



2017–2018 ANNUAL REPORT

Title IX & Bias Response



DIRECTOR'S MESSAGE

Dear MIT Community,

As many of you know, sexual harassment—specifically as it relates to relationships with a power imbalance—has sparked unprecedented national discussions in-person and online. In this same period, MIT and Title IX offices across the country saw an increase in reports (at MIT, we experienced a 42% increase over last year, with more reports of sexual harassment against faculty members or staff). While it is impossible to know with certainty why we saw a dramatic increase in one particular area, Title IX officers agree it is likely a result of people feeling empowered by the #MeToo and #TimesUp movements rather than an increase in the number of incidents. This is further supported by the fact that many of the sexual harassment reports MIT received this year were related to incidents that occurred in the past.

We hope the increased awareness and sensitivity to this topic continues to bring about meaningful and innovative prevention and education strategies. The Title IX & Bias Response Office (T9BR) remains committed to regularly reviewing our policies and reporting procedures to ensure a transparent, fair, and impartial response to all allegations.

T9BR staff and campus partners spent much of last year building the infrastructure for an accessible online reporting mechanism MIT community members can use to report any type of bias or discrimination. The Bias Response Team (BRT) formed to respond to complaints of bias and ensure reporting parties know about available options, including talking to Human Resources about an employee issue; educational interventions; and support measures for impacted individuals and communities. Please see page 11 for a summary of those cases. As knowledge about the online reporting option grows, we anticipate an increase in the number of reported cases.

Best wishes for a successful academic year,

Sarah Rankin, Director of the T9BR Office

TITLE IX SUMMARY REPORT

MIT is committed to addressing all incidents of sex- or gender-based discrimination, including sexual harassment and assault. When MIT is aware of an allegation, the Title IX and Bias Response Office (T9BR) works to end the prohibited behavior, prevent recurrence, and remedy the effects by providing resources, accommodations, and support. This section details the nature of the sex- or gender-based discrimination reports involving students during the 2017-2018 academic year. There were a total of 156 cases reported to the T9BR Office. Of those reports, 147 cases involved allegations of gender-based discrimination, sexual misconduct, sexual harassment, intimate partner violence, or stalking.

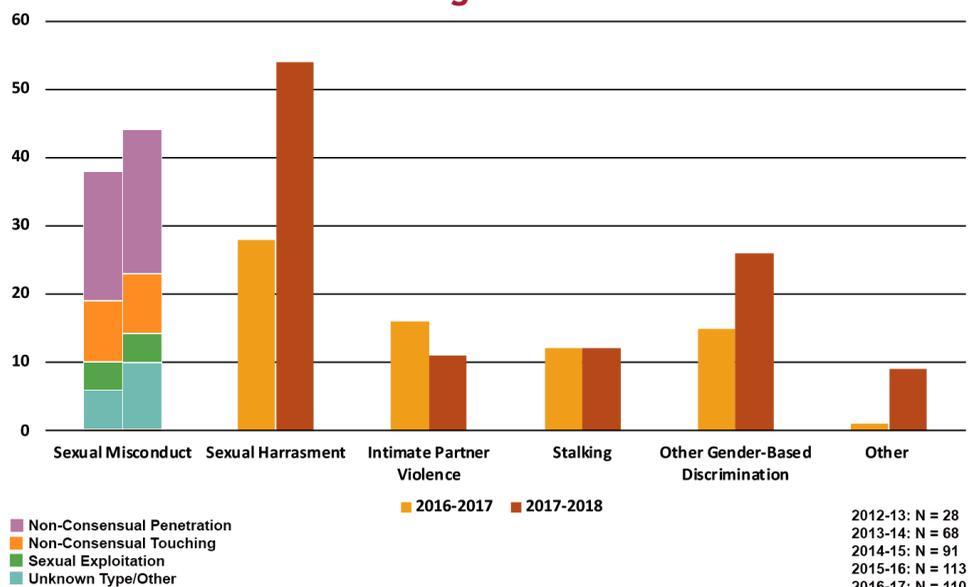
TITLE IX INCIDENT REPORTING

During the 2017-18 academic year, the T9BR Office was notified of 156 incidents involving students—a 42% increase from the 2016-2017 academic year. A majority of these reports were made through a **responsible employee*** or directly by a student to the T9BR Office.

*A responsible employee is obligated to inform the T9BR Office when they are aware of an incident of gender-based discrimination. Once aware, the T9BR Office follows up with the individual to provide them accurate information about their options and available resources.

2017-2018 Total Reports N=156

Figure 1



DEFINITIONS*

Complainant(s): The individual(s) reporting the MIT policy violation.

Respondent(s): The individual(s) accused of violating a MIT policy.

Sexual Misconduct: A range of behaviors including non-consensual sexual touching; non-consensual sexual penetration; and sexual exploitation.

Sexual Harassment: Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct has the purpose or effect of unreasonably interfering with an individual's working conditions, academic experience, or living conditions, or of creating a hostile working, academic, or living environment.

Intimate Partner Violence (IPV): Actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse that would cause a reasonable person to fear harm to self or others.

Stalking: More than one instance of unwanted attention, harassment, physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could be reasonably regarded as alarming or likely to place that individual in fear or harm of injury.

Other Gender-Based (GB) Discrimination: Discrimination based on gender not described above.

Other: It is unclear if behavior alleged or conduct was based on gender (e.g., loud arguments reported by concerned neighbors as possible domestic violence).

*Summarized definitions based on Institute Policies. Complete policies and definitions can be found at <https://titleix.mit.edu/>

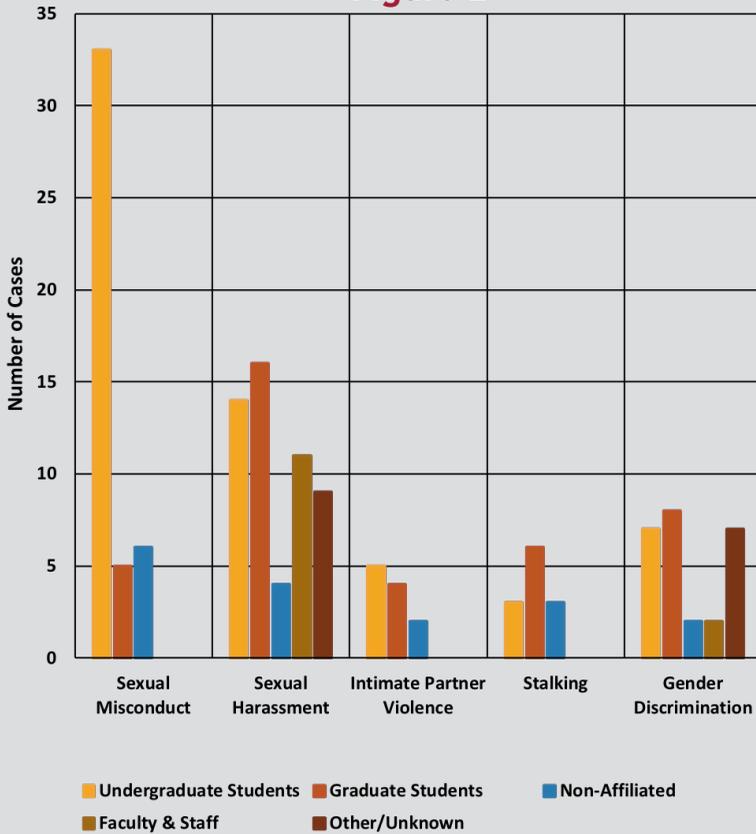
T9BR RESPONSE TO NOTICE OF GENDER-BASED DISCRIMINATION

There are generally two ways the T9BR Office becomes aware of gender discrimination allegations. A Complainant seeks assistance through the T9BR Office directly or information is shared by a responsible employee at MIT. In each case, the Title IX Coordinator follows up with the Complainant to provide information about reporting options, Institute policies, support resources, and possible accommodations. Some accommodation examples include no-contact orders, housing changes, course changes, and educational interventions (accommodations may be available even if no formal complaint is filed).

To the greatest extent possible, the Complainant decides how to proceed with a report. If a Complainant asks for no formal action, MIT will weigh this request with its commitment to providing a safe and non-discriminatory environment. A range of factors are considered, including an increased risk of the alleged perpetrator committing additional acts of sexual violence (e.g., whether there were other sexual violence complaints about or threats of further sexual violence made by the same alleged perpetrator, or whether multiple perpetrators committed the sexual violence) or an increased risk of future acts of sexual violence under similar circumstances (e.g., whether the student's report reveals a pattern of perpetration at a given location or by a particular group). Other factors include whether the sexual violence was perpetrated with a weapon; if the complainant is a minor; and whether the school or the T9BR Office possesses other means to obtain relevant evidence. If MIT decides to move forward, the original complainant can choose to not participate in the formal investigation.

AFFILIATION: COMPLAINANT (REPORTING PARTY)

Figure 2

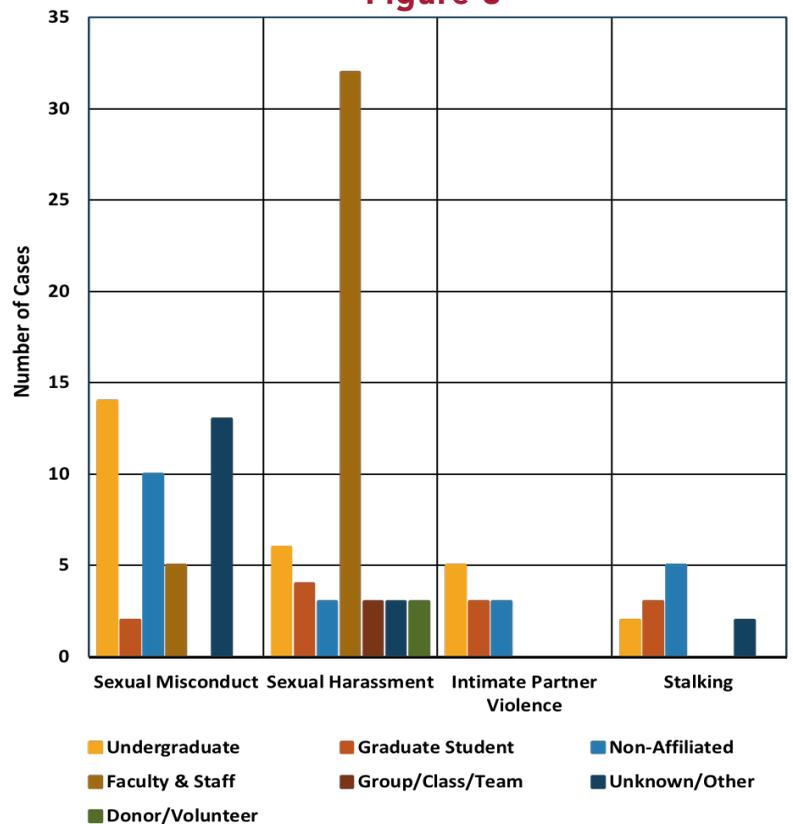


- Sexual Misconduct: 86% of Complainants were students; and 14% were unaffiliated with MIT.
- Sexual Harassment: 56% of Complainants were students; 7% were unaffiliated with MIT; and 20% were faculty members or staff at MIT.
- Intimate Partner Violence (IPV): 82% of Complainants were students; and 18% were unaffiliated with MIT.
- Stalking: 75% of Complainants were students; and 25% were unaffiliated with MIT.
- Gender-based Discrimination: 58% of Complainants were students; and 8% were unaffiliated with MIT; and 8% were faculty members or staff at MIT.

AFFILIATION: RESPONDENT (RESPONDING PARTY)

Figure 3

- Sexual Misconduct: 36% of Respondents were students; 23% were unaffiliated with MIT; and 30% were unknown to the Title IX Office.
- Sexual Harassment: 19% of Respondents were students; 6% were unaffiliated with MIT; and 59% were faculty members or staff at MIT.
- Intimate Partner Violence (IPV): 73% of Respondents were students; and 27% were unaffiliated with MIT.
- Stalking: 42% of Respondents were students; and 42% were unaffiliated with MIT.



TITLE IX INVESTIGATIONS

Staff from the T9BR Office investigate cases involving student Respondents that go through the formal investigation. The Title IX Investigators receive extensive annual training on a variety of topics including risk assessment, writing investigative reports, stalking, sexual assault, intimate partner violence, working with the LBGTO community, trauma-informed interviewing, and due process. Human Resources addresses cases involving faculty or staff respondents by utilizing an informal resolution process or formal investigation. In 2017-2018, the T9BR staff partnered with Human Resources to co-investigate formal allegations against faculty and staff Respondents.

TITLE IX CASE TRAJECTORY

Figure 4 depicts the trajectory of the 147 cases involving allegations of gender-based discrimination, sexual misconduct, sexual harassment, intimate partner violence, or stalking.

Formal Report: a formal complaint filed to be investigated for adjudication through the Committee on Discipline (COD), Human Resources (HR), or Police Department (PD).

Cases involving student Respondents are adjudicated by the COD; employee Respondents by HR; and non-affiliates by the police department, based on the location of the incident.

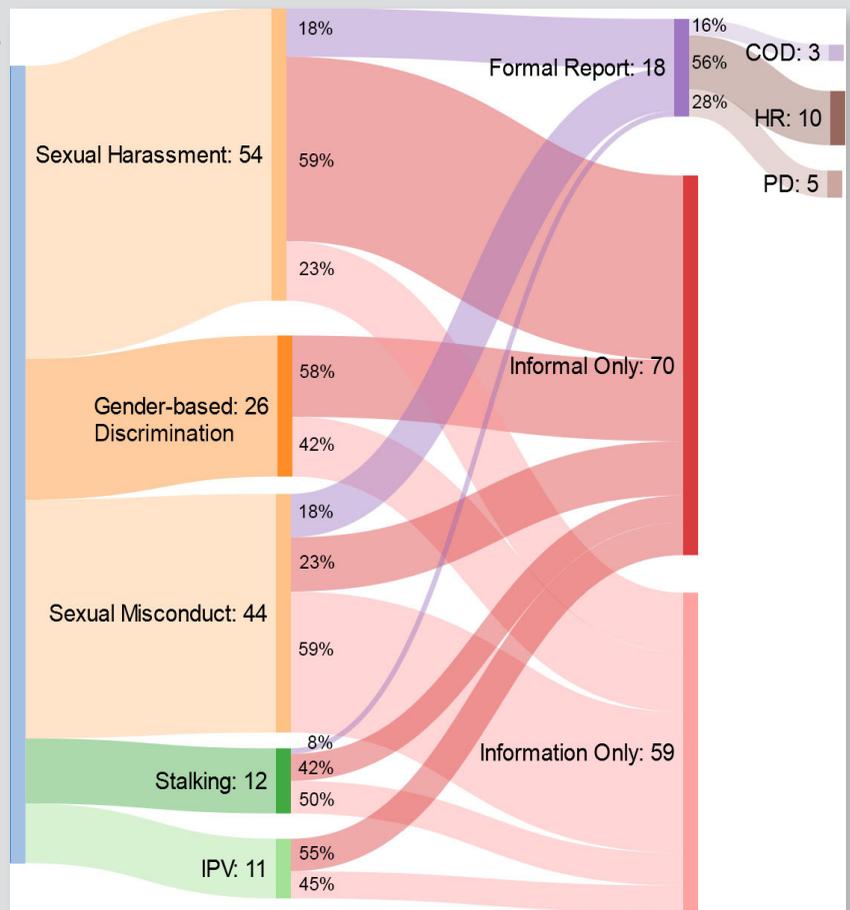
Complainants can file a complaint internally (T9BR, COD, or HR) and with the police. Accessing one process does not limit access to the others.

Informal Assistance: the Complainant requested remedies such as educational intervention (required training for an individual or group), no-contact order, campus trespass order, housing relocation, or academic accommodations.

Informational: When known, the Complainant was given reporting options and resources but did not request any informal or formal assistance.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. Whenever possible, MIT honors the Complainant's request to receive information only or to receive informal assistance without filing a formal complaint.

Figure 4



SUPPORT FOR REPORTING AND RESPONDING PARTIES

Involvement in a Title IX case can be very stressful. There are a number of resources at MIT that support students throughout the process including the Violence Prevention and Response Team, Mental Health and Counseling, Student Support Services, Residential Life staff, Office of Graduate Education, Office of the Vice Chancellor, and the Ombuds Office. MIT's investigation and adjudication procedures were designed to provide a fair and transparent process for all involved parties. Each party can have an advisor of their choice accompany them to interviews and meetings. Staff across MIT have received in-depth training about the Title IX reporting process and are available to serve as an advisor to any requesting student. These advisors provide information and support throughout the process. Additionally, Deputy Title IX Coordinators from each school and division are available to answer questions and provide information.

VIOLENCE PREVENTION & RESPONSE

Violence Prevention and Response (VPR) is MIT's primary on-campus resource for preventing and responding to interpersonal violence including sexual assault, dating and domestic violence, stalking, and sexual harassment. VPR's prevention specialists work with the entire campus to educate and raise awareness. VPR's advocates are available 24 hours a day to support survivors in deciding what to do next. 24/7 Hotline: (617) 253-2300

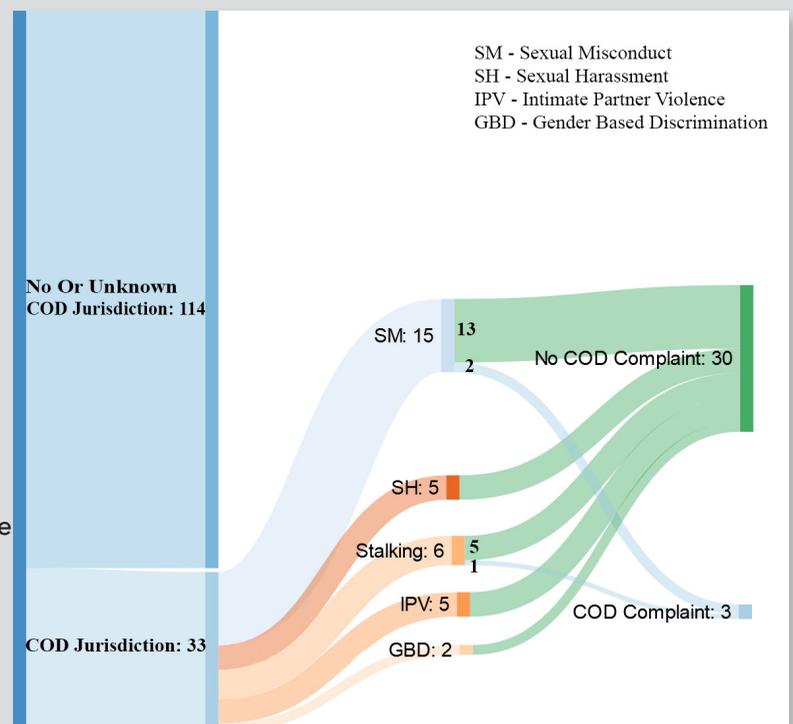
COMMITTEE ON DISCIPLINE (COD) JURISDICTION

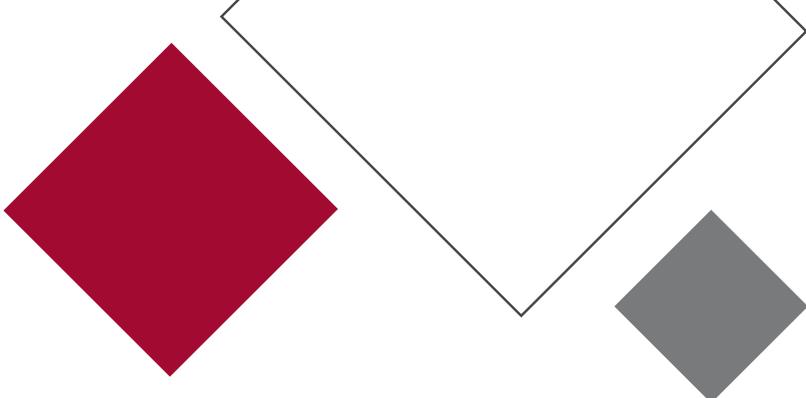
Of the 147 cases involving gender-based discrimination, sexual harassment, sexual misconduct, intimate partner violence, or stalking, 114 cases were not within the COD's jurisdiction for formal adjudication. The majority of these 114 cases were not in the COD's jurisdiction because they involved Respondents who were not students or were unknown to the T9BR Office.

3 of the 33 cases within the COD's jurisdiction resulted in a formal complaint. These 3 cases (2 Sexual Misconduct cases and 1 Stalking case) were brought forward by Complainants.

For the remaining 30 cases, Complainants did not want to file a formal COD complaint. After assessing each case, the T9BR Office honored each request for no formal action.

Figure 5





COMMITTEE ON DISCIPLINE OUTCOMES

July 2014 through June 2018

From July 2014 through June 2018, the Committee on Discipline made findings in 23 cases from the T9BR Office that alleged sexual misconduct, sexual harassment, intimate partner violence (IPV), or stalking. Due to the small number of cases each year and in order to maintain the privacy of the parties, this table uses four years of data, unlike the rest of this report, which only covers 2017-18. Only limited interpretation is possible due to the small number of cases and the unique circumstances in each case.

	Not Responsible	Probation/ Education	Suspension	Expulsion	TOTALS
Intimate Partner Violence	1	3			4
Stalking			1	1	2
Sexual Harassment			1		1
Non-Consensual Sexual Penetration	5		1	4	10
Non-Consensual Sexual Contact	1	1	4		6
Sexual Exploitation					0

Even if there are multiple allegations, each case is listed once. In such cases, the category most descriptive of that overall case is used. Findings of responsibility are based on the COD process and MIT policy, which is entirely separate from, and uses a different evidentiary standard than, criminal proceedings.

TITLE IX EDUCATION AND TRAINING INITIATIVES SUMMARY

HAVEN FACULTY & STAFF ONLINE TRAINING:

Led by the Haven Implementation Team, which includes staff from the T9BR Office and Human Resources, MIT began a roll-out of an online training tailored for MIT faculty and staff. The Haven Faculty & Staff training was released to departments across the Institute during the spring of 2018. The training includes modules on handling student disclosures, being a concerned co-worker, and addressing unwanted attention. Approximately 99% of our paid faculty and staff completed the online training or the substitute in-person training.

GRADUATE STUDENT ONLINE TRAINING:

Since the fall of 2016, all incoming graduate students are required to complete an online training that covers definitions, policies, and skills around sexual assault and sexual harassment. This year, in addition to a required training for incoming 2018 graduate students, all graduate students who did not complete the training when they were incoming students were asked to complete the "Sexual Assault Prevention-Graduate Students" online program. This means students that enrolled prior to 2016 must take the training this fall. Our goal is to ensure that all graduate students on campus complete this introductory training.

CHANGE MAKER AWARD RECIPIENTS OF 2018:

The Change Maker Awards recognize and celebrate individuals, student groups, and departments that made positive contributions to the MIT community on issues related to sexual misconduct and gender discrimination. Co-presented by the T9BR Office and VPR for the second year in a row, the MIT community came together on April 4th to celebrate the honorees. The 2018 Change Maker honorees include:

Undergraduate Student: David Dellal was honored for his leadership in the InterFraternity Council (IFC). As the IFC risk manager, IFC president, and founder/chair of the IFC Sexual Misconduct Committee, Dellal worked to change harmful attitudes that contribute to sexual misconduct on campus. The committee developed a program to incentivize fraternity chapters' involvement with Sexual Assault Awareness Month as well as their participation in VPR-led trainings.

Graduate Student: Claire Webb was recognized for her work with the T9BR Office. As the Graduate Fellow, she helped redesign the office's website and craft educational materials. Webb's work helps students easily find the education, support, and reporting resources they need.

Student Group: Graduate Women at MIT (GW@MIT) were honored for hosting community discussions, pairing mentors and mentees, and collaborating with the T9BR Office. Their work spurred climate surveys at MIT, a New England-area survey of graduate students, and a Title IX summit with local institutions of higher education.

Faculty/Staff: Former chemistry graduate student Michelle MacLeod and chemistry department head Timothy F. Jamison were recognized for leading efforts to train faculty, students, and staff. The Department now requires all principal investigators to host bi-annual workshops that focus on preventing sexual harassment and creating an inclusive learning and work environment. The chemistry department completed 15 trainings in the 2017-2018 academic year for each lab community. Their work functions as a model for other MIT departments.

PLEASURE Peer Educator of the Year: Nolan O'Brien was selected as the Distinguished PLEASURE Educator to honor his inclusive leadership in the group. Through community workshops and dialogue in residence halls, PLEASURE promotes healthy relationships and aims to eliminate sexual violence at MIT.





BIAS SUMMARY REPORT

This section of the report outlines non-Title IX bias reports at MIT. The T9BR Office's role expanded to include coordination of response to all forms of bias affecting students. The Bias Response Team (BRT) includes representatives from the T9BR Office, MIT Police, Office of Graduate Education, Human Resources, Office of the General Counsel, Institute Community and Equity Office, Office of Residential Education, and the Office of Multicultural Programs. The BRT was created to document and review all reports of bias or discrimination allegedly committed by students, provide impacted students and communities with information on resources for assistance and options to address concerns, develop and coordinate an appropriate response plan, and identify patterns or systemic problems. Reports of alleged bias committed by an employee are handled by Human Resources (HR). If those reports come to the BRT first, they are documented and referred to the appropriate HR department.

THE PROCESS OF REPORTING:

Upon receiving a report of alleged bias or discrimination by an MIT student(s), the BRT will make an initial determination as to how to respond to the reporting party, based on the information immediately available.

ANONYMOUS REPORTS

The BRT will likely take no action with anonymous reports because follow up with the reporting party is not possible. Therefore, these reports are used for data-gathering purposes. However, if a person alleged to have committed an act is identified and the reporting party's anonymity can be protected, the BRT might contact the alleged perpetrator to address any ongoing safety concerns. When deciding whether to take action on an anonymous report, the BRT will weigh the reporting party's request for anonymity with the Institute's commitment to providing a safe and non-discriminatory environment. If the BRT determines action is needed, any potentially identifying information about the reporting party is kept confidential to the extent possible.

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THE PROCESS OF BIAS REPORTING: (CONTINUED)

NON-ANONYMOUS REPORTS

1. *Initial Determination*

A member of the BRT will follow up with the reporting party to discuss the situation and determine the desired outcome. The reporting party's request for resolution will be strongly considered by the BRT and honored to the extent reasonably possible, taking into account the Institute's commitment to providing a safe and non-discriminatory environment to the broader community. If the BRT believes any additional response is necessary, it will coordinate the response in consultation with the MIT Police. In the event that the BRT determines the reported conduct could be considered a hate crime, the MIT Police will lead the immediate response plan.

2. *Reviewing Reporting Options for Student Complainants*

The BRT or a colleague with relevant expertise will contact the reporting party to review reporting options and discuss their desired outcome. Options include, but are not limited to, filing a formal complaint with the Committee on Discipline (COD), filing a report with the BRT for statistical tracking purposes, and/or requesting training or educational follow-up with an individual or group.

3. *Developing a Response Plan*

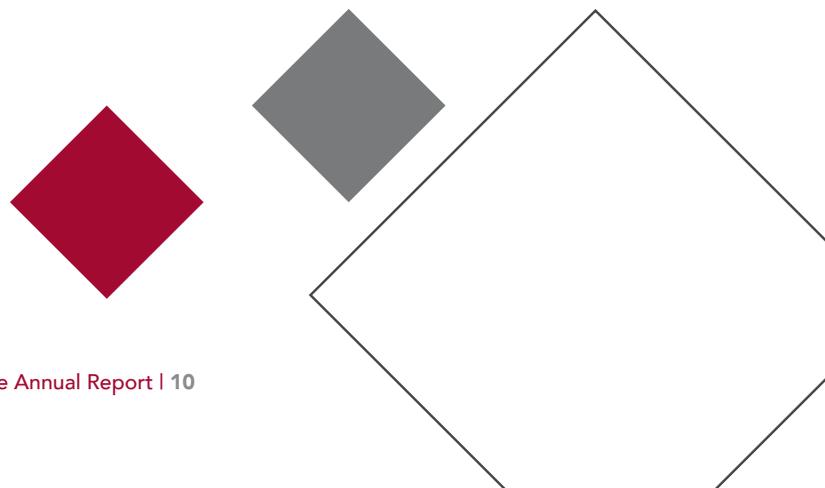
If the reporting or impacted party chooses to file a formal complaint with the COD, the BRT can work with the Office of Student Conduct to assist the reporting party in initiating the complaint and to develop a response plan. As set forth in the COD Rules and Regulations, the Chair of the COD can request a fact-finding investigation from the Division of Student Life (DSL). It is expected that in most cases involving students, DSL will request that the investigation be conducted by Investigators from the T9BR Office. Following any investigation, a written report will be provided to the COD to assist it in making its findings and, if necessary, determining sanctions. If the reporting or impacted party, or the BRT, determines an informal response is needed, the BRT will coordinate with relevant campus stakeholders to create a response plan. The response plan may include offering assistance for the reporting or impacted party such as counseling, health care, academic support, or assistance with changing living arrangements, class schedule, or work schedule. The response also may include educational follow-up with an individual or group, training and outreach, no-contact requests, awareness campaigns, etc. All reported cases will be documented by the BRT for tracking purposes.

4. *Implementing, Monitoring, Re-assessing, and Following Up on the Plan*

The BRT will regularly review cases to ensure the response plans are implemented. The BRT may decide to refer an individual to other MIT resources or offices for additional assistance or response. The BRT, with assistance from appropriate resources, is responsible for monitoring any response plan and coordinating any changes or adjustments to the plan as necessary depending on the facts and circumstances as they develop.

5. *Documenting the Results of the Process*

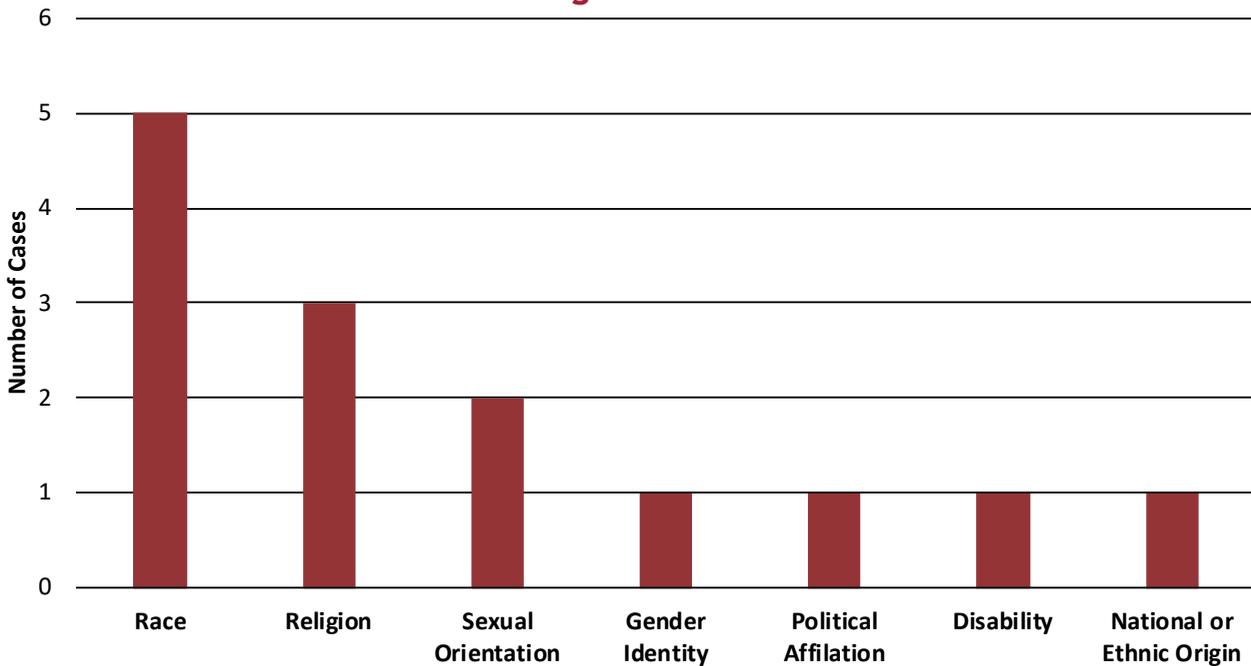
The BRT will keep records of its process and document the results of its assessments and response plans. These records shall be maintained by the chair of the BRT.



BIAS INCIDENT REPORTING

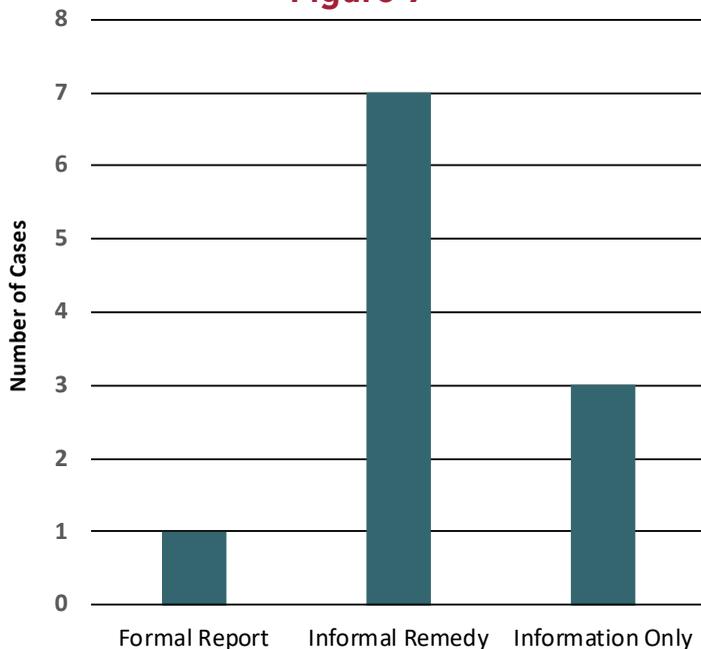
During the 2017-18 academic year, the Bias Response Team was notified of 11* incidents of bias. Reports were made directly to a member of the BRT or through an online form available on the T9BR website.

Figure 6



*Reporter was able to choose multiple categories of bias

Figure 7



Response to Reports Filed:

Formal Report: the reporting party submitted a report with the BRT and asked for assistance filing a formal complaint with the Committee on Discipline (COD) against a student or student group.

Informal Remedy: the reporting party submitted a report with the BRT in order to learn information about reporting options, counseling, academic support, MIT resources, accommodations, or educational follow-up.

Information Only: the reporting party submitted a report with the BRT that was anonymous or they specifically asked that it be included for statistical tracking purposes only.

