

MIT ANNUAL TITLE IX REPORT

CASES INVOLVING STUDENTS

JUNE 30, 2015-JULY 1, 2016



INTRODUCTION

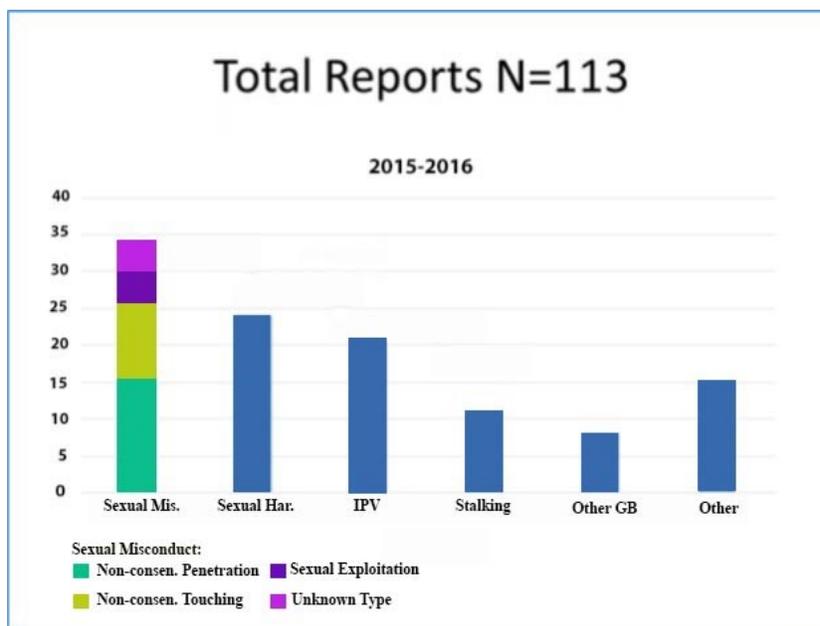
MIT is committed to addressing all incidents of sex- or gender-based discrimination, including sexual harassment and assault. When MIT is aware of an allegation, the Title IX Office works to end the prohibited behavior, prevent recurrence, and remedy the effects by providing resources, accommodations, and support. This report details the nature of the reports received by the Title IX Office involving **students** during the 2015-16 academic year.

INCIDENT REPORTING

During the 2015-16 academic year, the Title IX Office was notified of 113 incidents—a 24% increase from 2014-15. Reports were made through a “responsible employee”* or by a student directly to the Title IX Office.

*A responsible employee is obligated to inform the Title IX Office when they are aware of an incident of gender-based discrimination, including sexual harassment and assault.

Figure 1



TYPE OF INCIDENT

***Sexual Misconduct:** A range of behaviors including nonconsensual sexual touching; completed nonconsensual 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 of harm or injury.

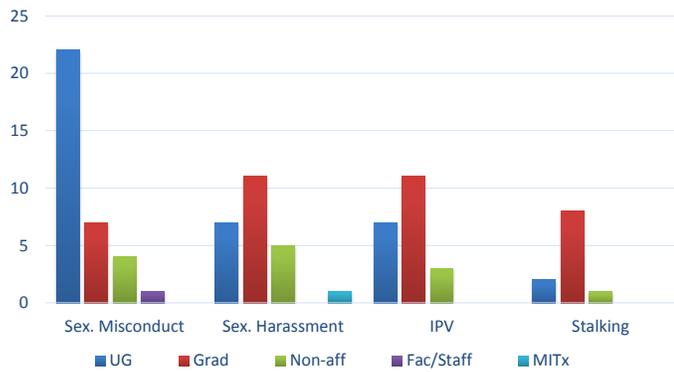
Other Gender-Based (GB): Discrimination based on gender not described above.

Other: Unclear violation or if conduct was based on gender (for ex: loud arguments reported by concerned neighbors as possible domestic violence).

*As defined by Institute Policy. Complete policies and definitions can be found at <https://titleix.mit.edu/>.

Figure 2

Affiliation: Complainant

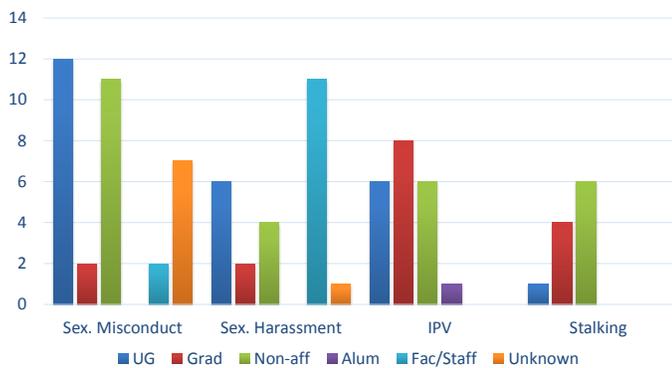


AFFILIATION: COMPLAINANT (REPORTING PARTY)

- Sexual Misconduct: 85% of Complainants were an undergraduate or graduate student; 12% were unaffiliated with MIT; and 3% were faculty or staff at MIT.
- Sexual Harassment: 75% of Complainants were an undergraduate or graduate student; 21% were unaffiliated with MIT; and 4% were enrolled in MITx.
- Intimate Partner Violence (IPV): 86% of Complainants were an undergraduate or graduate student; and 14% were unaffiliated with MIT.
- Stalking: 91% of Complainants were an undergraduate or graduate student; and 9% were unaffiliated with MIT.

Figure 3

Affiliation: Respondent



AFFILIATION: RESPONDENT (RESPONDING PARTY)

- Sexual Misconduct: 41% of Respondents were an undergraduate or graduate student; 32% were unaffiliated with MIT; and 21% were unknown to the Title IX Office.
- Sexual Harassment: 33% of Respondents were an undergraduate or graduate student; 17% were unaffiliated with MIT; and 46% were faculty or staff at MIT.
- Intimate Partner Violence (IPV): 67% of Respondents were an undergraduate or graduate student; and 29% were unaffiliated with MIT.
- Stalking: 45% of Respondents were an undergraduate or graduate student; and 55% were unaffiliated with MIT.

TITLE IX INVESTIGATIONS

Cases involving student Respondents are investigated by staff from the Title IX Office, though not all cases are formally investigated. To meet the demand for investigations, a second Investigator was added to the Title IX Office this year. The Title IX Investigators receive extensive annual training on a variety of topics including risk assessment; writing investigative reports; specialized training on stalking, sexual assault, and intimate partner violence; working with the LGBTQ community; and trauma-informed interviewing techniques.

RESPONSE TO NOTICE

There are generally two ways the Title IX Office becomes aware of gender discrimination allegations. A Complainant seeks assistance through the Title IX Office directly, or information is shared by an MIT employee who has a responsibility to inform the Title IX Office. 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 with or without filing a formal complaint. To the greatest extent possible, the decision about how to proceed with a report is made by the Complainant. MIT will weigh a Complainant's request that no formal action be taken with its commitment to provide a reasonably safe and non-discriminatory environment. A range of factors are considered including circumstances that suggest there is an increased risk of the alleged perpetrator committing additional acts of sexual violence (e.g., whether there have been other sexual violence complaints about the same alleged perpetrator, whether they threatened further sexual violence, or whether the sexual violence was committed by multiple perpetrators) 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; the age of the complainant; and whether the school possesses other means to obtain relevant evidence.

TITLE IX REPORTS (FIG 4)

There were a total of 113 cases reported to the Title IX Office. Of those reports, 90 cases involved allegations of sexual misconduct, sexual harassment, intimate partner violence, or stalking.

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

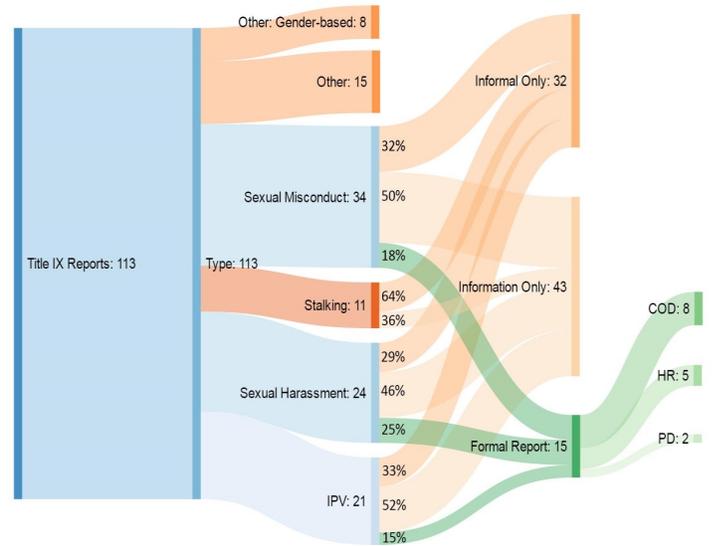
Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. Whenever possible, the Complainant's request to receive information only or for informal assistance without filing a formal complaint is honored.

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

The Respondent's affiliation determines the complaint process. 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 (COD or HR) and with the police. Accessing one process does not limit access to the others.

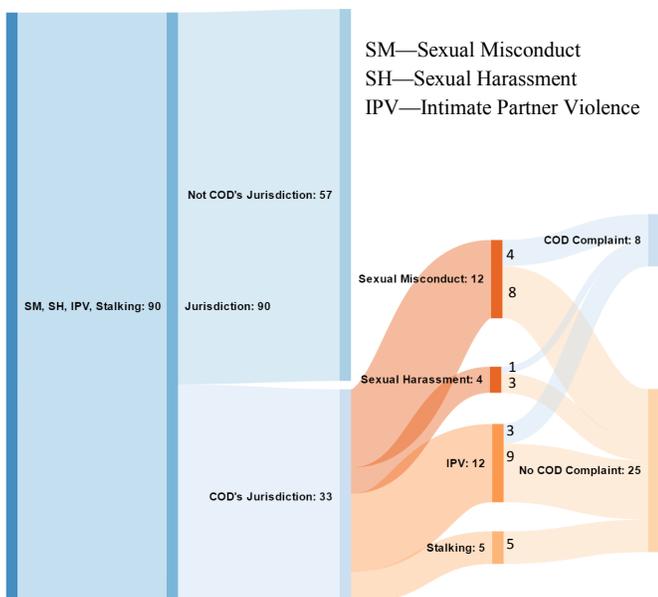
Figure 4



SUPPORT FOR REPORTING AND RESPONDING PARTIES

Involvement in a Title IX case can be very stressful. There are a number of resources across the Institute to support students throughout the process including VPR, Mental Health and Counseling, Student Support Services, Residential Life staff, ODGE, DUE, and the Ombuds Office. The 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 to accompany them to interviews and meetings. A pool of staff from across the Institute 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.

Figure 5



COMMITTEE ON DISCIPLINE (COD) JURISDICTION (FIG 5)

Of the 90 cases involving sexual harassment, sexual misconduct, intimate partner violence, and stalking, 57 cases were not within the jurisdiction of the COD for formal adjudication. The majority of these 57 cases involved Respondents who were not students or were unknown to the Institute.

Of the 33 cases within the jurisdiction of the COD, 8 cases resulted in a formal complaint. These 8 cases (3 IPV, 1 sexual harassment, and 4 sexual misconduct) were brought forward by the Complainant or the Institute.

The remaining 25 cases that did not result in a COD complaint were all at the request of the Complainant. Each request for no formal action is assessed by the Institute, and honored whenever possible.

See <https://cod.mit.edu/> for information on the COD process.

**COMMITTEE ON DISCIPLINE OUTCOMES
JULY 2013 TO JUNE 2016**

Between July 2013 and June 2016, the Committee on Discipline received 21 cases from the Title IX office that alleged sexual misconduct, intimate partner violence (IPV), or stalking. To maintain privacy due to the small number of cases each year, this table uses three years of data, unlike the rest of this report, which only covers 2015-16. It is important to note that due to the small number of cases and the unique circumstances in each case, only limited interpretation is possible.

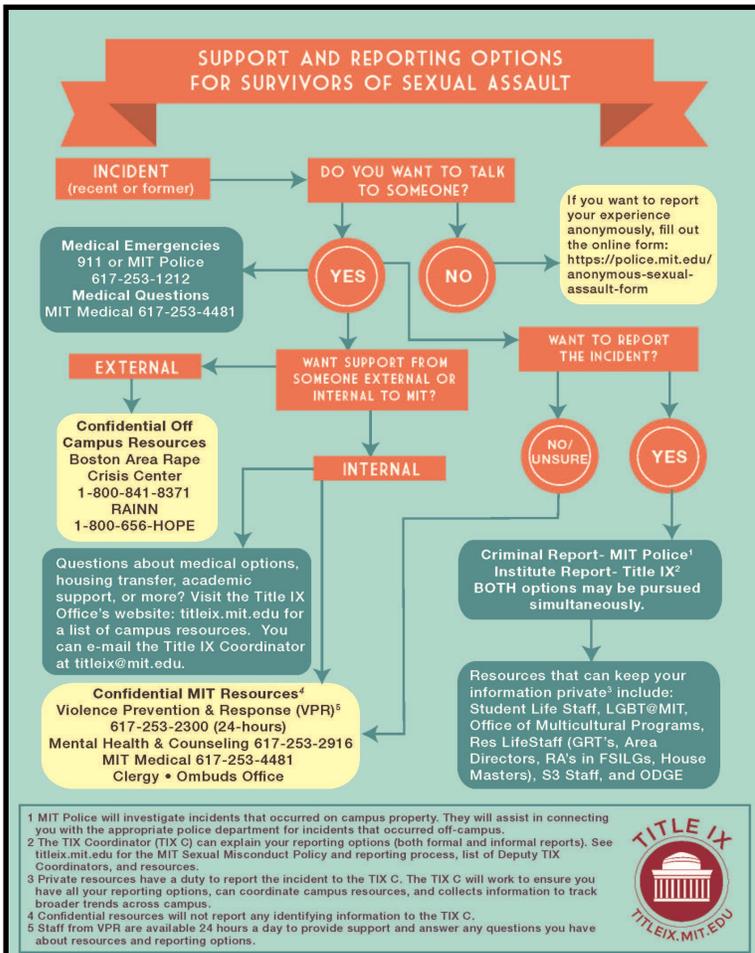
	Not Responsible	Probation/ Educational	Suspension	Expulsion	TOTALS
Intimate Partner Violence	1 (17%)	5 (83%)			6
Stalking			1 (100%)		1
Sexual Harassment					0
Nonconsensual Sexual Penetration	3 (33.3%)		1 (11.1%)	5 (55.5%)	9
Nonconsensual Sexual Contact			4 (100%)		4
Sexual Exploitation			1 (100%)		1

Each case is listed only once, even if there are multiple allegations. In such cases, the category most descriptive of that overall case is used. It is important to note that the findings of responsibility are based on the COD process and MIT policy, which is entirely separate from criminal proceedings.

VIOLENCE PREVENTION & RESPONSE

[Violence Prevention & 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. An advocate is available 24-hours a day to support survivors in deciding what to do next, (617) 253-2300.

Figure 6



TITLE IX EDUCATION AND TRAINING INITIATIVES SUMMARY

During the 2015-16 academic year, the Title IX Office expanded its educational capacity by adding a full time Education Specialist to its staff. This increased the Title IX Office's availability to provide requested trainings to student and employee groups such as GW@MIT, Medlinks, TA's, and GRT's. The Title IX Office's educational initiatives focused on informing the MIT community about the existence and function of the Title IX Office, Institute policies prohibiting various forms of sex discrimination, responsibilities of MIT employees related to Title IX, and awareness of MIT's sexual misconduct grievance procedures. To achieve this end, the Title IX Office distributed 1,500 stickers depicting a flowchart of reporting options and resources which were affixed to highly visible locations in bathrooms of academic buildings and residence halls (Figure 6).

The Title IX Office and Violence Prevention & Response, offered the first Interpersonal Violence Disclosure Response Training for faculty and staff. This 15 hour training focused on building knowledge and skills around appropriately responding if a student discloses that they have experienced interpersonal violence. Title IX training was also offered across the Institute to faculty, staff, and students by experts from the Office of General Counsel, Human Resources, and Violence Prevention & Response. Additionally, the Title IX Office contracted for a new graduate student specific online training program covering sexual misconduct. In an effort to ensure 100% completion of this program, a registration hold will be placed on graduate students who do not complete the program before a required deadline.