

**RHODES COLLEGE**  
**TITLE IX ANNUAL REPORT**  
Academic Year 2017-2018

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## INTRODUCTION

Rhodes College is committed to ensuring a safe learning environment that supports the dignity of all members of the Rhodes community. This report summarizes the activity of the Title IX Office during the 2017-2018 academic year.

### Definitions of terms used in this report

\*for a full list of definitions please see the Rhodes Sex/Gender Discrimination and Sexual Misconduct Policy Section XX\*

**Claim-** a formal written complaint filed with the Title IX Coordinator or Title IX Coordinator's designee alleging any action, policy, procedure, or practice that would be prohibited by Title IX and indicating that they want the College to take further steps beyond investigation.

**Claimant-** an individual who has been subjected to an incident of sex/gender discrimination or sexual misconduct that proceeds to a claim.

**Dating Violence-** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim.

**Non-consensual Sexual Contact-** the intentional touching of another person's intimate parts or the clothing covering the immediate area of intimate parts if reasonably construed as for the purpose of sexual arousal or gratification and done without the other person's affirmative consent.

**Non-consensual Sexual Penetration-** intercourse, oral, anal, or any other intrusion by any part of a person's body or by any object without the person's affirmative consent.

**Rape-** the unlawful sexual penetration of a person when any of the following circumstances are present: accompanied by force or coercion; accomplished without consent and the perpetrator knows or has reason to know at the time of penetration that the person did not consent; the perpetrator knows or has reason to know that the person is mentally or physically incapacitated or helpless; or the act is accomplished by fraud.

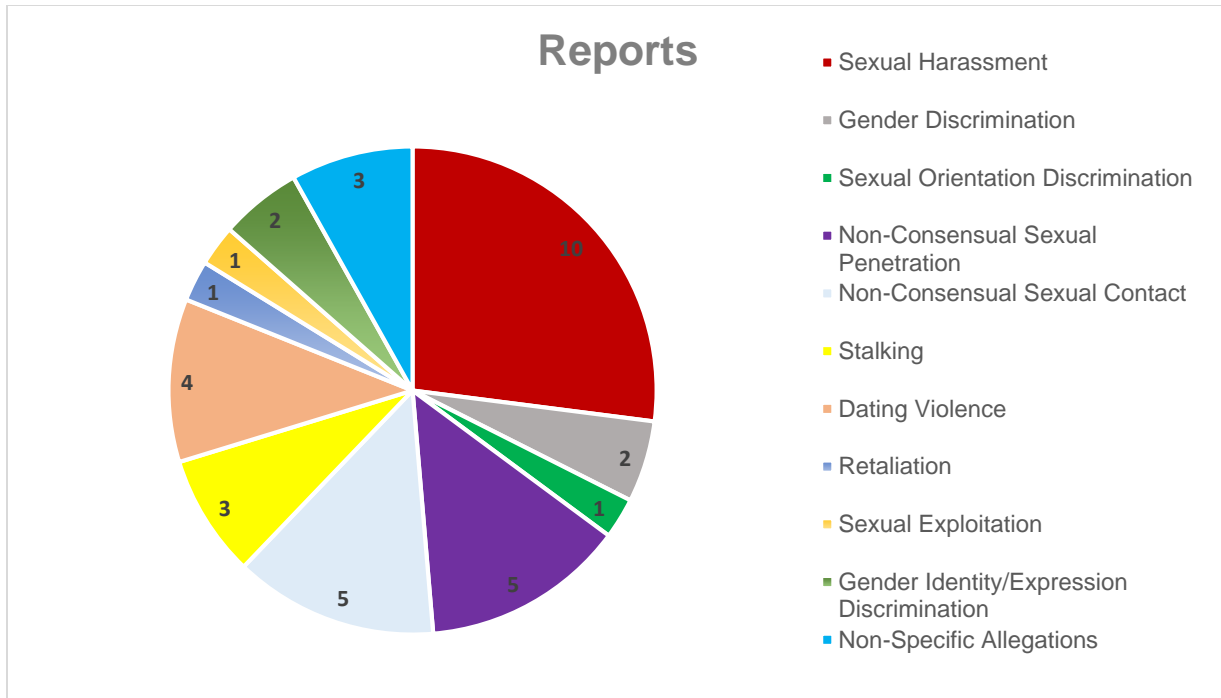
**Report-** any communication that puts a Rhodes Mandatory Reporter on notice of an allegation that sex/gender discrimination or sexual misconduct occurred or may have occurred.

**Reporter-** an individual who notifies a Rhodes Mandatory Reporter of an alleged violation of the Policy. This can be any individual who reports that they are a victim or survivor of sex/gender discrimination or sexual misconduct; that they have been affected by sex/gender discrimination or sexual misconduct; or that they have knowledge of sex/gender discrimination and sexual misconduct happening to someone else.

**Sexual Exploitation-** a person taking non-consensual or abusive sexual advantage of another for their own advantage or benefit, or the benefit of anyone other than the one being exploited.

**Sexual Harassment-** Conduct that is sexual in nature, is unwelcome, and interferes with a Rhodes College community member's ability to perform a job, participate in activities, and/or participate fully in the college's education programs.

**Stalking-** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or to suffer substantial emotional distress.



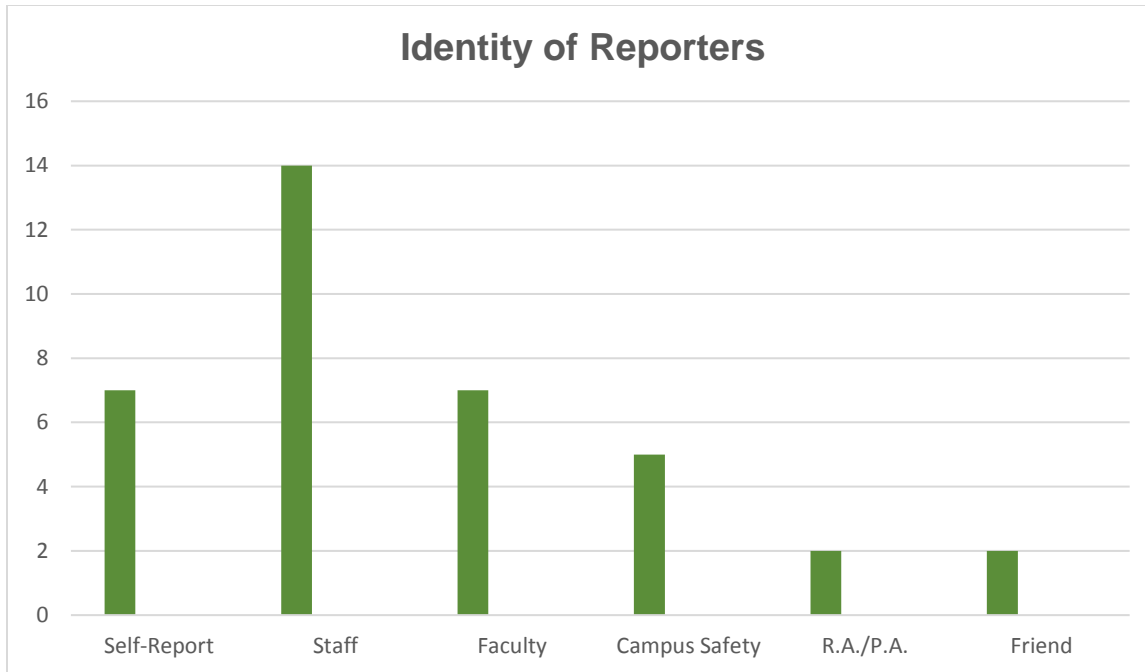
-The Title IX Office received 37 reports of sexual misconduct with at least 1 identifiable party.

-All reports were investigated to determine if further action was needed.

-Of the 37 reports received, 3 contained allegations that were not specific enough to classify i.e. the report did not disclose the type of contact involved.

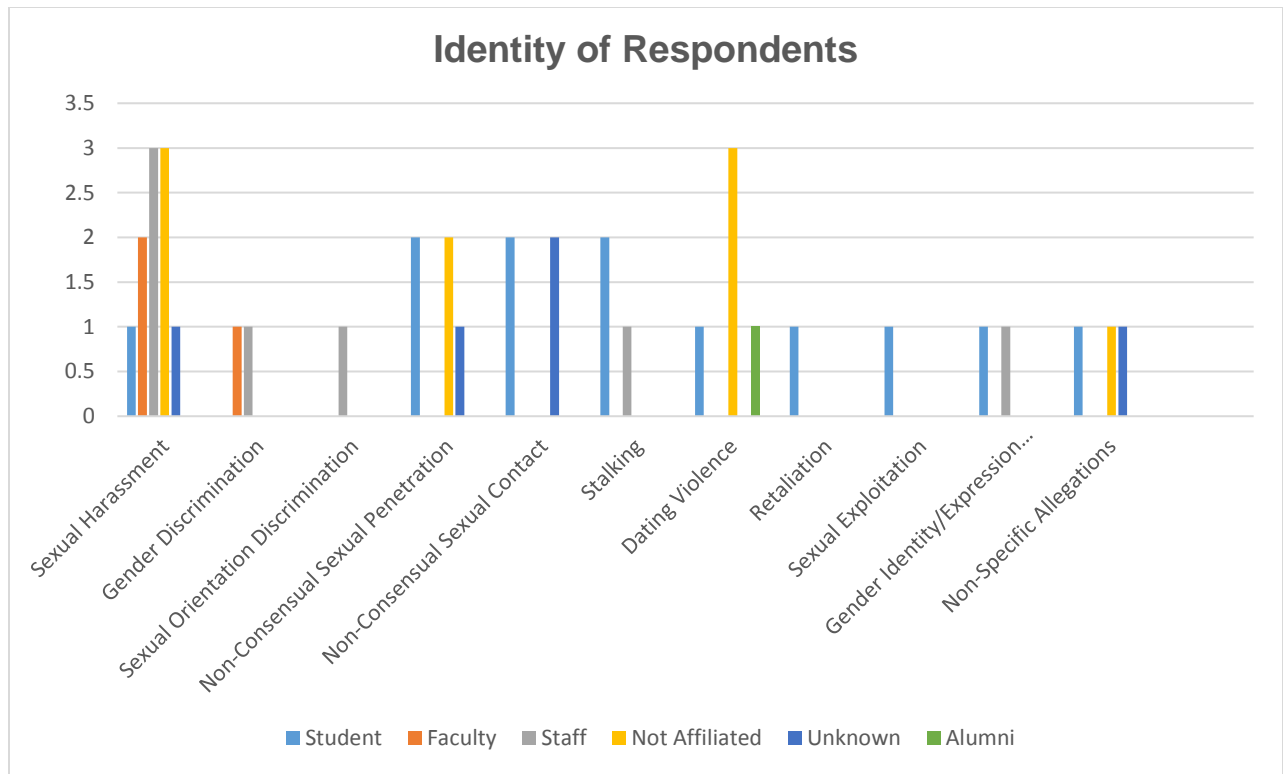
-Of the 37 reports received, 6 resulted in formal claims and 7 were referred to Human Resources for disposition consistent with Rhodes employment policies.

-Two reports received were non-jurisdictional (did not contain allegations covered by Title IX or the parties involved were unaffiliated with Rhodes). Those numbers are not reflected in the above chart.

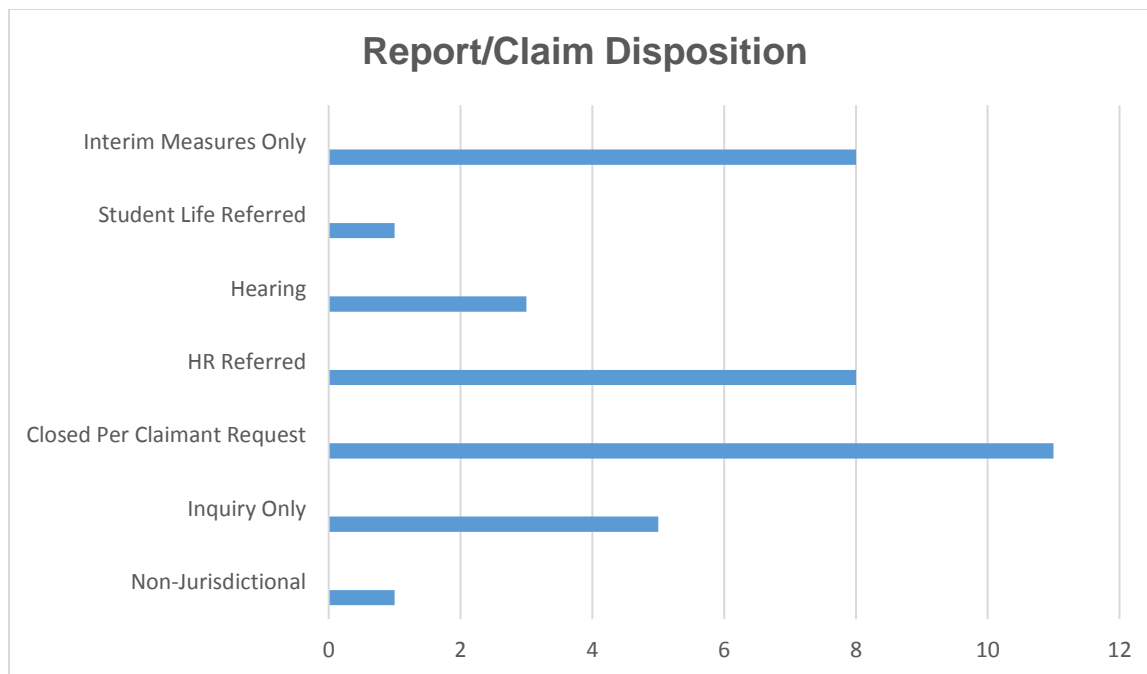


-The majority of reports received were from mandatory reporters.

- Mandatory reporters received reportable information in a variety of ways including from the individuals on the receiving end of sexual misconduct, parents of students affected by sexual misconduct, disclosures in the course of class, and in general conversation with others.



- Three individuals accused of sexual misconduct policy violations were reported as female.
- In four of the reports received, the individuals subjected to sexual misconduct policy violations identified as male, 1 identified as gender non-conforming, and 32 identified as female.
- Thirty-five individuals on the receiving end of alleged sexual misconduct policy violations were students, 1 was a former employee, and 1 was an alum.



**\*Interim Measures Only** refers to reports in which the Claimant did not want to proceed with a formal process but requested other forms of assistance.

**\*Student Life Referred** refers to reports/claims that did not involve Title IX allegations but implicated other College policies/codes.

**\*Hearing** refers to the formal resolution process or adjudication of a claim by a hearing board at the end of an investigation.

**\*HR Referred** describes reports/claims in which the respondent is a Rhodes employee and therefore the report/claim is handled by Human Resources.

**\*Closed Per Claimant Request** refers to reports in which the Claimant requested that the matter not be pursued or the Claimant refused to participate in the investigation, and the Title IX Coordinator agreed after determining that the matter did not implicate safety concerns for the Rhodes community and could be closed.

**\*Inquiry Only** refers to reports made by Claimants solely for the purpose of notifying the college of the incident. Names of Respondents were withheld by the Claimants in these instances.

**\*Non-Jurisdictional** refers to reports that did not involve allegations falling under Title IX or in which neither party involved was affiliated with Rhodes.

	Hearing Disposition	
Charge	Finding	Sanction
Sexual Harassment	In Violation	Probation/Education
Non-Consensual Sexual Penetration	Not In Violation	
Non-Consensual Sexual Penetration	In Violation	Expulsion
Non-Consensual Sexual Penetration	Not In Violation	
Sexual Exploitation	In Violation	Probation/Education/Service Hours
Non-Consensual Sexual Penetration	Not In Violation	

-Three of the above hearings were from claims filed during the 2016-2017 academic year but could not be heard until the 2017-2018 academic year. Often this is a result of claims being filed at the end of the spring semester requiring investigations and hearings to occur outside of the academic year the claim was filed.

## ADVISORY BOARDS

In the spring 2017 semester two advisory boards, Faculty/Staff Advisory Board and Student Title IX Advisory Board (STIX), were created to assist the Title IX Office in program planning, policy development, and to help inform the overall direction of Title IX administration at Rhodes College.

### **Student Title IX Advisory Board**

The Student Advisory Board is composed of representatives from a cross section of student organizations that best represent Rhodes' demographics. During 2017-2018 the STIX Board members were:

Dominik Booth  
Title IX RSAP

Jessica Frankl  
At Large Representative

Henry Hasbrouck  
Men's Athletics

Ellie Richardson  
Peer Assistants

Abby Watkins  
Women's Athletics

Amanda Cheang  
International Students Representative

Emma Taylor  
Black Student Association

Molly Mulhern  
Peer Advocates

Merit Pinker  
Culture of Consent

Connor Marshall  
At Large Representative

Matthew Smith  
Intrafraternal Council

Cody West  
Gender and Sexuality Alliance

Dynasti Fortier  
National Pan-Hellenic Council

Ann Healy  
Panhellenic Council

Corbin Eilmes  
Resident Advisor

Catherine Owen  
Rhodes Student Government

Sakura Horiuchi  
VOICES and Serving  
Our Students

Maggie Myers  
+Men

Sara Weeks  
Rhodes Ambassadors

While the STIX Board is advisory in nature, it is designed to be a student-led group responsible serving as a liaison between the student body and the Title IX Office. One of the first acts completed by the STIX Board was to draft a charge statement:

*The Student Title IX Advisory Board is composed of active members of Rhodes' student community representing the various student groups on campus. The Board is charged with working directly with the student body by listening to peers, encouraging dialogue, and conveying*



*the needs, opinions, and concerns of the student body to the administration via regular meetings with the Title IX Coordinator and the Faculty/Staff Advisory Board. The Student Board is composed of servant leaders who are charged with being a personable resource and tool for all students, and as a communication link between the administration and the groups we represent. We are committed to encouraging the college to implement and enforce policies that assure justice for victims, equity for respondents, and transparency in the Title IX process. The Student Title IX Advisory Board will work tirelessly to develop Rhodes College into an environment free of all forms of inequity, discrimination, or violence predicated on gender expression, gender identity, and sexual orientation.*

During the year the STIX Board sponsored several activities, including “Taco ‘Bout Title IX,” a listening session where students could come eat, meet the members of the STIX Board, and gather feedback about students’ perceptions of Title IX at Rhodes. Other activities included establishing an online presence through Facebook, conducting a comprehensive policy review with feedback to help inform the overall Title IX Office policy review, and tabling education during Sexual Assault Awareness Month 2017 and 2018, where students were invited to share how they would change the culture on campus around sexual violence.

### **Faculty/Staff Advisory Board**

Similar to the STIX Board, the Faculty/Staff Advisory Board’s responsibility is to provide feedback to the Title IX Office around trends or concerns on campus to assist in planning, policy development, and overall Title IX administration at Rhodes. The Faculty/Staff Board is composed of staff who are most likely to interface with Title IX related issues on a daily basis and who would therefore be well positioned to contribute to ensuring Rhodes’ programs and activities are provided in an equitable manner. The board also includes two faculty members who are able to share perspectives from the classroom and how Title IX related issues may affect academics. In 2017 – 2018 the Faculty Staff Advisory Board members were:

Tiffany Ford, Deputy Coordinator  
Ira Lawson, Deputy Coordinator  
Kait Harris, Deputy Coordinator  
Noelle Chaddock, Deputy Coordinator  
Claire Shapiro, Deputy Coordinator  
Marianne Luther, Dir. of Residence Life  
Ike Sloas, Dir. of Campus Safety  
Pam Detrie, Dir. of the Counseling Center  
Christine Fox, Dir. of Community Standards  
Alicia Golston, Assoc. Dean of Student Life  
Larryn Peterson, Asst. Professor of Chemistry  
Judith Haas, Assoc. Professor of English  
Erin Hillis, Assoc. Dir. of International Programs

The charge of the Faculty/Staff Advisory Board is:

*The Title IX Advisory Board is composed of Rhodes’ faculty and staff representing critical areas of the College responsible for ensuring students’ ability to learn in an environment free of inequity, harassment, discrimination or violence predicated on gender, perceived gender, sexual orientation, and gender identity.*

*The Title IX Advisory Board is charged with meeting regularly to identify the needs, issues, trends, and climate of campus around gender discrimination and sexual violence issues; inform and provide feedback on Title IX policies, initiatives, programming, and materials; review and make recommendations concerning programs and initiatives designed to prevent and address gender discrimination and sexual violence; and to serve as a resource on Title IX issues for all campus constituents. The Title IX Advisory Board will work with their student counterpart in carrying out these functions.*

## TRAINING

Pursuant to the U.S. Department of Education's Office of Civil Rights guidance and best practices, the Title IX Office provides ongoing training opportunities for those Rhodes employees who have direct and substantive involvement with Title IX. Below, the training provided or sponsored by the Title IX Office is described.

### **Hearing Board Trainings:**

- During the 2017-2018 academic year, eleven new hearing board members were trained in a day-long workshop, which included topics such as a Title IX overview, an in depth review of the Rhodes Sexual Misconduct Policy, the effects of sexual assault and trauma on survivors, how to analyze incapacity and consent, and best practices in conducting a sexual misconduct hearing. Presented by Tiffany Cox and Whitney Harmon, Esq., Shareholder with Baker, Donelson, Bearman, Caldwell, and Berkowitz, PC.
- "A Dangerous Defense: The Use of 'Blackout' in Alcohol-Facilitated Sexual Assault." Webinar sponsored by Ending Violence Against Women International
- "Hardwired for Survival: The Neurobiology of Sexual Assault & Trauma-Informed Response." Presented by the Sexual Assault Center of Nashville
- "OCR's Evolving View of Title IX" webinar presented by Steptoe Johnson, PLLC

### **Student-Based Trainings:**

- Haven Understanding Sexual Assault and Sexual Assault Prevention for Student Athletes online education modules provided by Everfi. Approximately 813 first-, second-, and third-year students completed this required training by the deadline. Students who did not complete the training as required are required to complete it over the summer or be subject to restrictions on their ability to complete enrollment clearance for fall 2018.
- "Speak About It: A Performance About Consent, Boundaries and Healthy Relationships" presented by Speak About It for first year students during Welcome Week
- "Trauma-Informed Response and Caregiver Resiliency" presented by the Sexual Assault Center of Nashville for Resident Assistants, Peer Advocates, STIX, and Culture of Consent
- Certified Peer Educator Training presented by NASPA for Resident Assistants, STIX, and Peer Advocates
- "Just Another Assault" presented by Bonnie Shade
- "Title IX and Rhodes Sexual Misconduct Policy" presented by Tiffany Cox for Rhodes International Students
- "Addressing Title IX Issues: Dos and Don'ts" presented by Tiffany Cox for Campus Safety Student Workers
- "The Role of Residence Life Staff in Responding to Sexual Violence" presented by Tiffany Cox for Resident Assistants
- "Title IX Considerations Abroad" presented by Tiffany Cox for Profs. Henager and Jabbour's students traveling to Ecuador

### **Faculty- and Staff- Based Trainings:**

- Green Dot Bystander Intervention Certification Training presented by Alteristic for the Rhodes Green Dot Implementation Team
- "Faculty and Title IX Compliance: Recognizing and Responding to Title IX Matters" presented by Tiffany Cox for New Faculty Orientation

- “Title IX Considerations Abroad” presented by Tiffany Cox for Rhodes faculty traveling abroad with students
- “Rhodes Sex/Gender Discrimination and Sexual Misconduct Policy: Interacting with Students” presented by Tiffany Cox to Aramark staff

## UPCOMING PLANS

**Green Dot Bystander Intervention Implementation-** Bystander Intervention programming has been recognized as a best practice in preventing sexual violence on college campuses. During the spring 2018 semester Rhodes brought Alteristic- formally known as Green Dot- to train staff on how to implement the Green Dot Bystander Intervention program on campus. Nine staff members were trained and certified to implement Green Dot, they are: Tiffany Cox, Leah Ford, Kait Harris, Jess Holcomb, Ike Sloas, Angela Fletcher, Alicia Golston, Brittney Jackson and Tierney Jackson

Implementation of Green Dot occurs in four phases: 1) faculty/staff overviews workshops, 2) upper-class student early adopter bystander intervention training, 3) general student population overview workshops, and 4) ongoing action events. One hundred and sixty faculty members attended workshops in the spring and over two hundred staff attended workshops during the summer. Full bystander intervention trainings will begin with second, third, and fourth year students during fall 2018 while first-year students will receive overview workshops through the First Year Seminar in the spring 2019 semester.

**Hearing Board Training-** Currently sixteen faculty and staff members have been trained to hear sexual misconduct cases. In addition to hearing cases, this dedicated group also receives ongoing training to ensure they are equipped with the skillset to make educated, fair, and impartial findings. In the fall, the hearing board members will attend a training conducted by the Title IX Office titled "Sanctioning: A Guide to Consistent and Fair Results."

**Student-Focused Training-** Much of the sexual assault/misconduct prevention training that exists tends to focus on what students should not do and not what constitutes healthy relationships between individuals. Over the 2018-2019 academic year, the Title IX Office will focus on promoting healthy behaviors in relationships through programming, passive campaigning, and collaborations with other divisions at Rhodes.