



ACADEMIC YEAR 2023-2024

ANNUAL REPORT

September 2024

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, the Dean of Students, and the deputy Title IX Coordinators. 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)

<u>Institutional</u>	
Lyda Costello Kiser	Executive Director and Title IX Coordinator
Stanley Stoy	Assistant Director and Title IX Investigator
<u>DeLand Campus</u>	
Barbs Hawkins	Deputy Title IX Coordinator (Students)
Toni Oliverio	Deputy Title IX Coordinator (Athletics)
Graciela Dufour	Deputy Title IX Coordinator (Employees)
<u>College of Law</u>	
Latoya Edwards	Deputy Title IX Coordinator (Students)
Vi Bumgarner	Deputy Title IX Coordinator (Employees)
<u>Title IX Steering Team</u>	
Elizabeth Skomp	Provost and VP of Academic Affairs
Jermy Digorio	VP of Finance & CFO
Ben Barros	Dean, College of Law
John Downey	VP of CLaSS
Lynn Schoenberg	AVP of CLaSS and Dean of Students
Graciela Dufour	AVP of HR and People Operations
Toni Oliverio	Deputy Athletic Director
Vi Bumgarner	People Operations Manager/Benefits Administrator
Latoya Edwards	Assistant Dean for Student Affairs, College of Law

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 2024 those individuals are:

Investigators

Jim Beasley	Vi Bumgartner (COL)	Chris Chellberg
Sven Smith	Mike Pridemore (COL)	Jimmy Kelly
Desmond Baker (COL)	Lizzie Dement	

Advisors

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

Hearing Officers

Jim Beasley	Larry Correll-Hughes	Kirstin Davis (COL)
James Kelly	Terri Radwan (COL)	Carmen Johnson
Alicia Scott	Barbs Hawkins (COL Cases only)	

Appellate Officers

Larry Correll-Hughes	Theresa Radwan (COL)	Lynn Schoenberg
Elizabeth Skomp	John Downey	Ben Barros (COL)

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
○ Stanley Stoy	386-822-7566	sstoy@stetson.edu
○ Barbs Hawkins	386-822-7205	(DeLand)
○ Graciela Dufour	386-822-7472	(DeLand)
○ Toni Olivero	386-822-8141	(DeLand)
○ Latoya Edwards	727-562-7850	(College of Law)
○ Vi Bumgarner	727-562-7984	(College of Law)

Confidential Resources

Incidents of sexual harassment and 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 (at both DeLand and the Gulfport), 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:

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

College of Law Campus:

College of Law Student Counseling Services	727-562-7575
UWill TeleHealth Services	https://app.uwill.com/register

University employees:

<u>The Employee Assistance Program</u> (username: STET, password: STET)	800-272-7252
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Academic Year 2023-2024 (AY24) Snapshot

AY23 refers to the time period from the beginning of fall semester 2023 to the end of summer semester 2024, which are between the following dates: August 1st, 2023 - July 31st, 2024.

During AY24, 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 April 2024, the USDOE announced the release of the final new rule for Title IX with an implementation date of August 1, 2024. There were immediate lawsuits objecting to the contents of the new rule, and several states including Florida were not allowed to implement the new rule on August 1, 2024. As this report is being prepared, Stetson University is waiting to identify when they will be required to implement the new rule and is prepared to do so. Until that time, existing policy and process remains in effect.

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 24, 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, and only one with one Complainant requesting a full process. The University conducted four full hearings following the process required by the U.S. DOE during AY 24. 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. The grant program Coordinator also assisted with a table-top training of staff involved in Title IX processes during Summer 2024.

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 2024, and a comparison of reports by semester for Academic Year 2022, Academic Year 2023, and Academic Year 2024. Reports were submitted by faculty, staff, students, and third parties (community members or others not affiliated with the University). 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

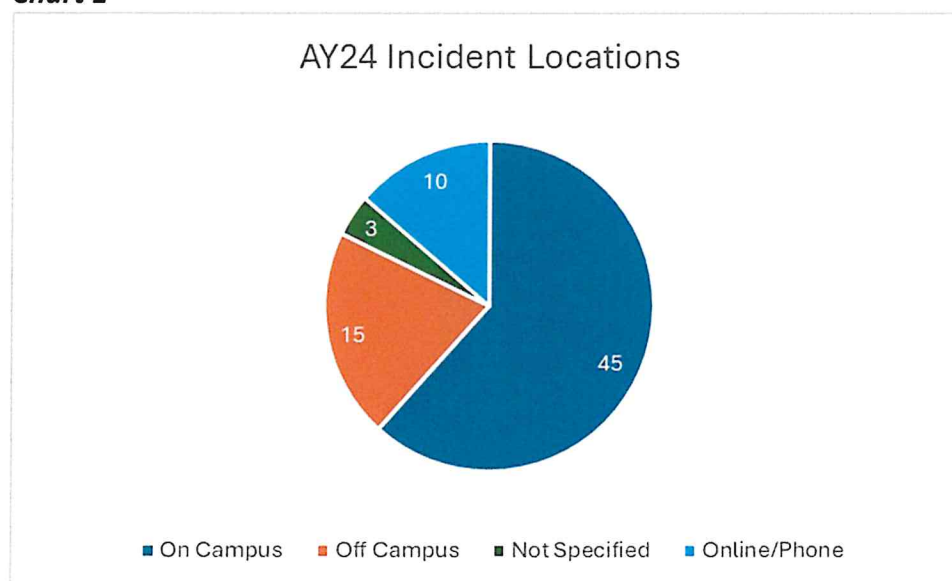
Type of Misconduct	Number of Incidents Reported
Sexual Harassment (including assault)	
<i>Harassment</i>	33
<i>Exploitation</i>	7
<i>Coercion</i>	2
<i>Sexual Assault – unwanted touching</i>	12
<i>Sexual Assault - intercourse</i>	1
Total Sexual Harassment	<u>55</u>
Domestic or Dating Violence	
<i>Physical Violence</i>	5
<i>Non-physical</i>	2
Total Dating Violence	<u>7</u>
Stalking	
<i>In-person</i>	6
<i>Social Media</i>	5
<i>Text/phone</i>	4
Total Stalking	<u>15</u>

Table 2

	AY 2021	AY 2022	Fall 2022	Spring 2023	Summer 2023	AY 2023	Fall 2023	Spring 2024	Summer 2024	AY 2024
Harassment	10	19	18	17	2	38	14	19	2	33
Exploitation	5	6	7	6	1	14	4	3	0	7
Sexual Assault	13	15	10	11	0	21	10	4	1	15
Dating/Domestic Violence	9	13	5	3	0	8	4	3	0	7
Stalking	7	10	6	7	0	13	10	5	0	15
Total Type of Misconduct	44	63	46	45	3	94	42	31	3	77

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 2022, AY 2023 and AY 2024 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, AY 2023, and AY 2024.

Chart 2

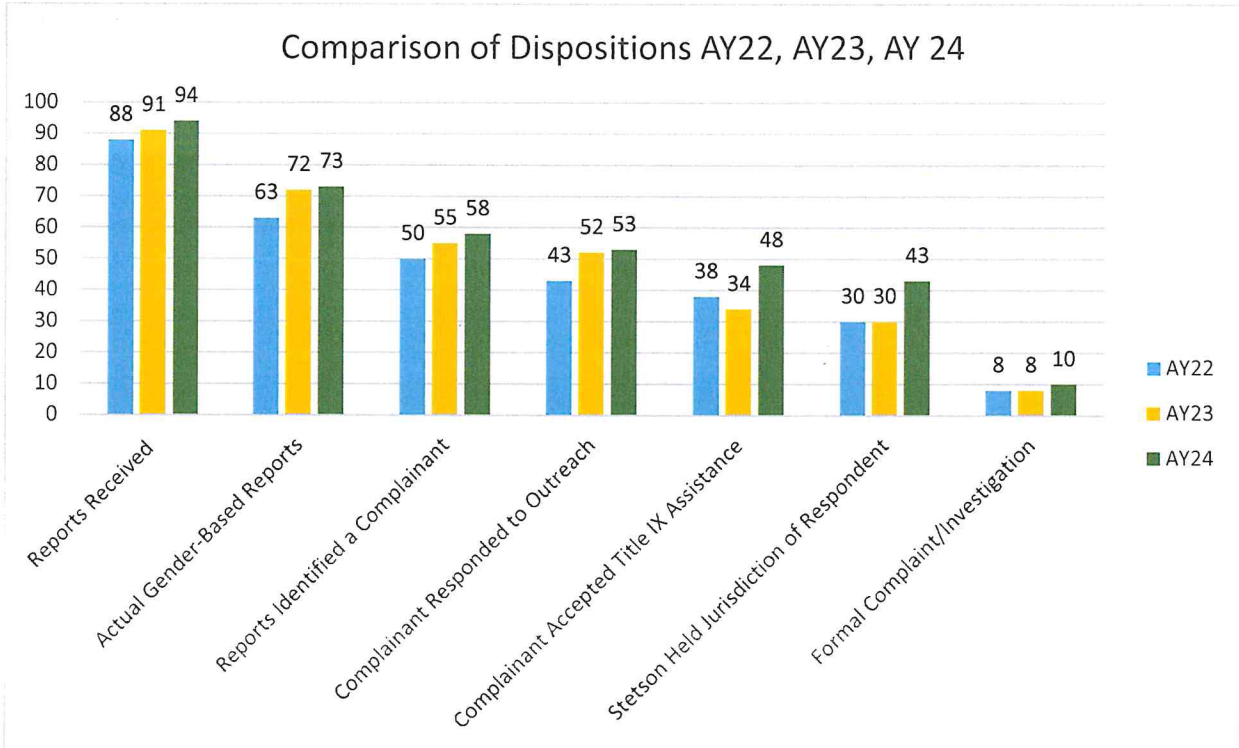
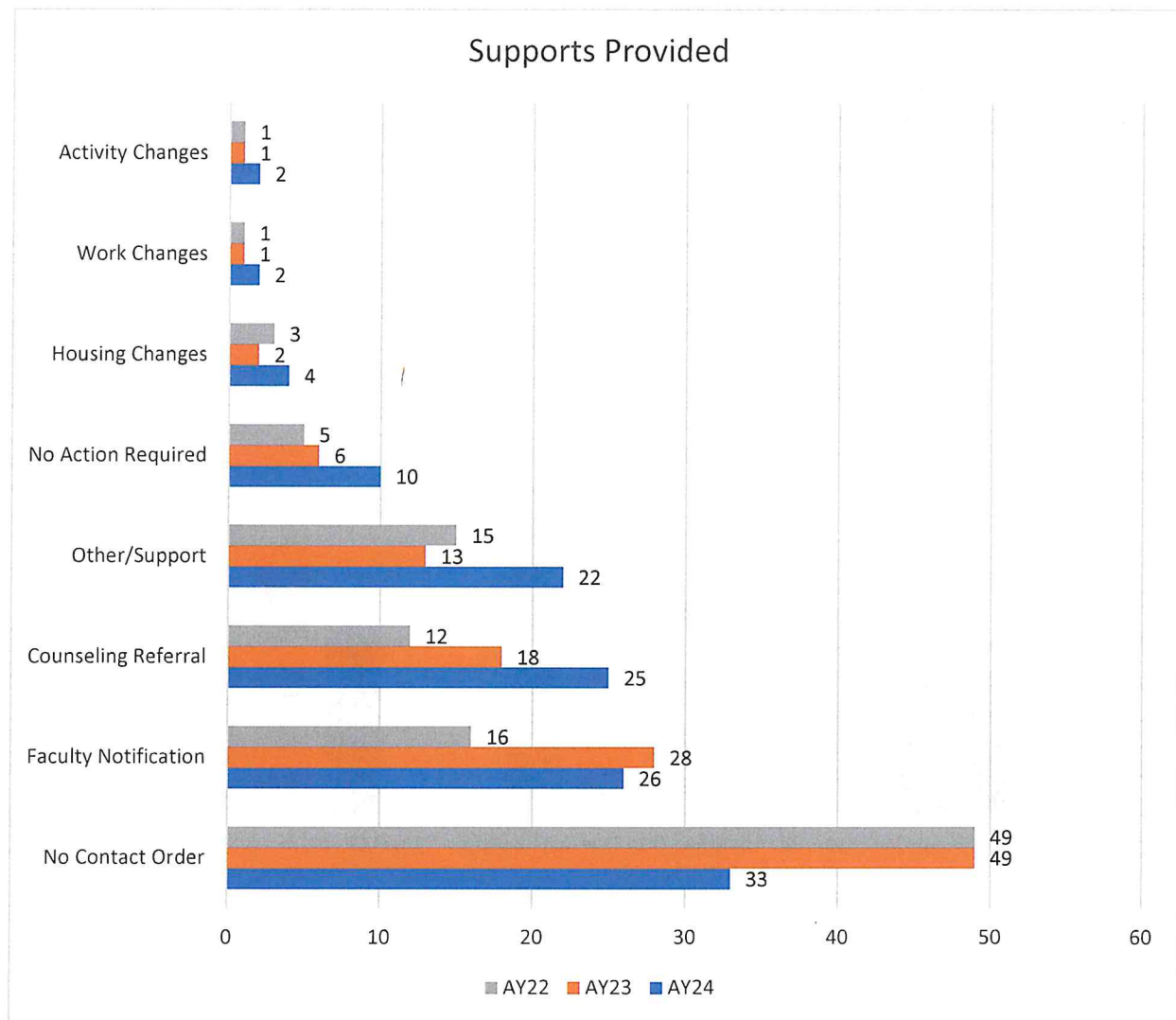
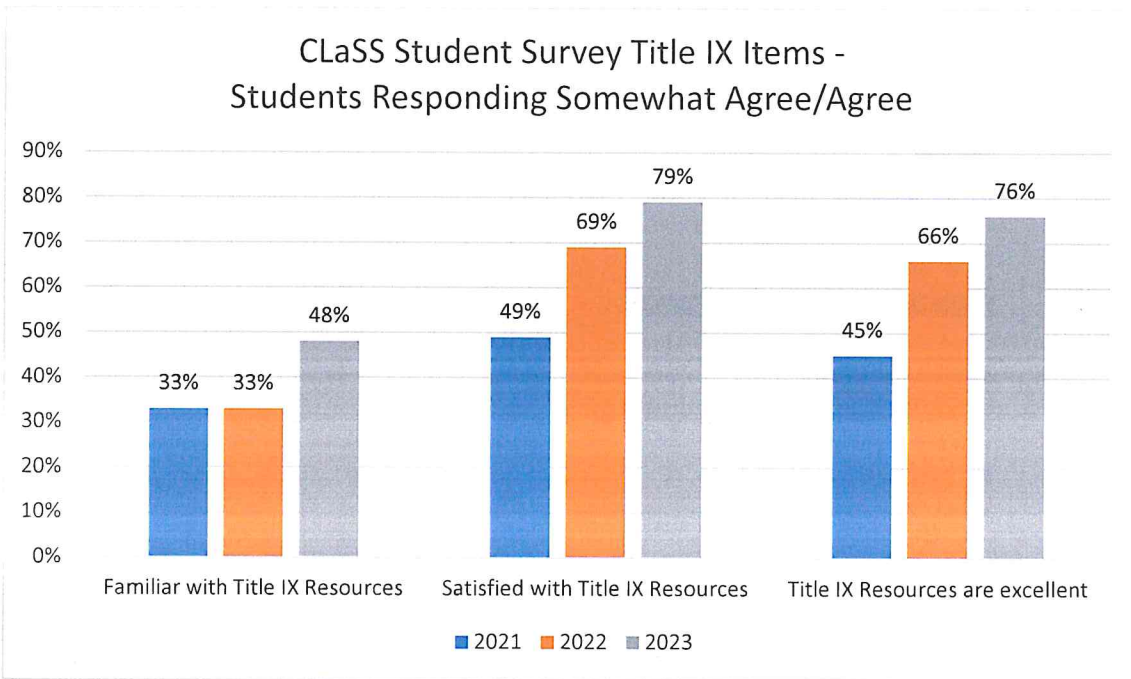


Chart 3



Each year through the Spring of 2023, the Division of Campus Life and Student Success (CLaSS) conducted 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. This survey was not conducted in Spring 2024 but will be conducted again in Spring 2026.

Chart 4



Conclusions

As seen in the data provided, reports of violations of Stetson’s Gender-Based Misconduct Policy/Title IX increased slightly over AY 23. This is attributed to the culture of reporting among Stetson students with 667 total reports submitted to Maxient for AY 24, and continued education related to reporting options and process information provided to students, faculty, and staff. Specifically, the extensive awareness, outreach and education programming by PACT encourages student awareness and reporting.

Regarding case dispositions, *Chart 2* on page 10 indicates that while 94 reports were received (8 of which were **not** submitted via Maxient) only 73 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, 58 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 (see *Chart 3* on page 11) . 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.

The University's 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 the University took no action. In fact, the University took the actions requested by the Complainant after they were presented with various options. To address the concerns related to transparency and accountability, the Title IX Office shares information through several platforms (social media, tabling, presentations) to explain 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 court decisions related to implementation of the new rule in Florida and the need to address the requirements in policy and process for the University. Communication regarding the status of new rule implementation and policy/process revisions will be shared with the University community when available.

Title IX Employee Training & Certifications:

Lyda Costello Kiser, Executive Director and Coordinator:

BA, MEd, MPA, DA

SUNY SCI Certifications AY24: Respondent Services, Title IX, Human Resources Investigations, Standards of Compliance, Neurodiversity in Processes, Due Process, Cultural Relevance and Inclusiveness, Clery Compliance

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, 2024 & 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