

RHODES COLLEGE
TITLE IX ANNUAL REPORT
Academic Year 2018-2019

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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 2018-2019 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 XIII

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.

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.

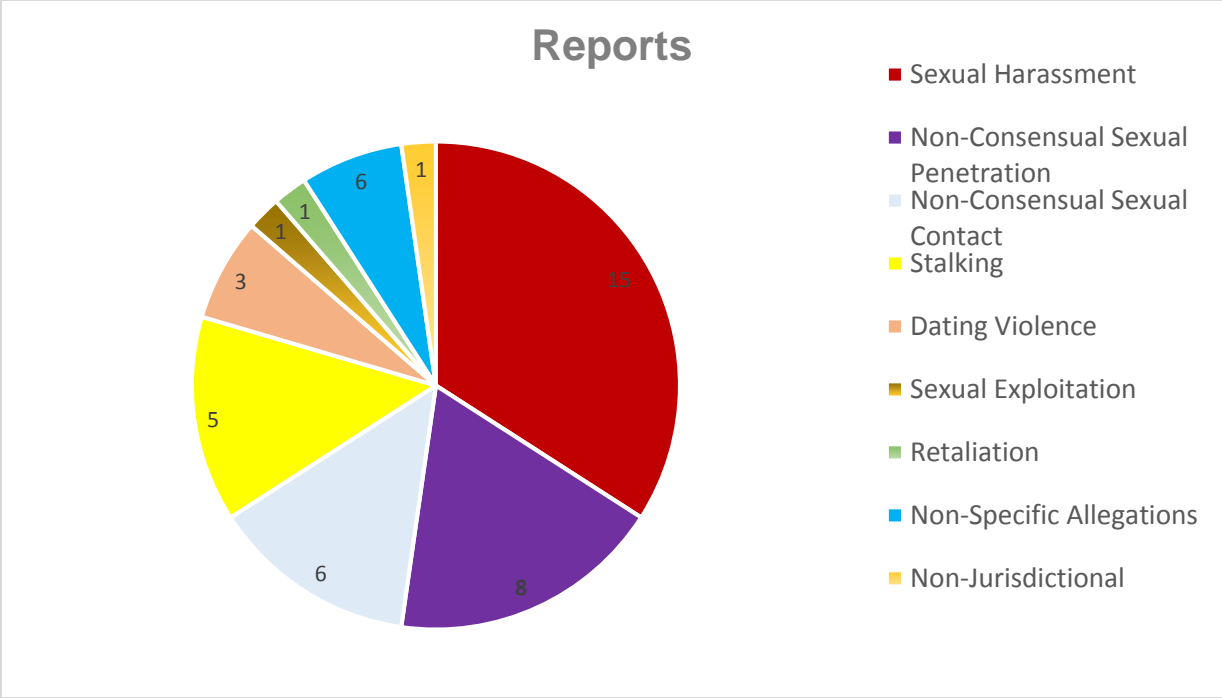
Respondent- an individual who has been accused of committing an act of sex/gender discrimination or sexual misconduct.

Retaliation- intimidation, harassment, threats or other adverse actions or speech against a person who reports misconduct, the parties, or their witnesses.

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.



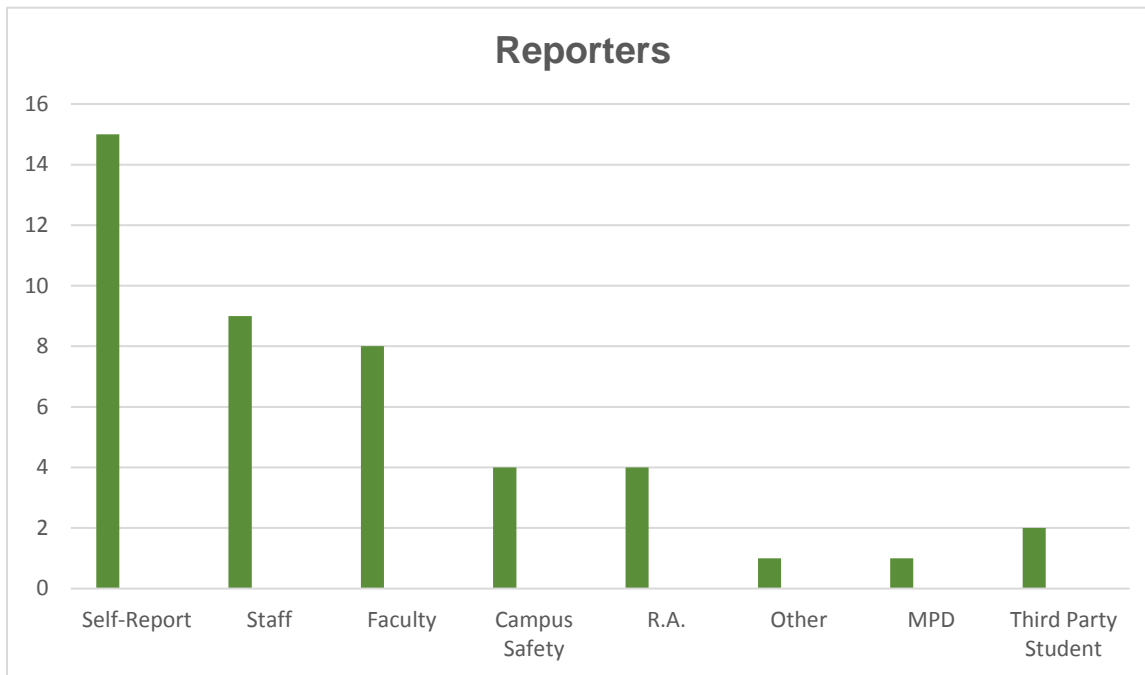
-The Title IX Office received 41 reports of sexual misconduct. Forty of those reports contained at least 1 identifiable party. Five reports contained two allegations. And one report named 2 respondents.

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

-Of the 41 reports received, 6 contained allegations that were not specific enough to classify i.e. the report did not disclose the type of contact involved.

-Of the 41 reports received, 7 resulted in formal claims, 3 were resolved informally, and 4 were referred to Human Resources for disposition consistent with Rhodes employment policies.

-One report received was non-jurisdictional in that it did not contain allegations covered by Title IX.

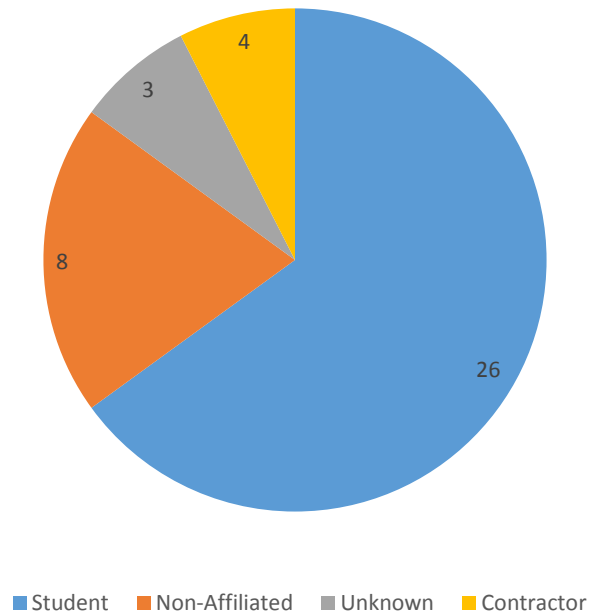


-The majority of reports received were from mandatory reporters (Rhodes employees and Resident Assistants).

- Two reports received were reported by multiple sources.

- The vast majority of reports come to the Title IX Office through the online reporting system, Maxient. However, other sources of reports include in person reports, emails, and telephone calls.

Identity of Respondents

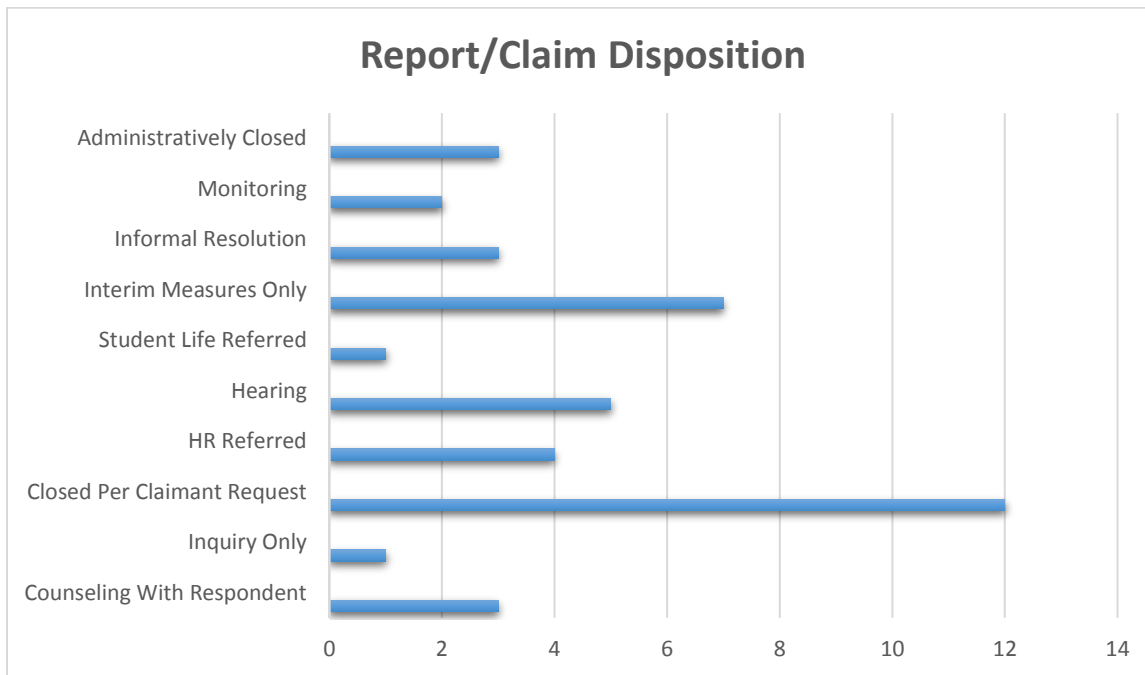


- Of the forty jurisdictional reports, five reports named female identified individuals as the respondent.

-One report named 2 respondents.

- Two reports of sexual misconduct policy violations named a team/organization as the respondent. For the purposes of this report each team/organization was classified as one student respondent.

- All individuals who were reported as being subjected to sex/gender discrimination or sexual misconduct during the 2018-2019 academic year were students.



***Administratively Closed** refers to reports that were closed by the Title IX Coordinator due to one, or more, of the parties leaving the College.

***Monitoring** refers to cases where neither party requested any action be taken but follow up from the Title IX Office was deemed appropriate.

***Informal Resolution** refers to reports in which both parties agreed to resolve the matter without an investigation or formal resolution hearing. This option is only available in reports/claims not involving physical contact.

***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.

***Counseling With Respondent** refers to reports in which the claimant was unknown but the allegations warranted an in person discussion with the alleged respondent.

	Hearing Disposition	
Charge	Finding	Sanction
Non-Consensual Sexual Contact	Not In Violation	N/A
Non-Consensual Sexual Penetration	In Violation	Expulsion
Non-Consensual Sexual Penetration	In Violation	Expulsion
Non-Consensual Sexual Penetration	In Violation	3 Semester Suspension
Non-Consensual Sexual Penetration	Not In Violation	N/A
Non-Consensual Sexual Contact	In Violation	Loss of Privileges

-Rhodes Hearing Board members consist of faculty and staff who have volunteered to receive a day long Title IX specific training in order to serve. Hearing Board members also attend periodic training throughout the academic year on topics such as trauma responses, alcohol and consent, and updates on Title IX regulations.

ADVISORY BOARDS

Student Title IX Advisory Board

The Student Title IX Advisory Board (STIX) was created to be a student-led group responsible serving as a liaison between the student body and the Title IX Office. The STIX Board charge statement is:

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 such as the very successful "DVAM Toiletry Drive" co-sponsored with the PanHellenic Council during Domestic Violence Awareness Month to provide toiletries for several non-profits located in Memphis. The board also spearheaded a project during Sexual Assault Awareness Month for Denim Day whereby students decorated denim patches with encouraging words for people affected by sexual violence. Finally, the STIX Board was instrumental in encouraging the Rhodes community to engage in "Green Dot" training. Other activities included maintaining a constant social media presence on Facebook where board members would share links to Title IX related events/campus resources, meeting with students who presented their ideas about making the Rhodes community safer at board meetings, reviewing the Sex/Gender Discrimination and Sexual Misconduct policy, attending Green Dot training, tabling throughout the year and attending programs that spread awareness on sexual assault prevention.

During 2018-2019 academic year the STIX Board members were:

Rebecca Risman - Title IX RSAP/Board Chair
Jessica Frankl - Culture of Consent Representative
Amanda Cheang - International Students Representative (Fall 2018)
Rory Wilson - International Students Representative (Spring 2019)
Lauren Moore - Rhodes Student Government Representative
Grace Kappers - Panhellenic Council Representative (Fall 2018)
Annie Netterville - Panhellenic Council Representative (Spring 2019)
Toler Freyaldenhoven – Men's Athletics Representative (Spring 2019)
Madeleine Wright - At Large Representative
Mary Cleavenger - Peer Advocates Representative
Marissa Hall – Women's Athletics Representative (Spring 2019)
Lydia Booth - At Large Representative
Emma Taylor - Black Student Association/National Pan-Hellenic Council Representative

Connor Marshall - At Large Representative
Aaron Weist – Intra-fraternal Council Representative
Lee Kezar - Gender and Sexuality Alliance Representative
Sakura Horiuchi - SOS Representative

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 2018 – 2019 the Faculty Staff Advisory Board members were:

Tiffany Ford, Deputy Coordinator
Ira Lawson, Deputy Coordinator
Noelle Chaddock, Deputy Coordinator
Claire Shapiro, Deputy Coordinator
Tyler Cempre, Deputy Coordinator
Aretha Milligan, 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
Aly Ruhl, Director of Greek Life, Leadership & Engagement
Olivia Lee, Student Health & Wellness Coordinator
Beatrix Weil, Chaplain

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 for 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.

Title IX Coordinator Training:

- "DOE's Proposed Title IX Regulations- Practical Guidance on What You Need to Know" presented by Baker Donelson
- "Primary Prevention of Sexual and Domestic Violence: Building a Framework of Prevention in Shelby County" presented by Prevent Connect
- "Addressing the Nexus of Alcohol and Sexual Assault on Tennessee's College Campuses" presented by Everfi for CHASCo
- "Title IX Legal Updates" webinar presented by Courtney Bullard of Institutional Compliance Services.
- "Title IX and the ADA", webinar presented by Courtney Bullard of Institutional Compliance Services

Hearing Board Trainings:

- "Equitable and Consistent Sanctioning" presented by Tiffany Cox
- "Understanding Sexual Violence and Appropriate Responses to Survivors" GoToWebinar

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
- Sexperts: - Approximately 18 students were trained in this sexual health peer education program that equips young adults to be leaders among their peers and friends in sexual health education. After going through eight hours of training, Sexperts are expected to implement programs and events on their campus and in the community
- "Title IX Do's and Don'ts" presented to Rhodes Campus Safety Student Workers by Tiffany Cox
- "Trauma Queen" presented by Jimanekia Eborn; co-sponsored by Title IX and Culture of Consent
- Green Dot: during the year the Rhodes Green Dot Implementation Team conducted approximately 8 Green Dot Overview and Bystander training workshops reaching over 200 students.

Faculty- and Staff- Based Trainings:

- Green Dot Bystander Intervention Overview Workshops presented by 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- Rhodes began implementing Green Dot Bystander Intervention programming in the spring of 2018. We are currently wrapping up the phase of conducting full bystander training workshops with students identified as “early adopters”. Early adopters are people who have social influence on campus and can help spread awareness about Green Dot. Also, five additional staff members have been trained and are certified to implement Green Dot, they are: Aly Ruhl, Aretha Milligan, Mikayla Woodward, Tiffany Ford and Jonathan Vizenor. They join Tiffany Cox, Jess Holcomb, Ike Sloas, Alicia Golston, Brittney Jackson, and Tierney Jackson to comprise the Rhodes Green Dot Implementation Team.

Implementation of Green Dot occurs in four phases: 1) faculty/staff overview workshops, 2) upper-class student early adopter bystander intervention training, 3) general student population overview workshops, and 4) ongoing action events. We are currently in phase two of the implementation of Green Dot and by spring 2020 we plan to be in phase three. Phases two and three will be ongoing as students graduate and new students matriculate.

Sexual Misconduct Working Group- At the request of President Hass during the spring 2019 semester, Vice President of Strategic Initiatives, Sherry Turner, assembled a contingency of faculty, staff and students across the college to serve on the Sexual Misconduct Working Group. The purpose of the working group is to review Rhodes’ policies, procedures and practices around Title IX to identify areas of strength and areas of improvement. The Working Group’s four sub-committees are focused on the following areas: impairment and consent, Title IX Formal Resolution Process, strategies for prevention, education and awareness, and engaging the campus community. The goal of the Working Group is to produce a report of recommendations to Dr. Hass by the spring semester.

Healthy Relationships Curriculum- The Title IX Office, in collaboration with the Tennessee Coalition to End Domestic and Sexual Violence, is developing a curriculum designed to educate students on issues of healthy sexuality, alcohol and drugs, communication and consent, gender roles and identity, and dating safely. The curriculum will be offered multiple times each semester to all students in the form of 1 – 1 ½ hour workshops beginning in the spring of 2020.

Hearing Board Training- Currently fourteen faculty and staff members have been trained to hear sexual misconduct cases and serve as advisors during a Title IX process. During the fall of 2019 the Title IX Office will be hosting another training for individuals who wish to serve on the hearing board.

Data Assessment- The Title IX Office will be collaborating with the Office of Institutional Research to develop a means to assess the effectiveness of programs and training coming out of the Title IX Office.