queally</b>	Deputy Athletic Director
<b>Pam Skoularakos</b>	Director of HR, College of Law
<b>Latoya Edwards</b>	Assistant Dean for Student Affairs, College of Law

\*=Start Date of August 9, 2023

In addition to individuals 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. The Office recruits those individuals to serve throughout the year. For AY 2023 those individuals are:

**Investigators**

Jim Beasley	Vi Bumgartner (COL)	Chris Chellberg
Mitchell Reddish	Sven Smith	Mike Pridemore (COL)
Pam Skolarakos (COL)	Akeem Todman*	

**Advisors**

Camille King	Will Miles	Kathryn Pelham (COL)
John Riggs	Rajni Shankar-Brown	Kevin Winchell

**Hearing Officers**

Jim Beasley	Larry Correll-Hughes	Kirstin Davis (COL)
James Kelly	Lance Long (COL)	Teri Radwan (COL)
Alicia Scott	Barbs Hawkins (COL Cases only)	

**Appellate Officers**

Larry Correll-Hughes	Theresa Radwan (COL)	Lynn Schoenberg
Robert Huth*	Elizabeth Skomp	John Downey

\*Denotes individuals who are no longer employed with Stetson

## 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 should 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](mailto:lkiser@stetson.edu)
  - Stanley Stoy                                      386-822-7566                      [sstoy@stetson.edu](mailto:sstoy@stetson.edu)
  - Barbs Hawkins                                      386-822-7205                      (DeLand)
  - Graciela Dufour                                      386-822-7472                      (DeLand)
  - Alicia Queally                                      386-738-6676                      (DeLand)
  - Latoya Edwards                                      727-562-7850                      (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 process experiences with or related to sexual misconduct. Stetson's Confidential Resources include counselors employed by the Stetson University Student Counseling Services, medical practitioners serving at Stetson University Health Service office, and the Chaplains in the Office of Religious and Spiritual Life. 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.

\*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 oneself or others; or based on a subpoena issued by criminal or civil courts.

### DeLand Campus:

<b>Stetson University Student Counseling Services</b>	386-822-8900
<b>Crisis Counseling (evenings/weekends/holidays)</b>	386-822-8740, select option 1
<b>Religious and Spiritual Life</b>	386-822-8706
<b>Stetson University Health Service</b>	386-822-8150

### College of Law Campus:

<b>College of Law Student Counseling Services</b>	727-562-7575
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### University employees:

<b><u>The Employee Assistance Program</u></b> (username: STET, password: STET)	800-272-7252
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## **Academic Year 2022-2023 (AY23) Snapshot**

*AY23 refers to the time period from the beginning of fall semester 2022 to the end of summer semester 2023, which are between the following dates: August 1<sup>st</sup>, 2022 - July 31<sup>st</sup>, 2023.*

During AY23, the University continued to ensure processes met the requirements of the US Department of Education (USDOE), Office on Civil Rights (OCR) and address relevant court case decisions and state law. In May 2023, the USDOE announced the release of the final new rule would occur in October 2023 with a 60-day implementation deadline. It is anticipated that policy changes will result from this new rule implementation process.

Stetson maintains its policy of allowing the complainant to determine the course of action in most instances. This includes:

- **Support only** – referral to Counseling Services, faculty emails, safety planning, addressing issues related to housing, work and/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.

Most reporting parties/complainants request either support only or an informal resolution option. 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.***

For AY 23, reporting incidents of sexual harassment, specifically nonconsensual touching and other sexual activity have remained steady from the previous academic year. The University continues to see reports of sexual harassment online, through video or photographic means (considered sexual exploitation under Stetson’s policy), and stalking. As in previous years, there were only a few reports from the College of Law requesting support only and one that requested implementation of a No Contact Order. The University conducted three full hearings following the process required by the U.S. DOE during AY 23. These hearings were 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, and respondent were in separate physical locations.

Finally, the University continues to use a US Department of Justice grant to improve 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. The efforts of this program continue to assist the Title IX Office in outreach and education and develops protocols to improve responses to incidents involving Stetson students and employees.

## Data on Reports and Case Dispositions

The Title IX Office maintains data on reports, processes, supports provided, and outcomes through the Maxient software. Most reports come through that system through ReportIt, but reports are also received through email, in-person meetings, and the University’s EthicsPoint program. Records are only stored in Maxient if a complainant or respondent is a student. Faculty and staff records in cases where a student is not a complainant or respondent are stored in a secure online location for both the Office of Title IX and the Office of Human Resources.

The two tables below provide the number of reports broken down by type of misconduct for Academic Year 2023, and a comparison of reports by semester for Academic Year 2023 and Academic Year 2022. This information is based on the initial report received. *Each unique report may include one or more factors as the basis of conduct/harassment.*

**Table 1**

Type of Misconduct	Number of Incidents Reported
<b>Sexual Harassment (including assault)</b>	
<i>Harassment</i>	38
<i>Exploitation</i>	14
<i>Coercion</i>	8
<i>Sexual Assault – unwanted touching</i>	8
<i>Sexual Assault - intercourse</i>	5
<b>Total Sexual Harassment</b>	<b>73</b>
<b>Domestic or Dating Violence</b>	
<i>Physical Violence</i>	5
<i>Non-physical</i>	3
<b>Total Dating Violence</b>	<b>8</b>
<b>Stalking</b>	
<i>In-person</i>	5
<i>Social Media</i>	4
<i>Text/phone</i>	4
<b>Total Stalking</b>	<b>13</b>

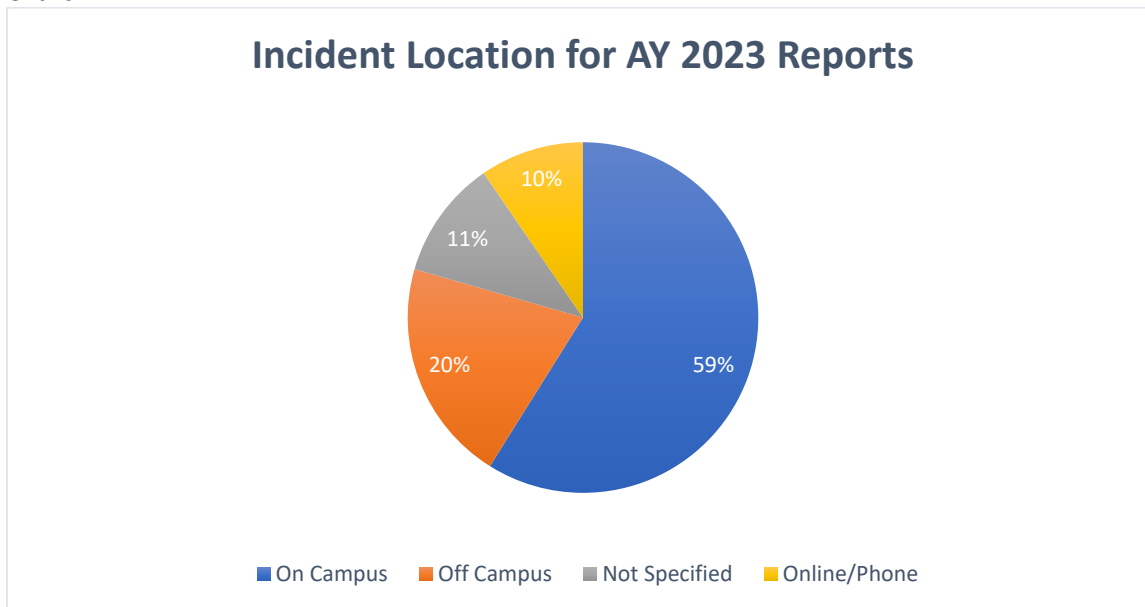


**Table 2**

	AY 2021	Fall 2022	Spring 2022	Summer 2022	AY 2022	Fall 2022	Spring 2023	Summer 2023	AY 2023
Harassment	10	7	10	2	19	18	17	2	38
Exploitation	5	3	3	0	6	7	6	1	14
Sexual Assault	13	5	10	0	15	10	11	0	21
Dating/Domestic Violence	9	5	8	0	13	5	3	0	8
Stalking	7	5	5	0	10	6	7	0	13
<b>Total Type of Misconduct</b>	<b>44</b>	<b>25</b>	<b>36</b>	<b>2</b>	<b>63</b>	<b>46</b>	<b>45</b>	<b>3</b>	<b>94</b>

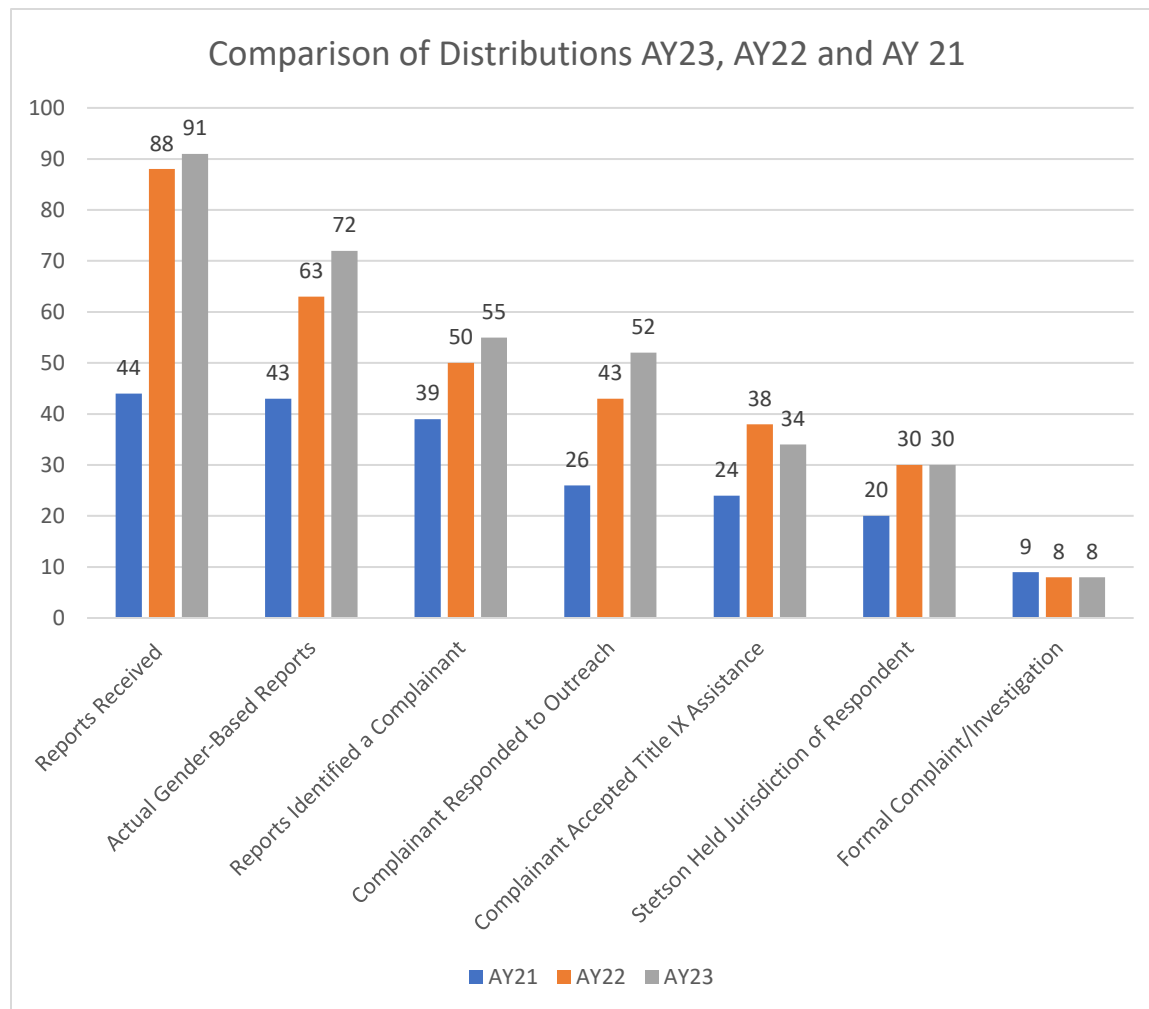
Of reported incidents identified as Gender-Based Misconduct, the majority occurred on campus. On-campus locations include residence halls, common areas/grounds, academic buildings, and athletics facilities. Chart 1 below identifies the breakdown of report by location of the incident.

**Chart 1**

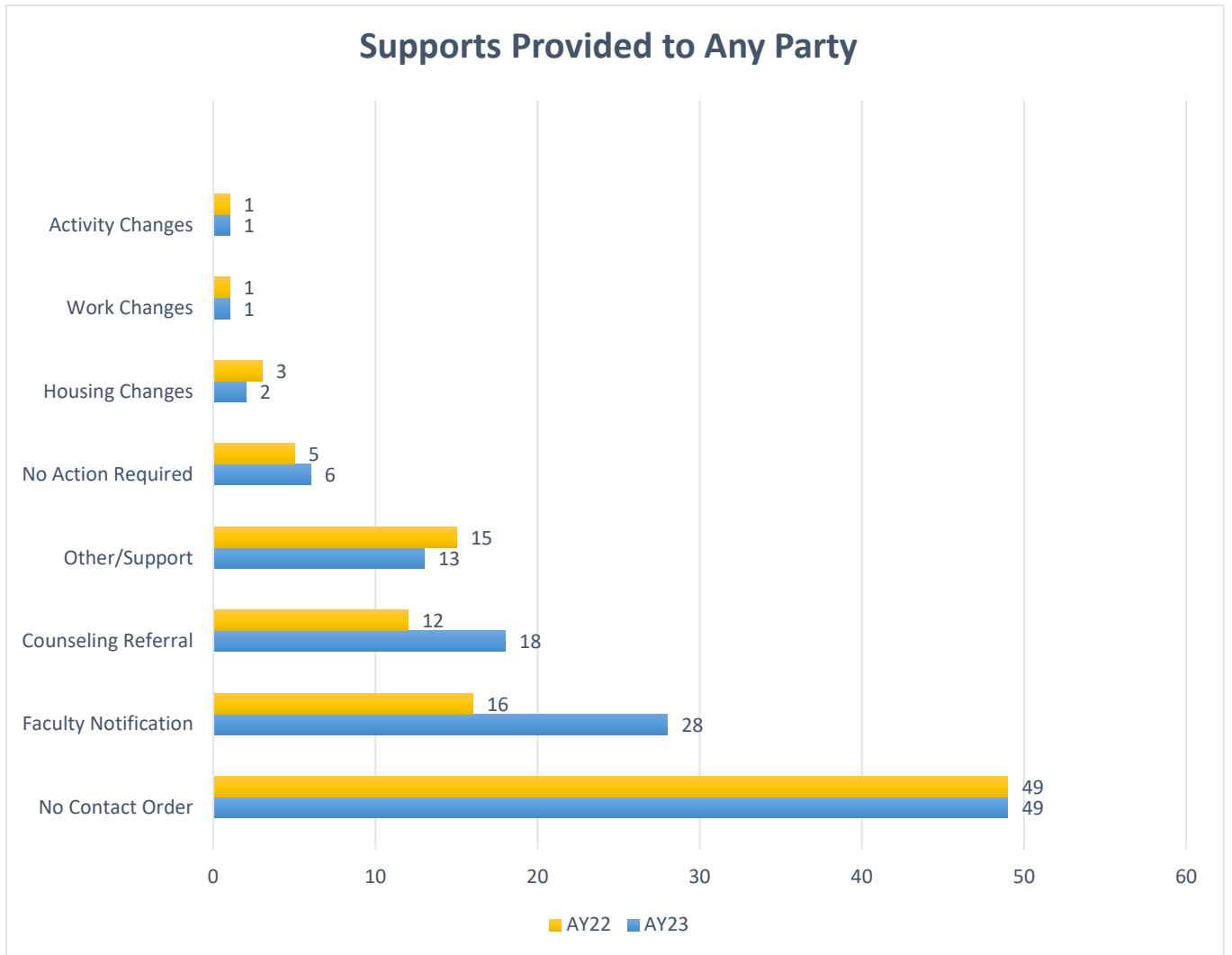


Reports are processed through a broad range of dispositions, per Stetson policy. Chart 2 below compares reports for AY 2023, AY 2022 and AY 2021 including how the reports were processed by the Title IX Office. Chart 3 identifies the types of supports provided to Complainants and Respondents during AY 2022 and AY 2023.

**Chart 2**

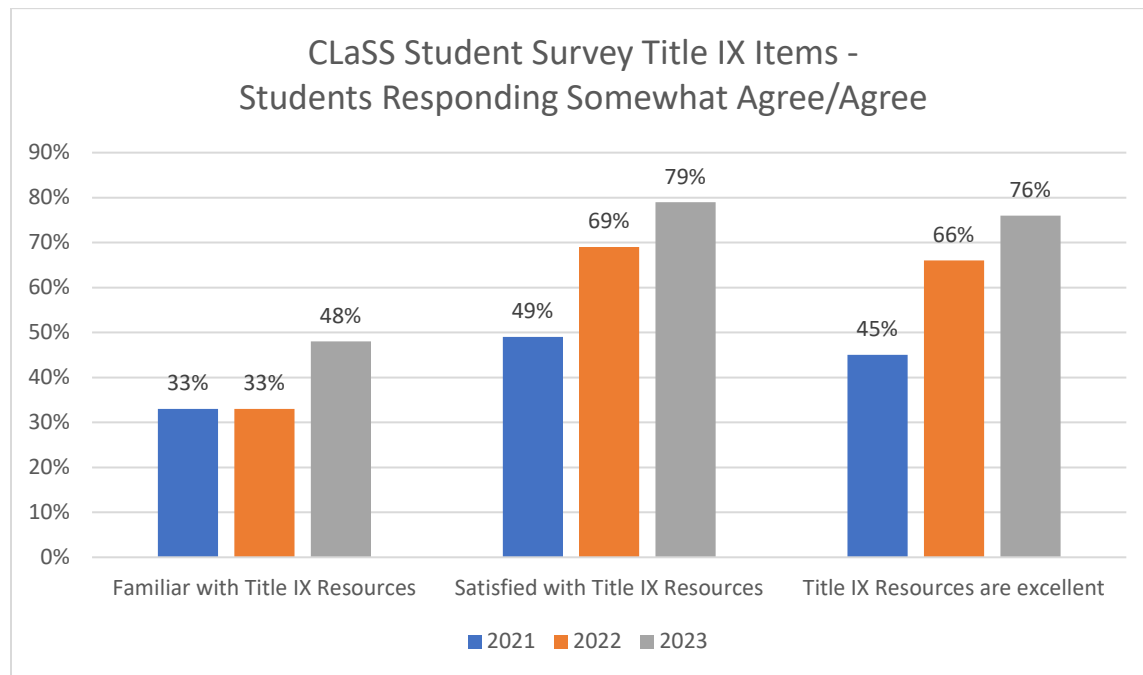


**Chart 3**



Each year, the Division of Campus Life and Student Success (CLaSS) conducts a student survey related to student awareness and satisfaction with the DeLand Campus environment. In the categories specifically related to Title IX functions, there is a consistent increase in student familiarity and satisfaction with Title IX resources as well as the number of students who agree with the statement “Title IX Resources are excellent.” This information is provided in Chart 4 below, with comparisons over the three-year period AY2021, AY2022 and AY2023.

**Chart 4**



## Conclusions

As seen in the data provided, reports of violations of Stetson’s Gender-Based Misconduct Policy/Title IX increased over AY 22. This is attributed to an increase in activities on and around campus combined with extensive education related to reporting options and process information provided to students, faculty, and staff. This is specifically true for the extensive awareness, outreach and education programming by PACT which helps to encourage student reporting. This increase also implies the development of a reporting culture at Stetson, with 667 total reports submitted to Maxient for AY 23.

Regarding case dispositions, Chart 2 on page 10 indicates that while 91 reports were received (10 of which were **not** submitted via Maxient) only 72 were identified as possible violations of Stetson’s Gender-Based Misconduct Policy. Per the 2020 Rule, incidents must be identified as “severe, pervasive *and* objectively offensive” to be considered by the Title IX process. Incidents that do not meet this standard are referred to other University processes (Community Standards, Human Resources, Bias Education

Support Team, or College of Law Honor Code). Of the cases determined to meet Title IX requirements, 55 identified a Complainant and were opened by the Title IX Office for possible action.

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 impact of misconduct on the educational experience.

This focus on Complainant-determined responses and the private nature of Gender-Based Misconduct Policy violation processes and outcomes result in some members of 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. In cases involving employees, the University does not publish statistics or any type of case data. To address the concerns related to transparency and accountability, the Title IX Office has shared information through several platforms (social media, tabling, presentations) that explains how the University's process works, the private nature of processes, and how FERPA and employment law impacts the distribution of case outcomes. The data in Chart 4 (CLaSS Student Survey) indicates that DeLand student's familiarity, satisfaction, and quality perceptions of Title IX resources have improved over three years.

In addition to addressing sexual harassment, gender bias, sexual assault, domestic/dating violence, and stalking the Title IX Office is also tasked by the Federal government with providing supports to pregnant and parenting students through accommodations with academics, employment, housing, and other needs related to educational programs. Both the DeLand and Gulfport campuses have lactation spaces available for students and employees. Assistance for pregnant/parenting students is coordinated throughout the institution to assist the student with their educational goals.

Finally, the Office of Title IX is preparing for the announcement of a new rule and the need to address the requirements in policy and process for the University. Communication regarding the contents of the new rule and any policy revisions will be shared with the University community when it is available.

## **Title IX Employee Training & Certifications:**

### **Lyda Costello Kiser, Executive Director and Coordinator:**

BA, MEd, MPA, DA

ATIXA SIVRA 35 Certification, 2022

Title IX Investigator Certification, 2022 & 2023 (Stetson University College of Law)

FERPA Compliance, 2021 (Stetson University College of Law)

ATIXA Risk Assessment Certification, 2021

Inclusive & Ethical Leadership Certificate, University of South Florida, 2021

QPR 2021

NASPA Title IX Coordinator Certification, 2020

NASPA Informal Resolution Process Certification, 2020

Diversity, Equity and Inclusion in the Workplace, University of South Florida, 2020

SafeZone 2020

ATIXA Civil Rights Investigator Level 1, 2016

NACUA Title IX Certification, 2015

### **Stanley J. Stoy, Assistant Director and Investigator:**

BA

Title IX Investigator Certification, 2023 (Stetson University College of Law)

ATIXA Civil Rights Investigator, Level 1, 2022

QPR 2022

SafeZone 2022

Leading Strategic Change Certificate (Kellogg School of Management, Northwestern)

Certified Police Instructor - FBI Quantico