# INSTITUTE DISCRIMINATION AND HARASSMENT RESPONSE OFFICE

# ANNUAL REPORT

## 2020-2021 Academic Year

IDHR | INSTITUTE DISCRIMINATION & HARASSMENT RESPONSE OFFICE

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# OUR OFFICE

# DIRECTOR'S MESSAGE

Dear Members of the MIT Community,

Welcome to the 2021-22 school year! This year feels particularly special as we make our way back to campus after being connected through Zoom for the past 19 months.

This past academic year, we continued launching our new office while pivoting to providing supportive services, investigations, and prevention education. The IDHR staff are taking time to reflect on what worked well in an online environment and how we can continue these practices as we emerge from the pandemic.

Beginning in January 2021, we rolled out ongoing training on preventing sexual and gender-based harassment to all faculty, staff, and graduate students of 3+ years. We are pleased to report a 96% completion rate to date and are grateful to everyone who took the time to make this a priority. It represents our community's commitment to creating a living, learning, and working environment free from harassment and discrimination. Using the pre- and post-survey data from the training rollout, we will assess the curriculum to begin creating the next suite of training offerings, scheduled for 2023.

As part of our long-term plan to require annual ongoing training for all undergraduates (via online "booster" courses), in 2019 sophomores were asked to complete a refresher course and last year juniors were provided with a new module on sexual assault prevention. We anticipate adding seniors to this annual requirement when a new course is available.

Meanwhile, during the spring 2021 semester, we were excited to welcome to our team Nina Harris, Restorative Resolutions Coordinator. Nina is developing a number of resources for people seeking an alternative resolution from the formal complaint process. This includes facilitated dialogue and, in the future, a restorative justice program. This program is the result of your feedback—we heard you wanted a wider range of resolution pathways and are optimistic that we can build adaptable processes that will be a good fit for our community.

We've also heard your desire for more transparency. Since 2015, MIT has provided this annual update on reports of sexual misconduct, intimate partner violence, and stalking. Our annual reporting process was established to provide an overview of prevention efforts, information about reports, and interim and support measures over the past academic year.

Last year, with the expansion of IDHR to include faculty and staff cases, we broadened our report to include data on reports of faculty and staff misconduct. We also expanded our report to include all forms of discrimination and discriminatory harassment based on protected identities. Each year our annual report reflects the evolution of our work with the goal of providing important information about how the Institute responds to your concerns. Thank you for taking the time to read through this important information.

As I reflect on the 2020-21 academic year, I realize that as a community, we demonstrated we can accomplish hard things when we pull together. Now that we are back on campus, I hope we can use this moment of coming together to be mindful about how we treat others. Our door remains open to your ideas, suggestions, questions, and concerns.

I look forward to our continued work together and wish everyone a successful year.

Sarah

## Our Mission

MIT is committed to providing a working, living, and learning environment free from discrimination and discriminatory harassment for all community members including students, faculty, and staff. While preventing such incidents is a community-wide responsibility, the Institute Discrimination and Harassment Response Office (IDHR) serves community members who have experienced harm and provides access to supportive measures, resources on or off campus, and resolution pathways including the informal/alternative dispute resolution process or the formal complaint process.

In addition to handling student concerns related to Title IX (sexual assault, sexual harassment, and other forms of discrimination) the IDHR Office is a central resource for the entire MIT community for concerns related to discrimination, discriminatory harassment, and bias. This centralization is part of an Institute-wide effort to streamline informal and formal complaint processes to ensure that a dedicated and well-trained team is available to address incidents and establish a centrally tracked incident report and case management system.

## Our Team

**Sarah Rankin**
Director & Title IX Coordinator

**Jamie Sinetar**
Case Manager

**Vera Grbic**
Communications Coordinator

### Education Team:

**Bianca Kaushal**
Manager of Prevention, Education, and Outreach

**Erin Farley**
Education Specialist

**Simi Ogunsanwo**
Education Specialist

### Resolution Processes Team:

**Sarah Affel**
Manager of Investigations

**Justin Brogden**
Investigator

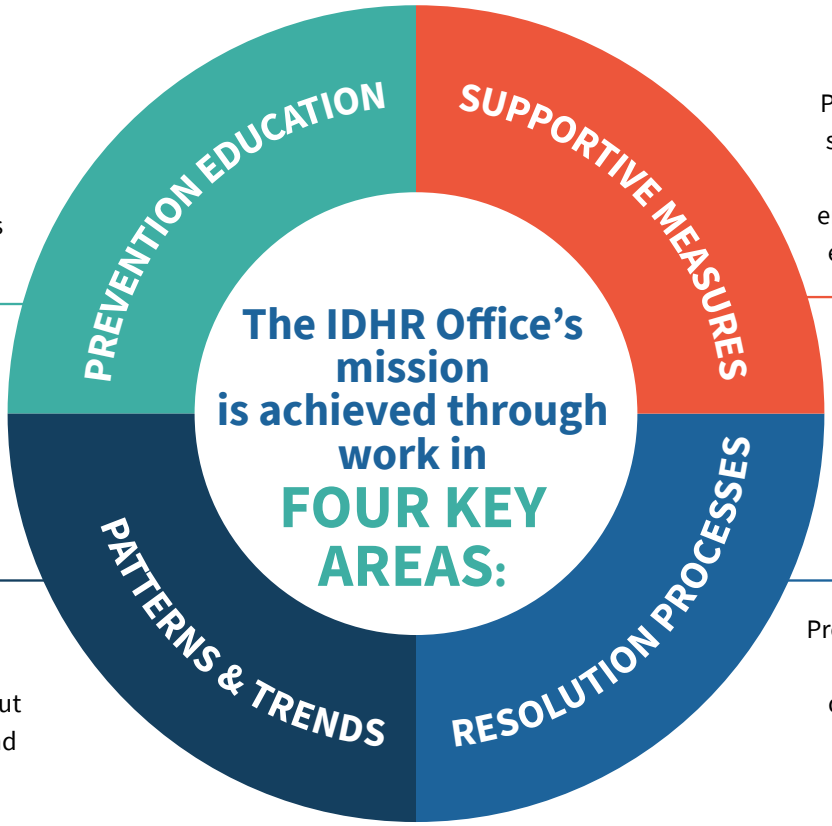
**Courtney Wilson**
Investigator

**Nina Harris**
Restorative Resolutions Coordinator

## Our Model

Providing engaging, relevant, and informative trainings and workshops.

Providing appropriate supportive measures to individuals to ensure equal access to education and work.




Providing the community with regular updates about relevant patterns and trends at MIT.

Providing mechanisms for resolution of discrimination and discriminatory harassment.

# Deputy Title IX Coordinators

For concerns specifically related to gender-based discrimination (including sexual harassment, sexual assault, intimate partner violence, and stalking), there are designated community members with whom you may feel more comfortable discussing your experience.

Deputy Title IX Coordinators are trained staff members who are knowledgeable about resources and reporting options available to employees and students at MIT, specifically regarding concerns of gender-based discrimination. The Deputy Title IX Coordinators are available to receive reports alleging violations of the Institute's policy on sexual harassment, sexual assault, intimate partner violence, and stalking.

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# OVERVIEW OF INCIDENT DATA

## Definitions & Terms*

**Gender-Based or Sex-Based Discrimination is discrimination based on an individual's sex or gender (including discrimination on the basis of pregnancy). Under the umbrella of "Gender-Based or Sex-Based Discrimination" are the following terms.**

**Sexual Misconduct:** A range of behaviors including non-consensual penetration, non-consensual contact and sexual exploitation.

**Non-Consensual Penetration:** Non-consensual sexual penetration is the sexual penetration or attempted sexual penetration of any bodily opening with any object or body part without effective consent.

**Non-Consensual Contact:** Non-consensual sexual contact is any physical contact with another person of a sexual nature without effective consent, including touching someone's intimate parts (such as genitalia, groin, breast, or buttocks, either over or under clothing); touching a person with one's own intimate parts; or forcing a person to touch another's intimate parts.

**Exploitation:** Sexual exploitation means taking sexual advantage of another person and includes:

- Providing alcohol or other drugs to someone without that person's knowledge, or unreasonably pressuring the person to consume alcohol or drugs, with the purpose of causing incapacitation in order for one to take sexual advantage of the person.
- Recording, photographing, transmitting, or allowing another to view images of private sexual activity and/or the intimate parts of another person without effective consent.
- Allowing third parties to observe private sexual acts without effective consent.
- Voyeurism, including by electronic means.
- Indecent exposure.
- Knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV, without their knowledge.

**Sexual Misconduct: Other:** Sexual misconduct that does not meet MIT's definition of the following sexual misconduct subcategories: non-consensual penetration, non-consensual contact, and sexual exploitation. This category is used when the IDHR Office does not have enough information re-categorize the incident in the above-mentioned categories.

**Intimate Partner Violence:** 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.

**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.

**Other Gender-Based Discrimination:** Discrimination on the basis of gender not described in any of the definitions above.

**Title IX: Unknown:** Reports where it is unclear if alleged behavior or conduct was based on gender.

**Discrimination & Discriminatory Harassment, as used in this Annual Report, is discrimination based on other legally protected categories or facets of an individual's identity, including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin. It does not include discrimination on the basis of gender or sex.**

**Discrimination & Discriminatory Harassment: Other:** Incidents reported that did not contain sufficient information to be categorized under another category of protected class.

**Employee:** Faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars.

**Student:** Students enrolled for undergraduate degree programs, graduate degree programs, and visiting students.

**Incident Report/Case:** When the IDHR Office is notified of a situation via our online reporting form, the MIT Hotline, email, phone, referral, or via a responsible employee. Not all incident reports result in the formal complaint process. "Reporting an Incident" simply means letting the IDHR Office know something has occurred. The data compiled for this report includes all incidents shared with the IDHR Office in the 2020-2021 academic year.

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

**Complainant:** The individual(s) reporting an alleged MIT policy violation.

** Summarized definitions are based on Institute Policies. Complete policies and definitions can be found at idhr.mit.edu.*

## Definitions & Terms continued*

**Case Trajectory: Sections of the annual report will elaborate on how incidents were addressed when the IDHR Office was notified.**

**Information Only:** The IDHR Office is contacted by or connected to many individuals who would like information about support resources and reporting options but do not want additional action taken at this point in time. This may also include anonymous reports that the IDHR Office was unable to follow up on.

**Informal Resolution:** The Complainant requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue. These may be facilitated by the IDHR Office or in consultation with the IDHR Office.

**Formal Complaint Process:** The Formal Complaint Process can be initiated to determine whether an MIT policy was violated. The process may include investigation, adjudication, and sanctioning, if appropriate. For more information about current formal complaint processes, please visit the IDHR Office's website.

**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation.

**HR/OSCCS Referral:** There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to Human Resources or the Office of Student Conduct and Community Standards.

** Summarized definitions are based on Institute Policies. Complete policies and definitions can be found at idhr.mit.edu.*

## IDHR Preliminary Review of All Reports

When the IDHR Office receives an anonymous report, the Institute may be limited in its ability to respond. However, each anonymous report is assessed to determine if following up with a named person or Department, Lab, or Center (DLC) is appropriate and possible while maintaining the reporting parties' request for anonymity.

The IDHR Office will, where possible, initiate at least one of three responses: (1) Offering supportive measures; (2) An Informal/Alternative Dispute Resolution; or (3) A Formal Complaint process, including an investigation and resolution. The IDHR Office will consult with the Complainant, where possible, to determine whether the Complainant prefers a Supportive Measures response, an Informal/Alternative Dispute Resolution, or the Formal Complaint process.

One of the benefits of a centralized office is the ability to track a pattern of repeated concerns about the same individual or same environment. The IDHR Office utilizes a database to help identify such patterns of conduct and will work closely with community partners to gather relevant information they have when reviewing reports. For an employee, this preliminary review could include consulting with a DLC to review past concerns raised, performance reviews, grading trends, or course evaluations to inform the decision on appropriate next steps. For a student, this could include consulting with the Office of Student Conduct and Community Standards or other Student Life staff to review past conduct concerns raised to determine next steps.

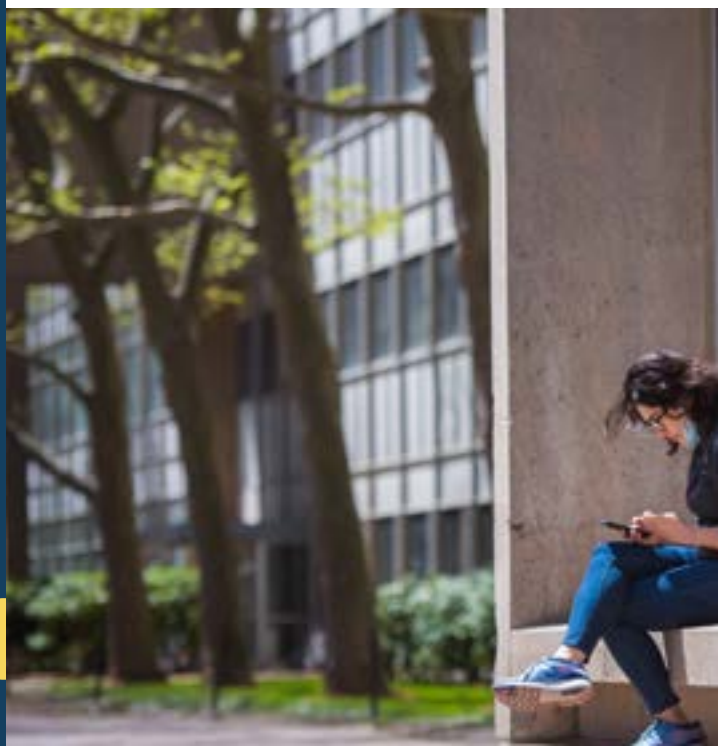
This preliminary review process enables the IDHR Office, with the support of community partners in the DLCs or Division of Student Life (DSL), to take a holistic approach to reviewing reports and, where appropriate, identify early educational interventions for troubling conduct that does not yet rise to the level of a conduct policy violation, and to identify situations involving repeat concerns that may require a formal complaint (through an Administrative Complaint process) to appropriately address.

## Formal Complaint Initiated By the IDHR Office

Generally, the Formal Complaint is submitted by the individual Complainant, but the Formal Complaint process can also be initiated by an Administrative Complaint submitted by the IDHR Office when: (1) a concern is raised about an MIT staff member or faculty member by a non-MIT community member who cannot submit a complaint under P&P, Section 9.8, or (2) the individual who was allegedly subjected to the reported conduct does not want to file a Formal Complaint, but, in the judgment of the IDHR Office, the concern warrants investigation.

In matters where a faculty member or staff member is accused (i.e., is the Respondent), by a non-MIT community member, the non-MIT community member cannot file a Formal Complaint on their own. Instead, a non-MIT community member can request that the IDHR Office initiate an Administrative Complaint or request Informal/Alternative Dispute Resolution. Examples of instances where the IDHR Office could initiate an Administrative Complaint where the impacted person was a non-MIT community member include, but are not limited to:

- An allegation that a faculty member engaged in sexual harassment at a conference and the impacted person was a student at another school;
- An allegation that a staff member engaged in racist conduct directed at a campus visitor; or
- An allegation that a current MIT employee engaged in serious misconduct against another MIT community member in the past while both were MIT community members, but the impacted person has since left MIT.



The IDHR Office can also initiate an Administrative Complaint when the impacted person does not want to file a Formal Complaint and, in the judgment of the IDHR Office, the concern cannot be meaningfully addressed without a formal complaint process. The IDHR Office does not take this decision lightly and is very aware that each individual circumstance is unique and that each impacted person deserves to be respected and empowered. The IDHR Office considers many factors, in consultation with the impacted person(s) whenever possible, before initiating the formal complaint process over the impacted person's objection or without their permission. In determining whether to file an Administrative Complaint, the IDHR Office will weigh a Complainant's request not to proceed with a Formal Complaint with MIT's commitment to provide a reasonably safe and non-discriminatory environment and will consider a range of factors, including:

- Whether there is a compelling risk to the health and/or safety of the Complainant and/or the community that may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons and/or violence, or other factors.
- Whether other appropriate steps can be taken, without a Formal Complaint process, to eliminate the reported conduct, prevent its recurrence, and remedy its effects on the Complainant and/or the community. Those steps may include offering appropriate supportive measures and accommodations to the Complainant, providing targeted training or prevention programs, and/or providing or imposing other non-disciplinary remedies tailored to the circumstances as determined by the IDHR Office.
- The effect that non-participation by the Complainant may have on the availability of evidence and MIT's ability to pursue a Formal Complaint process fairly and effectively.
- Whether MIT is compelled to act on an allegation of employee misconduct irrespective of a Complainant's wishes.

See the IDHR Office Investigation Guide, Section 5.3. to see this section in its entirety.

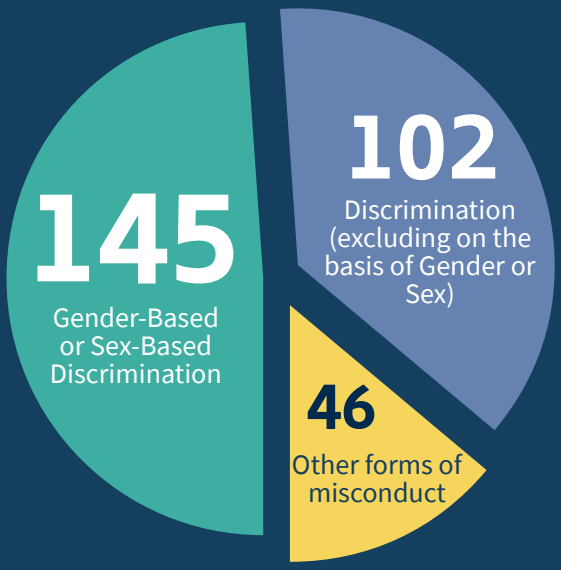
## Total Reports to IDHR for 2020-2021 Academic Year

Our annual report has been updated this year to better reflect the changes in our expanded scope. This first section of the report represents all of the incidents that the IDHR Office was notified of through a variety of sources including direct incident reports, via responsible employees, and referrals from Human Resources. In total, the IDHR Office received 293 incident reports that are broken down into three broad categories:

1. Gender-Based or Sex-Based Discrimination;
2. Discrimination and Discriminatory Harassment; and
3. Other forms of misconduct.

We had a **38% increase in reports received this academic year in comparison to last year.** We believe this is in part because of increased training and education as well as messaging to employees about IDHR as a resource.

**Total Incident Reports = 293**




## Overview of Annual Report Sections

An important factor in the way that the IDHR Office records and captures data is based on the identity of the Respondent or responding party in an incident. The following sections of this report are broken down as follows:

1. Allegations against Employees (this includes Faculty and Postdoctoral Scholars)
2. Allegations against Students (this includes undergraduate and graduate students)
3. Reports that did not meet the definitions of discrimination or discriminatory harassment that involved MIT community members.

Sections 1 and 2 will contain data on both Gender-Based or Sex-Based Discrimination and Discrimination & Discriminatory Harassment. Section 3 combines student and employee data together to represent the smaller number of reports we received that fell outside of the definition of discrimination based on a protected class. Each section will contain data on affiliation, case trajectory, and case outcomes, if relevant.

Section 1:

# EMPLOYEE CASES

## Total Reports For Employee Cases

Employees at MIT include faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars. In the 2020-2021 academic year, the IDHR Office received 129 incident reports that involved allegations against an employee at MIT. These incident reports in the Employee section are categorized into two subsections.

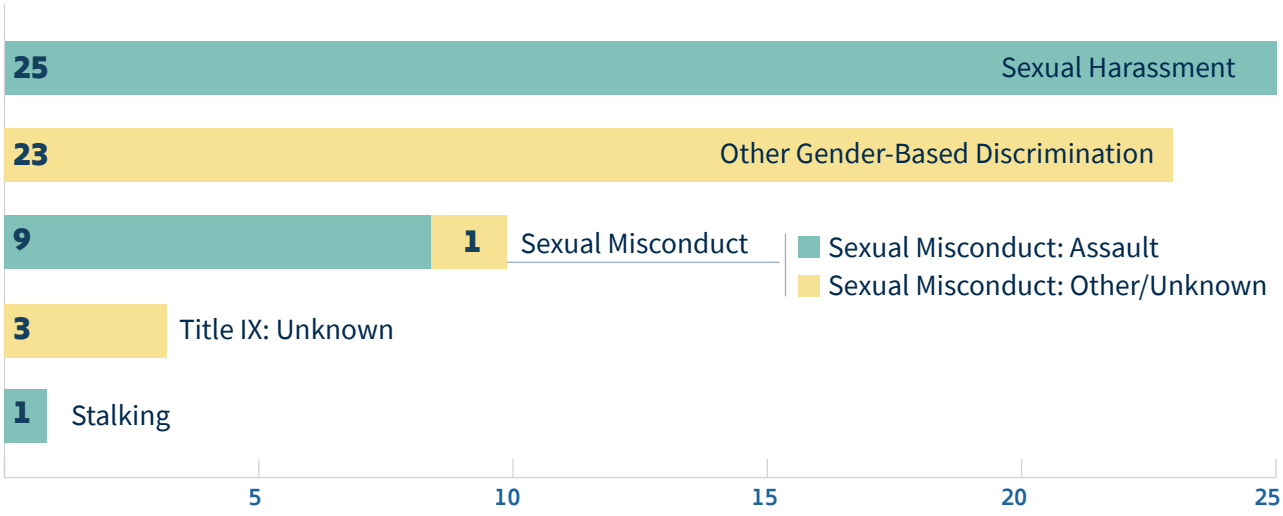
1. **Gender-Based and Sex-Based Discrimination:** sexual misconduct, sexual assault, sexual harassment, intimate partner violence, and stalking, other-gender based discrimination, and Title IX: unknown.
2. **Discrimination & Discriminatory Harassment:** discrimination and discriminatory harassment or bias on the basis of a protected class including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin (excluding discrimination on the basis of gender or sex).

## Gender-Based Or Sex-Based Discrimination

### Types of Cases

This subsection details the nature of the gender-based and sex-based discrimination reports involving employees reported to the IDHR Office during the 2020-2021 academic year. The categories include sexual misconduct, sexual harassment, intimate partner violence, stalking, other gender-based discrimination, and Title IX: unknown. Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. **There were a total of 62 cases reported to the IDHR Office.**

- **Other Gender-Based Discrimination** is a category used to describe discrimination that is based on gender but does not meet the definitions of the other categories.
- **Title IX: Unknown** includes reports where it is unclear if alleged behavior or conduct was based on gender (e.g., loud arguments reported by concerned neighbors as possible domestic violence).



# Affiliation

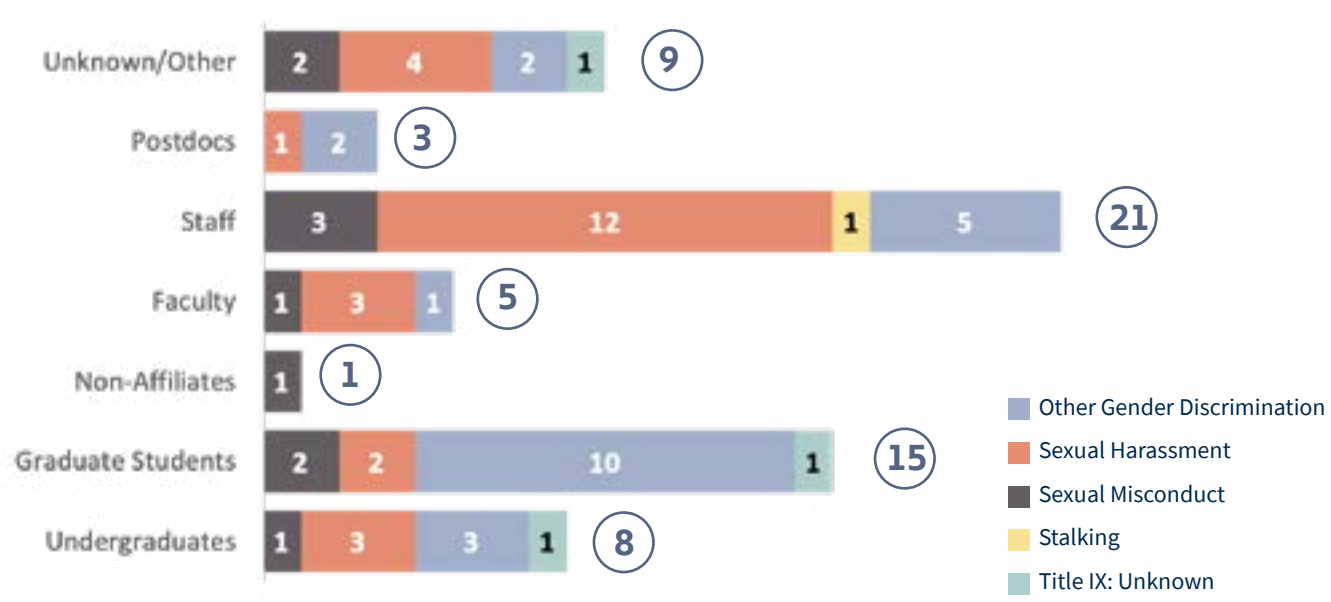
## Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of gender-based or sex-based discrimination against employees at MIT. Also see some notable percentages drawn from the statistics.

**Other Gender-Based Discrimination: 43%** of Complainants were **graduate students.**

**Sexual Harassment: 48%** of Complainants were **staff members.**

**Sexual Misconduct: 30%** of Complainants were **undergraduate or graduate students.**



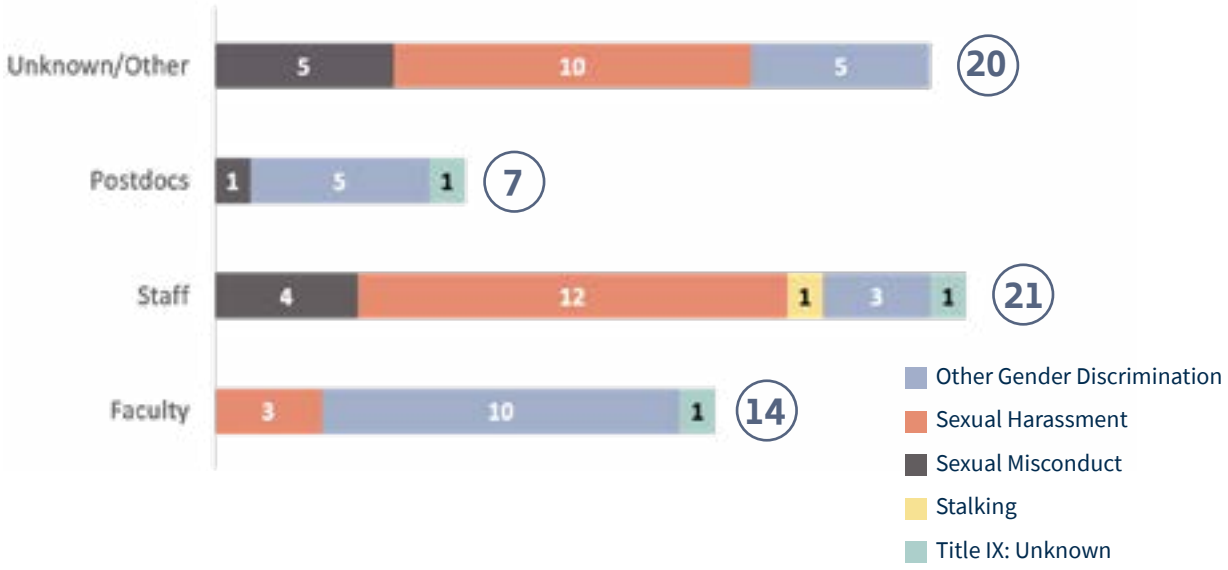

## Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of gender-based or sex-based discrimination against employees at MIT. Also see some notable percentages drawn from the statistics.

**Other Gender-Based Discrimination: 43%** of Respondents were **faculty members.**

**Sexual Harassment: 48%** of Respondents were **staff members** and **13%** were **faculty members.**

**Sexual Misconduct: 40%** of Respondents were **staff members.**



## Location of Gender- or Sex-Based Discrimination

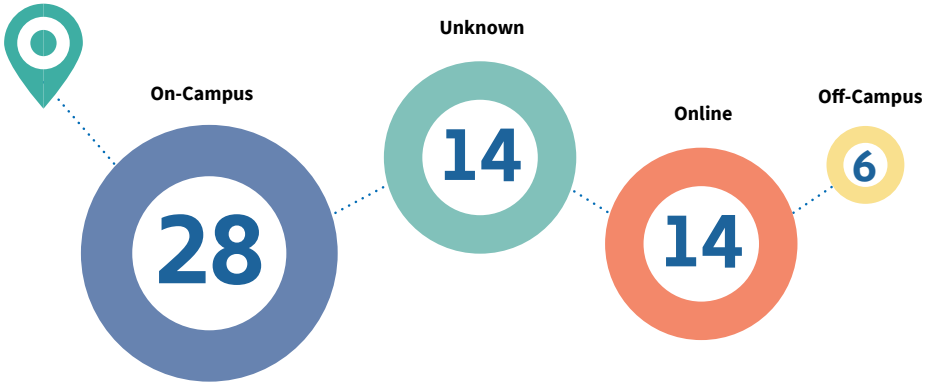
- On-Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: IDHR's definitions may not be reportable offences under the Clery Act, the federal campus crime disclosure law.

Below are some notable numbers drawn from the statistics.

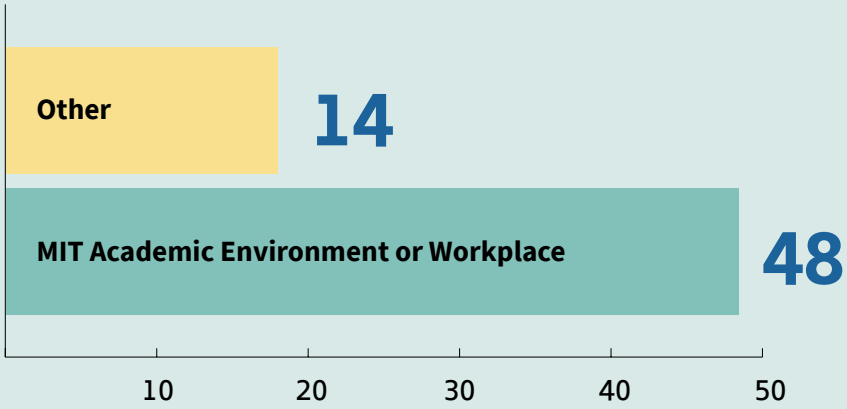
**45%** of incidents occurred on-campus.

**23%** of incidents occurred online.




## Incident Context of Gender- or Sex-Based Discrimination

In addition to tracking the location of incidents, IDHR, in response to community feedback, has categorized the context of incidents shared with the office. The two categories are incidents related to the MIT Academic Environment or Workplace and incidents related to social or interpersonal interactions outside of the MIT Academic Environment or Workplace.




## Case Trajectory

**This figure depicts the trajectory of the 62 cases of allegations of gender-based or sex-based discrimination against employees at MIT.**

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue. These may be facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation.

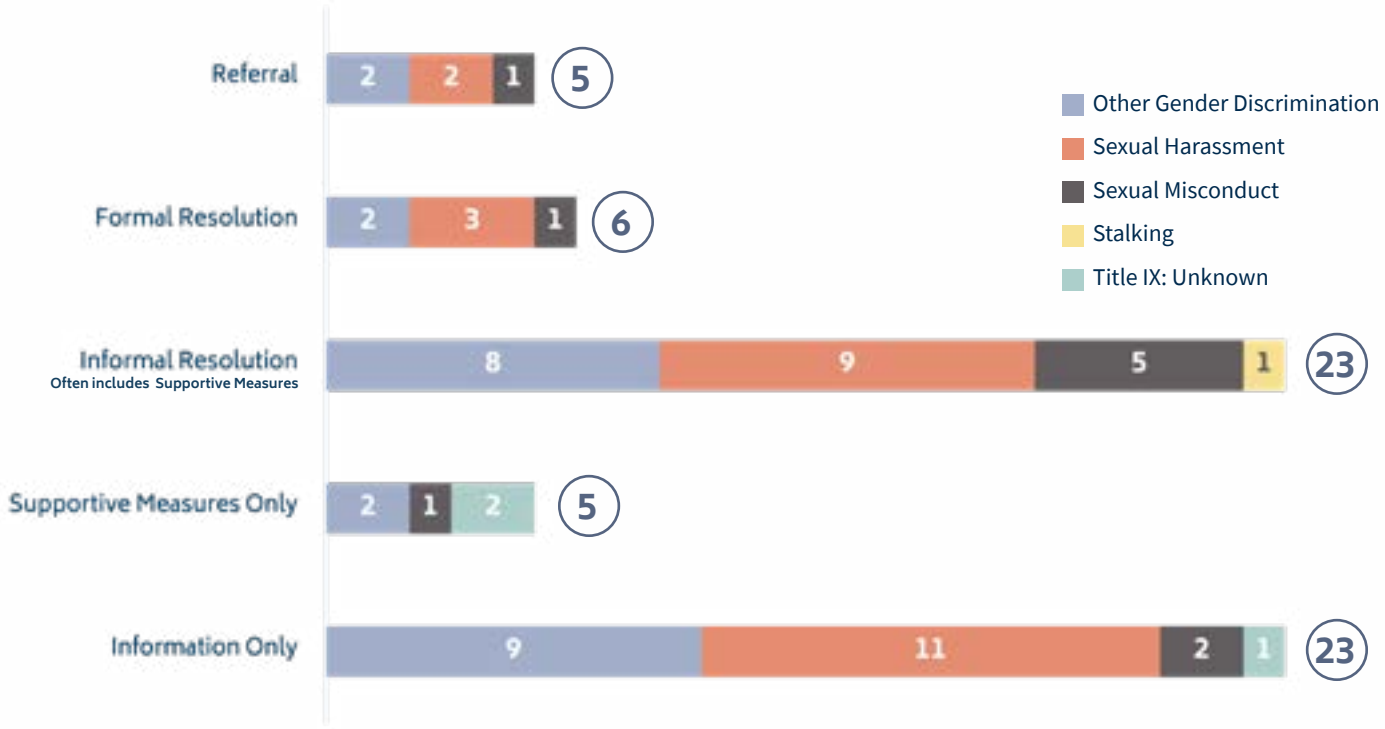
**HR/OSCCS Referral:** There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to Human Resources or the Office of Student Conduct and Community Standards.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

***10%*** **of incident reports went through to a Formal Resolution.**

***37%*** **of incident reports resulted in Informal Resolutions.**

***37%*** **of incident reports resulted in Information Only.**



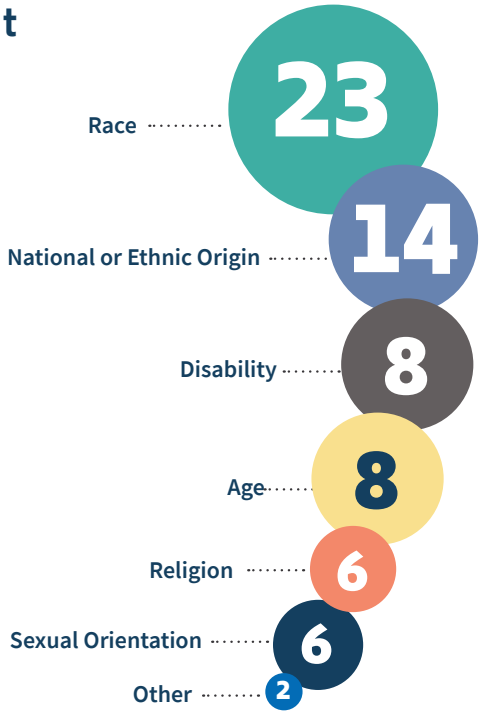
# Discrimination & Discriminatory Harassment

**excluding discrimination on the basis of gender or sex**

## Types of Cases

This subsection details the nature of the discrimination or discriminatory harassment reports that do not include sex- or gender-based discrimination against employees during the 2020-2021 academic year. The categories include race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin, and discrimination & discriminatory harassment: other. The category "Discrimination & Discriminatory Harassment: Other" is used to describe incidents reported that did not provide sufficient information to be categorized under another category of protected class. **There was a total of 67 cases reported to the IDHR Office.**

* If we receive multiple incident reports about the same incident, we represent it once in the data.

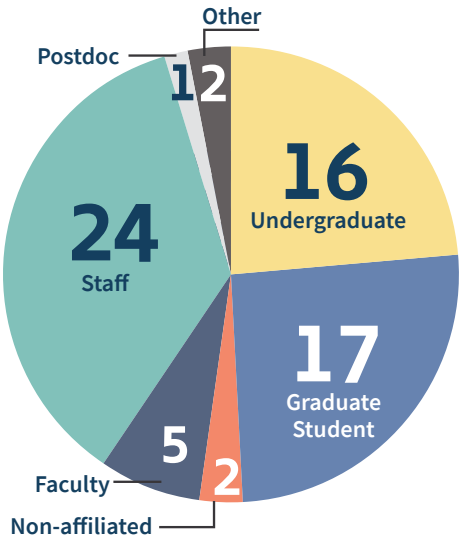


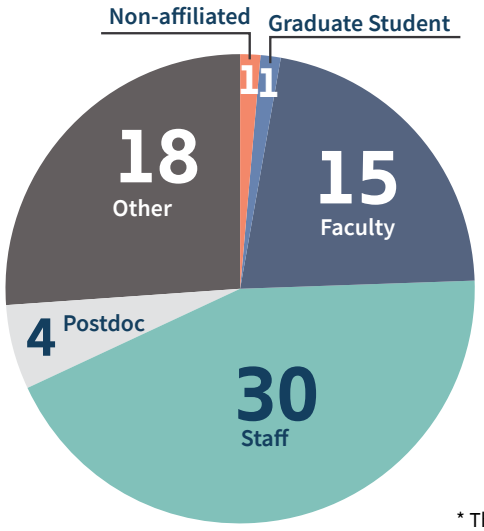

# Affiliation

## Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party at the time of the incident in allegations of discrimination or discriminatory harassment against employees at MIT. Also see some notable percentages drawn from the statistics.

- ***36%*** **of Complainants were staff members.**
- ***49%*** **of Complainants were students.**
- ***3%*** **of Complainants were non-affiliated.**




## Respondent

This figure outlines the MIT affiliation of the Respondent or responding party at the time of the incident in allegations of discrimination or discriminatory harassment against employees at MIT. Below are some notable percentages drawn from the statistics.

- ***43%*** **of Respondents were staff members.**
- ***22%*** **of Respondents were faculty members.**

* The number of respondents, by affiliation, exceeds the number of incidents by 2, because two cases involve respondents with two different MIT affiliations.

## Location of Discrimination & Discriminatory Harassment Incidents Reported

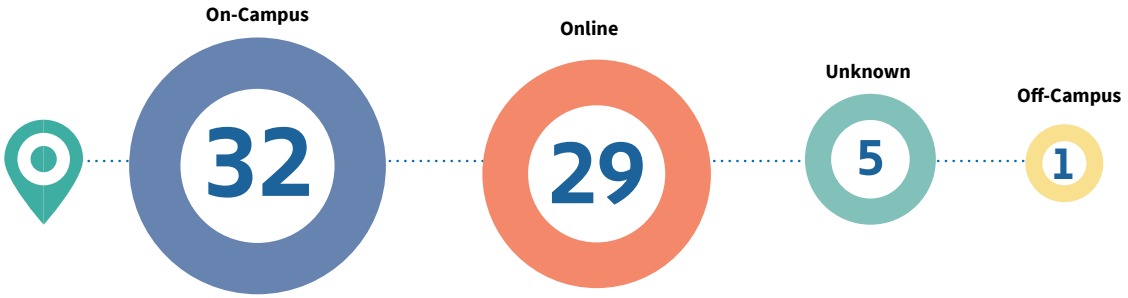
- On-Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: IDHR's definitions may not be reportable offences under the Clery Act, the federal campus crime disclosure law.

**48%** of incidents occurred on campus.

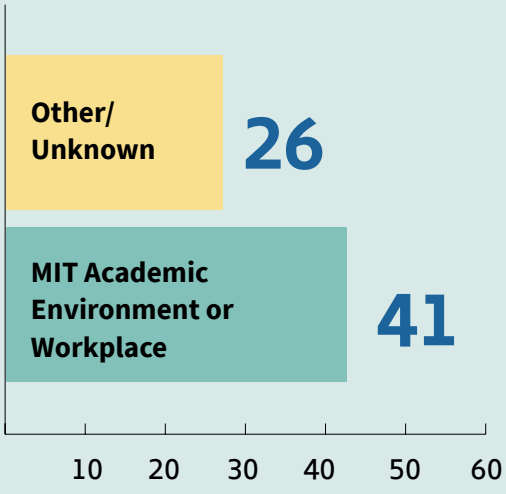
**43%** of incidents occurred online.

Some notable statistics are highlighted.




## Incident Context of Discrimination & Discriminatory Harassment

In addition to tracking the location of incidents, IDHR, in response to community feedback, has categorized the context of incidents shared with the office. The two categories are incidents related to the MIT Academic Environment or Workplace and incidents related to social or interpersonal interactions outside of the MIT Academic Environment or Workplace.




## Case Trajectory

**This figure depicts the trajectory of the 67 cases of allegations of discrimination or discriminatory harassment against employees at MIT.**

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue. These may be facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation.

**HR/OSCCS Referral:** There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to Human Resources or the Office of Student Conduct and Community Standards.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

***7%*** **of incident reports went through to a formal complaint.**

***49%*** **of incident reports resulted in Informal Resolutions.**

***37%*** **of incident reports resulted in information only.**

## Combined Formal Complaint Process Outcomes

Because the IDHR Office officially launched and began to oversee all cases of discrimination and discriminatory harassment (including sexual misconduct) for employee-related cases in Spring of 2020, we are only able to report about formal complaint processes that started in Spring of 2020. In past cases managed by Human Resources prior to Spring 2020, all employees found responsible for discrimination or discriminatory harassment faced sanctions proportional to the findings, including, but not limited to, termination, written letter of reprimand, and required training.

In order to protect the confidentiality of cases and individuals involved, we are not able to share more detailed data at this time. Annually, the IDHR Office will assess the formal complaint process outcomes to determine when we are able to share aggregate outcomes in a meaningful way without compromising privacy and confidentiality of parties involved.

In 2020-2021, there were 10 Respondents who were charged with allegations of discrimination and discriminatory harassment (including on the basis of gender or sex). These 10 Respondents had a total of 22 charges that were investigated by IDHR investigators with 7 allegations being on the basis of discrimination or discriminatory harassment (not including gender or sex) and 15 allegations being on the basis of gender or sex based discrimination.

* The numbers shared above may be different from what was reported in case trajectory for employee cases because when we learn of something and when a formal complaint is officially initiated do not necessarily occur within the same data collection year. Additionally, by sharing information by allegation, we're able to note what was alleged after a full initial assessment which is often more detailed and specific than what was alleged at intake.


** This number signifies cases that have not concluded as of July 1st, 2021.

## Employee Discipline and Corrective Measures

At the conclusion of a formal complaint process—or, when appropriate, voluntarily through informal/alternative dispute resolution—disciplinary or corrective measures can be put in place, including:

- **Verbal and/or Written Warnings** – Expression of concerns and expectations of improvement; notice of possible more significant disciplinary actions, if conduct reoccurs; probationary period (generally used for less severe forms of discrimination/discriminatory harassment);
- **Educational Interventions** – Professional coaching; required trainings or workshops; mentoring;
- **Reduction in Privileges** – Transfer of existing graduate students; removal from certain desirable committees; prohibition related to accepting new graduate students into research group, teaching certain classes, or engaging in outside professional activities;
- **Reduction or Change in Assignments or Resources** – Modification of teaching/work assignments; change in office or lab space; delay of sabbatical;
- **Reduction in Eligibility for Recognition, Remuneration** – Delay of promotion and/or award nomination; freeze or reduction in salary; removal of faculty chair or professorship;
- **Suspension** – Generally used for repeated behavior or more severe forms of discrimination/discriminatory harassment;
- **Termination and Revocation of Tenure** – Generally used for repeated behavior or more severe forms of discrimination/discriminatory harassment.

The exact nature of any discipline and corrective measure depends on a number of factors including the nature and seriousness of the issue, the employee's past record, the impact of the behavior, past treatment of similar issues, and any other mitigating or aggravating circumstances. For an employee who will be continuing their employment after having been found responsible for violating a policy, the purpose of corrective measures is to clarify expectations, correct behavior that does not reflect the values of the Department or MIT, and provide skills needed to be successful in one's role at MIT.

Section 2:

# STUDENT CASES


## Total Reports For Student Cases

In the 2020-2021 academic year, the IDHR Office received **118 incident reports** that involved allegations against a student at MIT. These incident reports in the Student section of the report are categorized into two subsections.

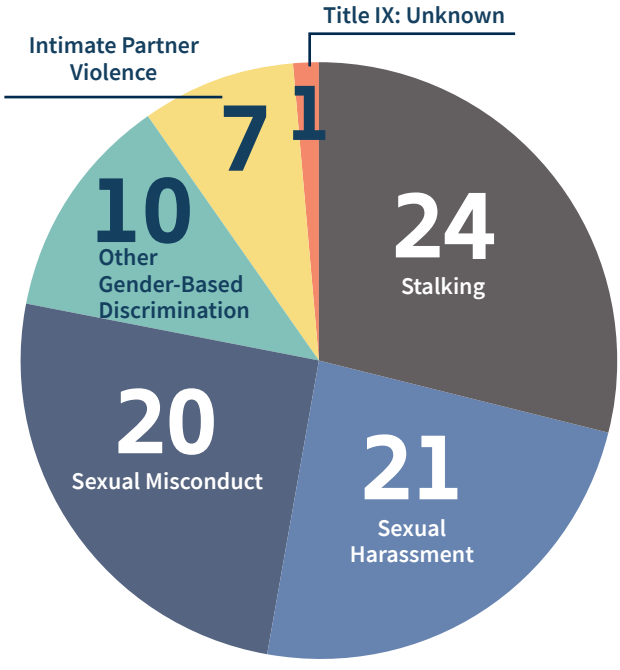
**Gender-Based or Sex-Based Discrimination:** sexual misconduct, sexual assault, sexual harassment, intimate partner violence, stalking, other-gender based discrimination, and Title IX: unknown.

**Discrimination & Discriminatory Harassment:** discrimination and discriminatory harassment or bias on the basis of a protected class including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin (excluding discrimination on the basis of gender or sex).

## Gender-Based Or Sex-Based Discrimination:

### Types of Cases

This subsection details the nature of the gender-based or sex-based discrimination reports involving student respondents during the 2020-2021 academic year. The categories include sexual misconduct, sexual harassment, intimate partner violence, stalking, Title IX: unknown, and other gender-based discrimination. Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. Title IX: unknown includes reports where it is unclear if the alleged behavior or conduct was based on gender. Other gender-based discrimination is a category used to describe discrimination that is based on gender but does not meet the definitions of the other categories. **There were a total of 83 cases reported to the IDHR Office.**



## Types of Sexual Misconduct

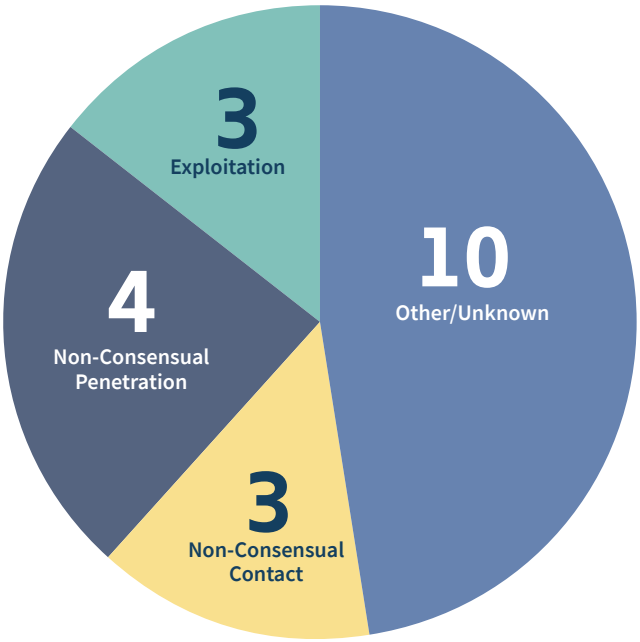
Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. **There were 20 cases of Sexual Misconduct reported to the IDHR Office.**

**Non-Consensual Penetration:** Non-consensual sexual penetration is the sexual penetration or attempted sexual penetration of any bodily opening with any object or body part without effective consent.

**Non-Consensual Contact:** Non-consensual sexual contact is any physical contact with another person of a sexual nature without effective consent, including touching someone's intimate parts (such as genitalia, groin, breast, or buttocks, either over or under clothing); touching a person with one's own intimate parts; or forcing a person to touch another's intimate parts.

**Exploitation:** Sexual exploitation means taking sexual advantage of another person and includes:

- Providing alcohol or other drugs to someone without that person's knowledge, or unreasonably pressuring the person to consume alcohol or drugs, with the purpose of causing incapacitation in order for one to take sexual advantage of the person.
- Recording, photographing, transmitting, or allowing another to view images of private sexual activity and/or the intimate parts of another person without effective consent.
- Allowing third parties to observe private sexual acts without effective consent.
- Voyeurism, including by electronic means.
- Indecent exposure.
- Knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV, without their knowledge.




**Sexual Misconduct: Other:** Sexual misconduct that does not meet MIT's definition of the following sexual misconduct subcategories: non-consensual penetration, non-consensual contact, and sexual exploitation. This category is used when the IDHR Office does not have enough information to recategorize the incident in the above-mentioned categories.

# Affiliation

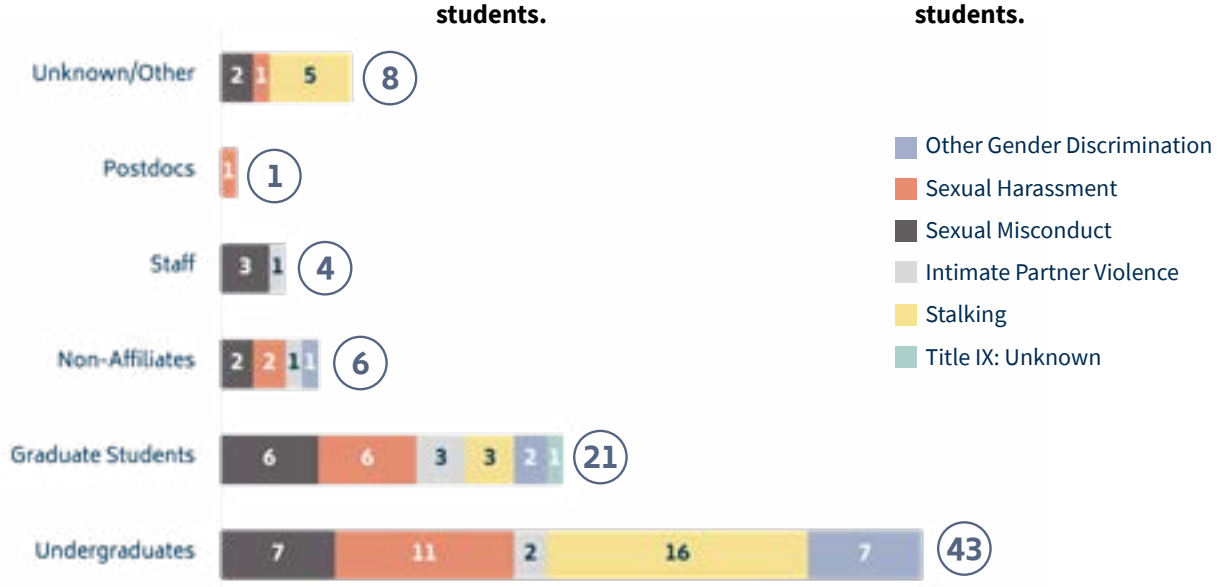
## Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of gender-based or sex-based discrimination against students at MIT. Also see some notable percentages drawn from the statistics.

**Other Gender-Based Discrimination:** **70%** of Complainants were **undergraduate students.**

**Sexual Harassment:** **52%** of Complainants were **undergraduate students** and **29%** were **graduate students.**

**Sexual Misconduct:** **35%** of Complainants were **undergraduate students** and **30%** were **graduate students.**



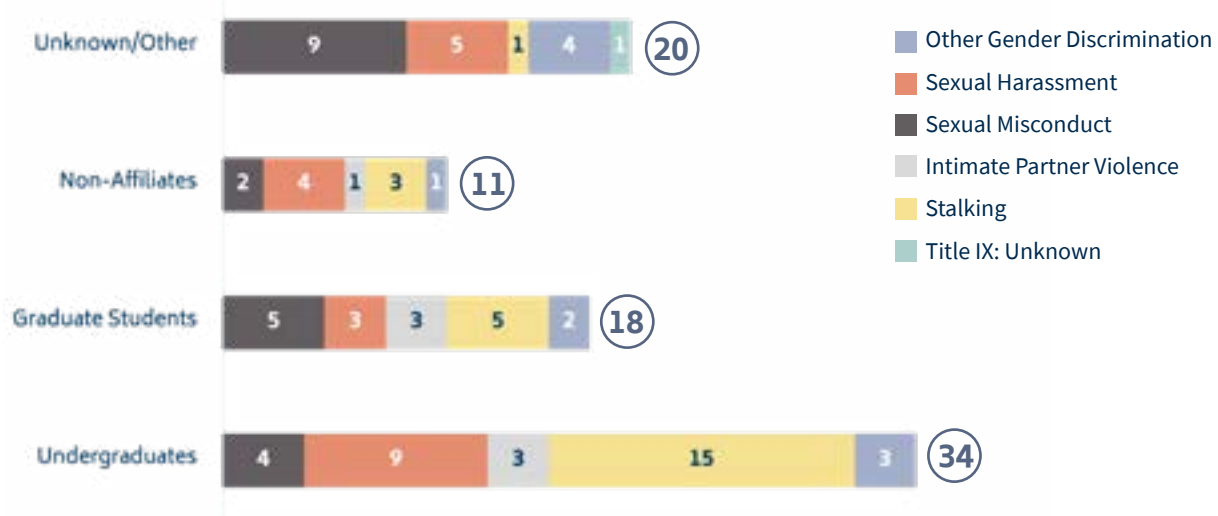

## Respondent

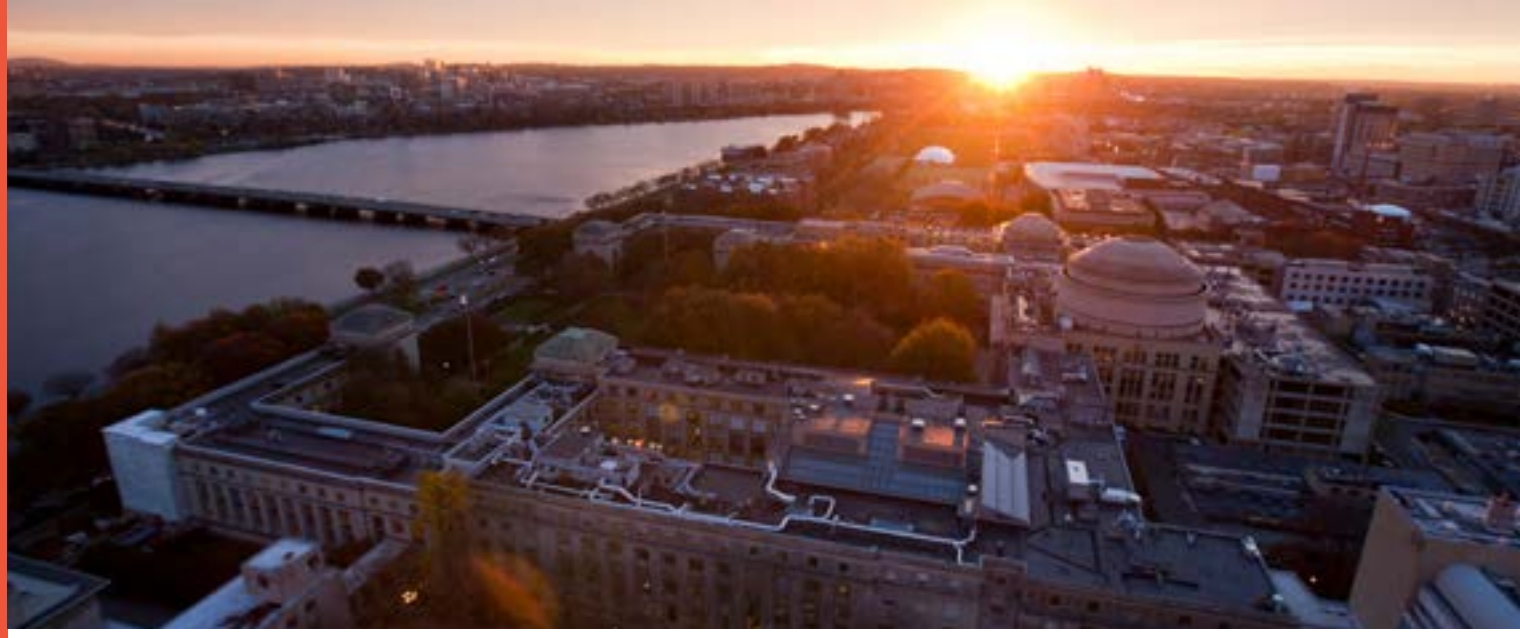
This figure outlines the MIT affiliation of the Respondent or responding party in allegations of gender-based or sex-based discrimination against students at MIT. Please note: If there was an indication that the Respondent was an employee of the University, the IDHR Office would capture that incident's data in the Employee section of this report. The Respondents listed as "Unknown/Other" in this section are incidents in which we have reason to believe, based on the information shared, that the Respondent was not an employee. Also see some notable percentages drawn from the statistics.

**Other Gender-Based Discrimination:** **30%** of Respondents were **undergraduate students** and **20%** were **graduate students.**

**Sexual Harassment:** **43%** of Respondents were **undergraduate students**, **24%** were **other/ unknown** and **14%** were **graduate students.**

**Sexual Misconduct:** **20%** of Respondents were **undergraduate students**, **45%** were **other/ unknown,** and **25%** were **graduate students.**





## Location of Incidents Reported

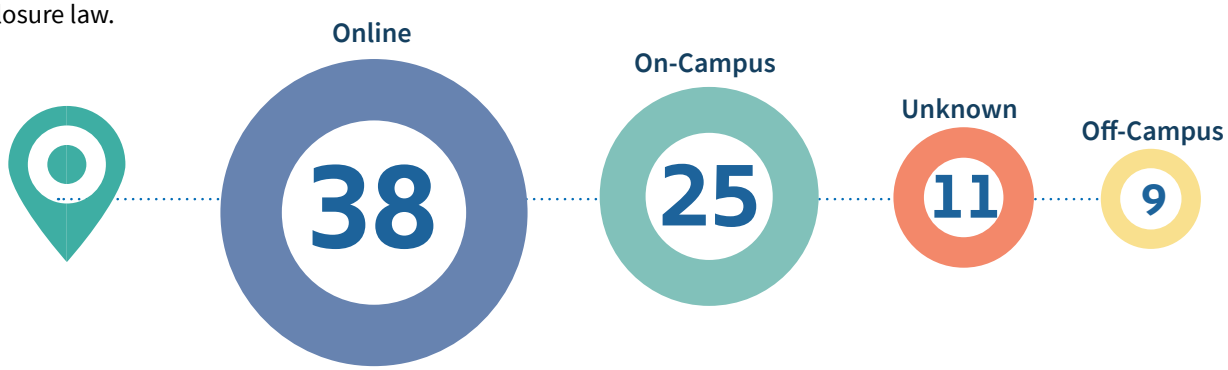
- On-Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: IDHR's definitions may not be reportable offences under the Clery Act, the federal campus crime disclosure law.

Below are some notable statistics.

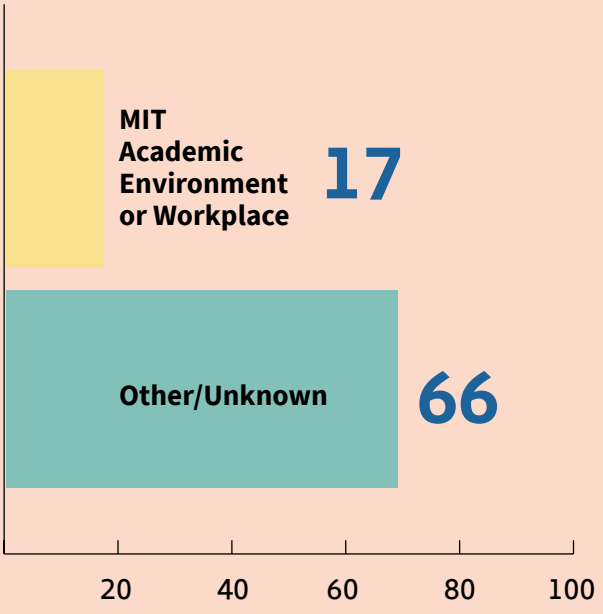
***30%*** **of incidents occurred on campus.**

***46%*** **of incidents occurred online.**




## Incident Context of Gender-Based or Sex-Based Discrimination

In addition to tracking the location of incidents, IDHR, in response to community feedback, has categorized the context of incidents shared with the office. The two categories are incidents related to the MIT Academic Environment or Workplace and incidents related to social or interpersonal interactions outside of the MIT Academic Environment or Workplace.



## Case Trajectory

**This figure depicts the trajectory of the 83 cases of allegations of gender-based or sex-based discrimination against students at MIT.**

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue. These may be facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation.

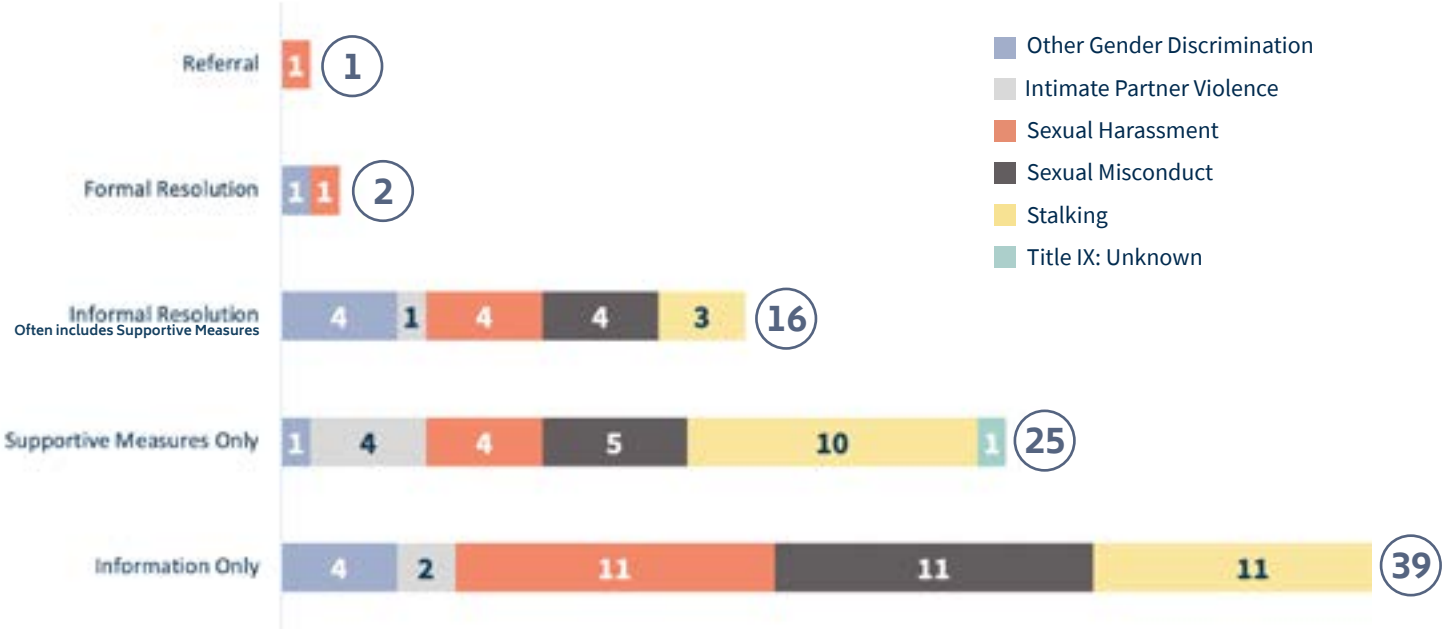
**HR/OSCCS Referral:** There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to Human Resources or the Office of Student Conduct and Community Standards.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

***30%*** **of incident reports resulted in Supportive Measures Only.**

***19%*** **of incident reports resulted in Informal Resolutions.**

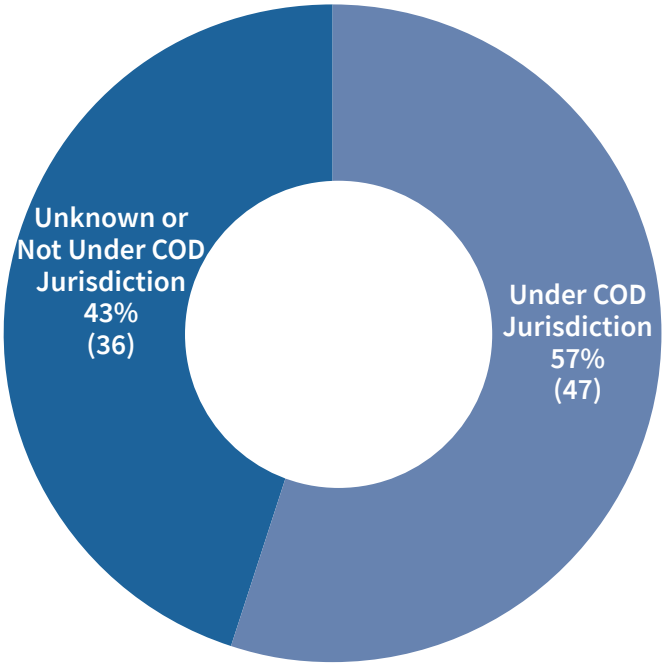
***47%*** **of incident reports resulted in Information Only.**



## Committee on Discipline (COD) Jurisdiction

Of the **83 cases** involving gender-based discrimination, sexual harassment, sexual misconduct, intimate partner violence, or stalking:

- 36 cases were possibly not within the COD's jurisdiction for formal adjudication.
- 47 cases fell within the COD's jurisdiction.
  - 2 of the 47 cases within the COD's jurisdiction resulted in a formal complaint.
  - For the remaining 45 cases, the Complainant did not want to file a formal COD complaint. After assessing each case, the IDHR Office honored each request for no formal action.




## Committee on Discipline Outcomes Chart

### July 2017 — June 2021

From July 2017 through June 2021, the Committee on Discipline made findings in 14 cases* from the IDHR 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 2020-2021. 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 |
|---|---|---|---|---|
| Intimate Partner Violence | 1 | - | - | 1 |
| Stalking | 2 | - | - | 3 |
| Sexual Harassment | 4 | 1 | - | - |
| Non-Consensual Sexual Penetration | 6 | - | - | 1 |
| Non-Consensual Sexual Contact | 2 | 2 | - | 1 |
| Sexual Exploitation | 2 | 1 | - | - |
| | 63% | 15% | | 22% |

***Note: there may be more than one finding per case.**

A finding of "Not Responsible" is not a determination that the Reporting party made a false complaint. A finding of "Not Responsible" means that the decision-maker concluded that a policy violation was not established by the preponderance of the evidence. Preponderance of the Evidence means "more likely than not."

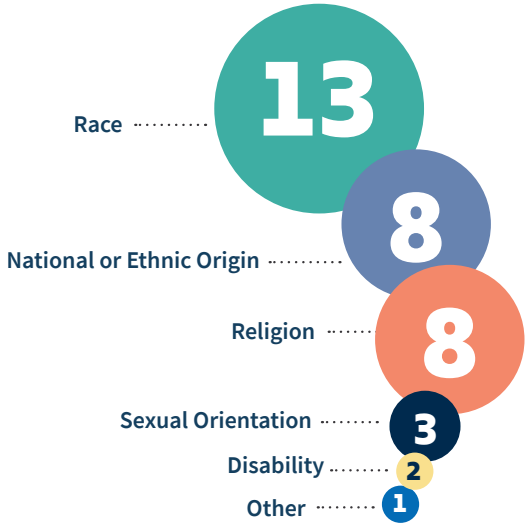
Findings of responsibility are based on the COD process and MIT policy, which is entirely separate from, and uses a different evidentiary standard than, criminal proceedings.

# Discrimination & Discriminatory Harassment

**excluding discrimination on the basis of gender or sex**

## Types of Cases

This subsection details the nature of the discrimination or discriminatory harassment reports that do not include sex- or gender-based discrimination involving students during the 2020-2021 academic year. The categories include race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin, and discrimination & discriminatory harassment: other. The category Discrimination & Discriminatory Harassment: Other is used to describe incidents reported that did not provide sufficient information to be categorized under another category of protected class. **There was a total of 35 cases reported to the IDHR Office.**




* When we receive multiple incident reports about the same incident, we represent it once in the data.

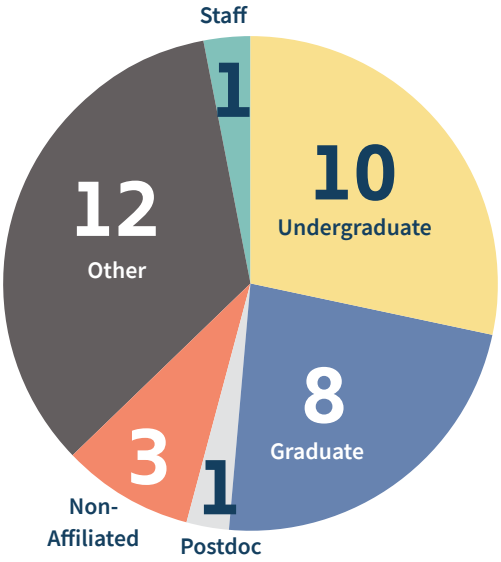
# Affiliation

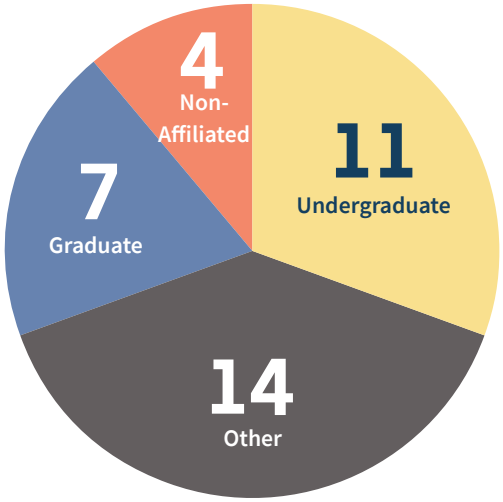
## Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of discrimination or discriminatory harassment against students at MIT. Below are some notable percentages drawn from the statistics.

***23%*** **of Complainants were graduate students.**

***29%*** **of Complainants were undergraduate students.**




## Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of discrimination or discriminatory harassment against students at MIT. Below are some notable percentages drawn from the statistics.

***19%*** **of Respondents were graduate students.**

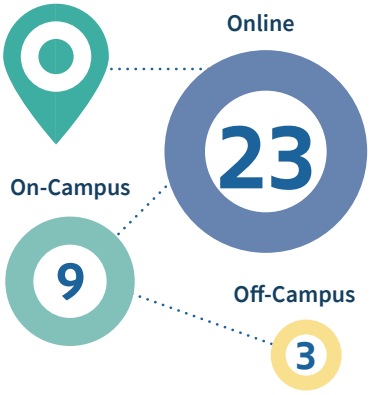
***31%*** **of Respondents were undergraduate students.**

* The number of respondents, by affiliation, exceeds the number of incidents by 1, because one case has two respondents with different MIT affiliations.

## Location of Incidents Reported

- On-Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: IDHR's definitions may not be reportable offences under the Clery Act, the federal campus crime disclosure law.

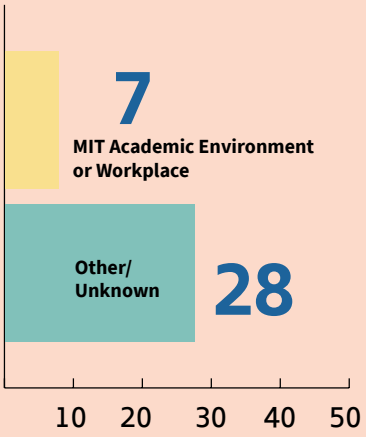



**26%** of incidents occurred on campus.

**66%** of incidents occurred online.

## Incident Context of Discrimination or Discriminatory Harassment

In addition to tracking the location of incidents, IDHR, in response to community feedback, has categorized the context of incidents shared with the office. The two categories are incidents related to the MIT Academic Environment or Workplace and incidents related to social or interpersonal interactions outside of the MIT Academic Environment or Workplace.



## Case Trajectory

**This figure depicts the trajectory of the 35 cases of allegations of Discrimination & Discriminatory Harassment against students at MIT.**

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue. These may be facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation.

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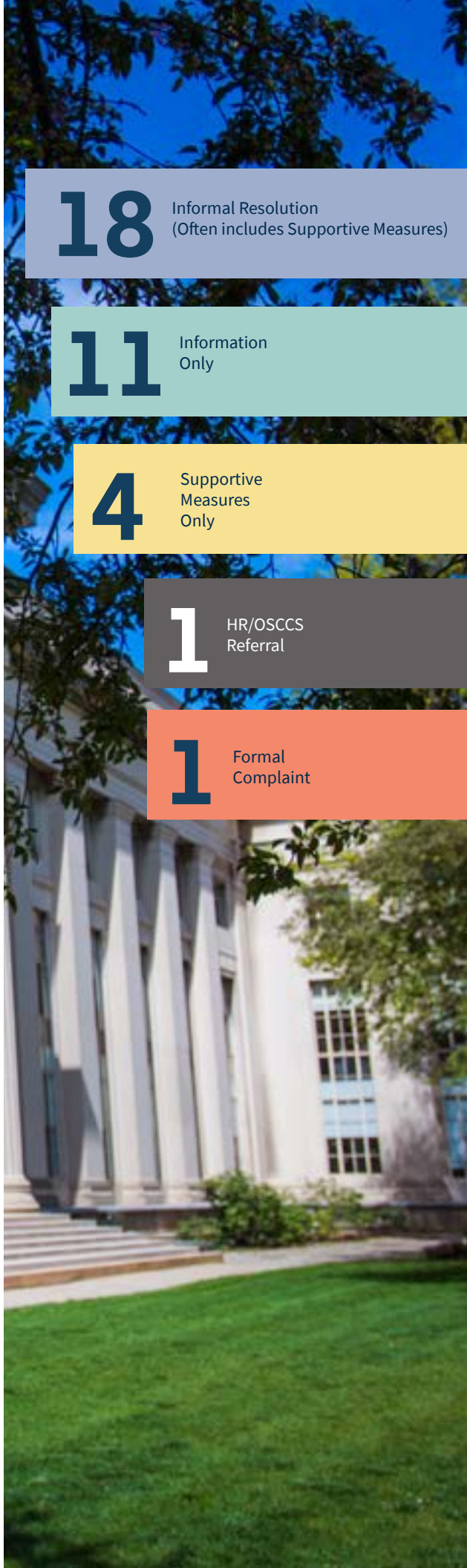
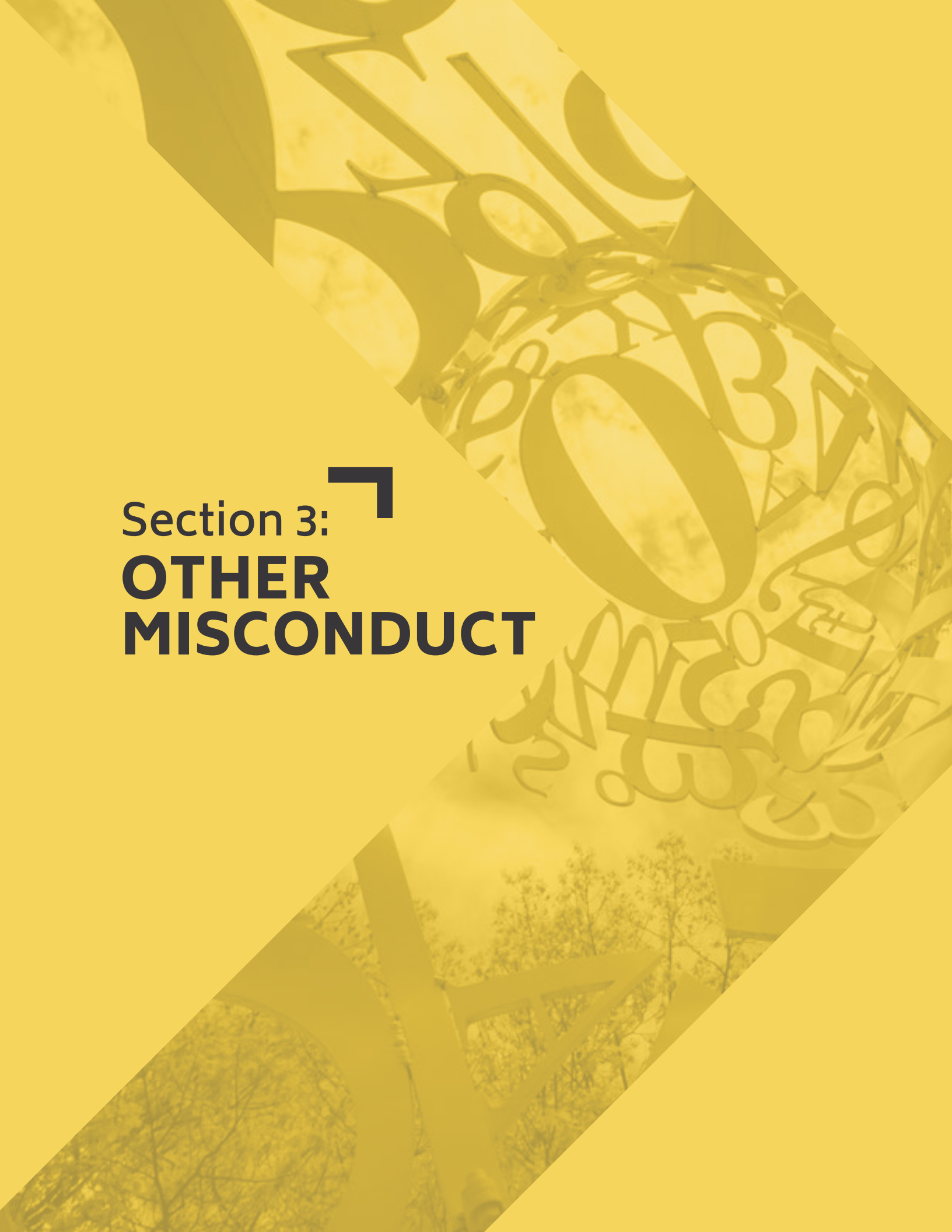
Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.




***11%*** **of incident reports went through to a formal complaint.**

***51%*** **of incident reports resulted in Informal Resolutions.**

***31%*** **of incident reports resulted in information only.**



Section 3:

# OTHER MISCONDUCT

This section of the report outlines incidents reported to the IDHR Office that did not meet the definitional standards of Discrimination or Discriminatory Harassment, referred to from here on as “Other Conduct." Even when MIT community members come to us and share incidents or experiences that don’t quite fit our scope, we work to get them to the right resources, reporting options, or services across campus to address their concerns. For cases that did not fall under our purview of discrimination or discriminatory harassment, we supported the individuals (if known) in getting connected to appropriate resources including OSCCS, MIT PD, and HR. **There was a total of 46 cases of Other Misconduct reported to the IDHR Office.**

## Types of Report

The four categories of cases we received in this Other section of the Annual Report are: Retaliation (not based on a protected class), Harassment (not based on a protected class), Physical Assault, and Other Inappropriate Conduct.

**Retaliation** (not based on a protected class): Retaliation is any adverse action, harassment, threats, or other conduct that would discourage a reasonable person from making a report or participating in a complaint review process.

**Harassment** (not based on a protected class): Harassment is defined as unwelcome conduct of a verbal, nonverbal or physical nature that is sufficiently severe or pervasive to create a work or academic environment that a reasonable person would consider intimidating, hostile or abusive and that adversely affects an individual’s educational, work, or living environment.


**Physical Assault:** Physical abuse is violence of any nature against any person; fighting; assault; battery; the use of a knife, gun, or other weapon; restraining or transporting someone against their will; or any action that threatens or endangers the physical health or safety of any person or causes reasonable apprehension of such harm.

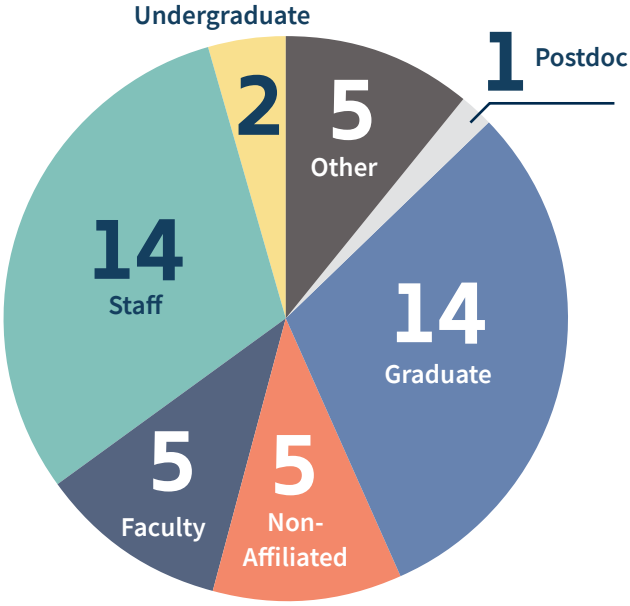
**Other Inappropriate Conduct:** Concerns received that do not meet the definitions of discrimination, discriminatory harassment (including sexual misconduct) or the categories above. For example, a situation in which a supervisor is bullying or demeaning a supervisee based on characteristics not protected under MIT’s nondiscrimination policy.

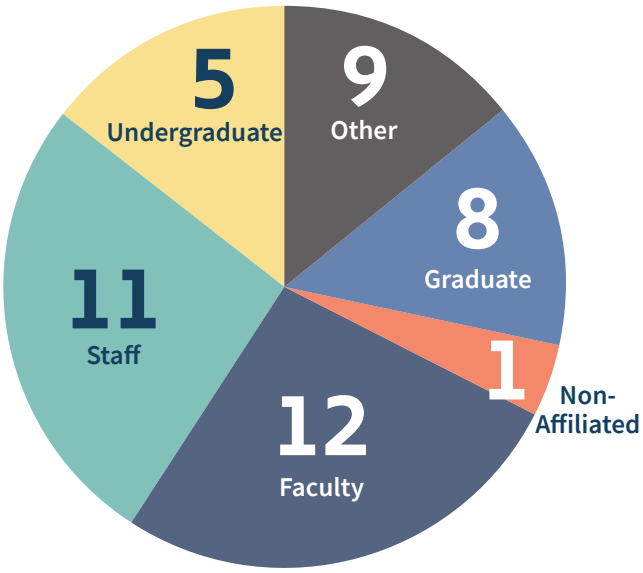
## Affiliation

### Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of other misconduct at MIT. Below are some notable numbers drawn from the statistics.

- ***30%*** **of Complainants were staff members.**
- ***30%*** **of Complainants were graduate students.**




### Respondent

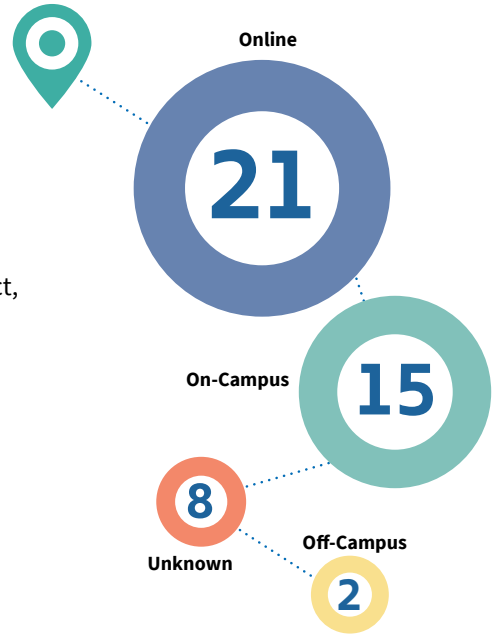
This figure outlines the MIT affiliation of the Respondent or responding party in allegations of other misconduct at MIT. Below are some notable numbers drawn from the statistics.

- ***24%*** **of Respondents were staff members.**
- ***26%*** **of Respondents were faculty.**

## Location of Incidents Reported

- On-Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: IDHR's definitions may not be reportable offences under the Clery Act, the federal campus crime disclosure law.
Below are some notable numbers drawn from the statistics.

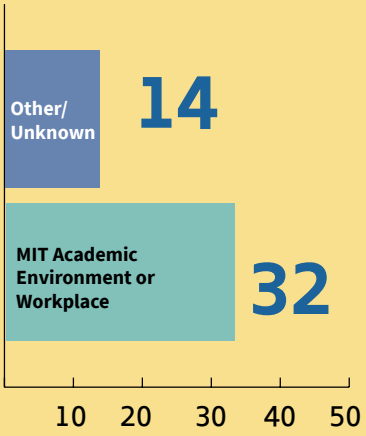



**33%** of incidents occurred on campus.

**45%** of incidents occurred online.

## Incident Context of Other Misconduct

In addition to tracking the location of incidents, IDHR, in response to community feedback, has categorized the context of incidents shared with the office. The two categories are incidents related to the MIT Academic Environment or Workplace and incidents related to social or interpersonal interactions outside of the MIT Academic Environment or Workplace.




## Case Trajectory

**This figure depicts the trajectory of the 46 cases of other conduct at MIT.**

**Formal Complaint:** A written statement filed online or with the IDHR office) alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested an informal resolution or adaptable resolution process including mediation or a facilitated dialogue. These may be facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

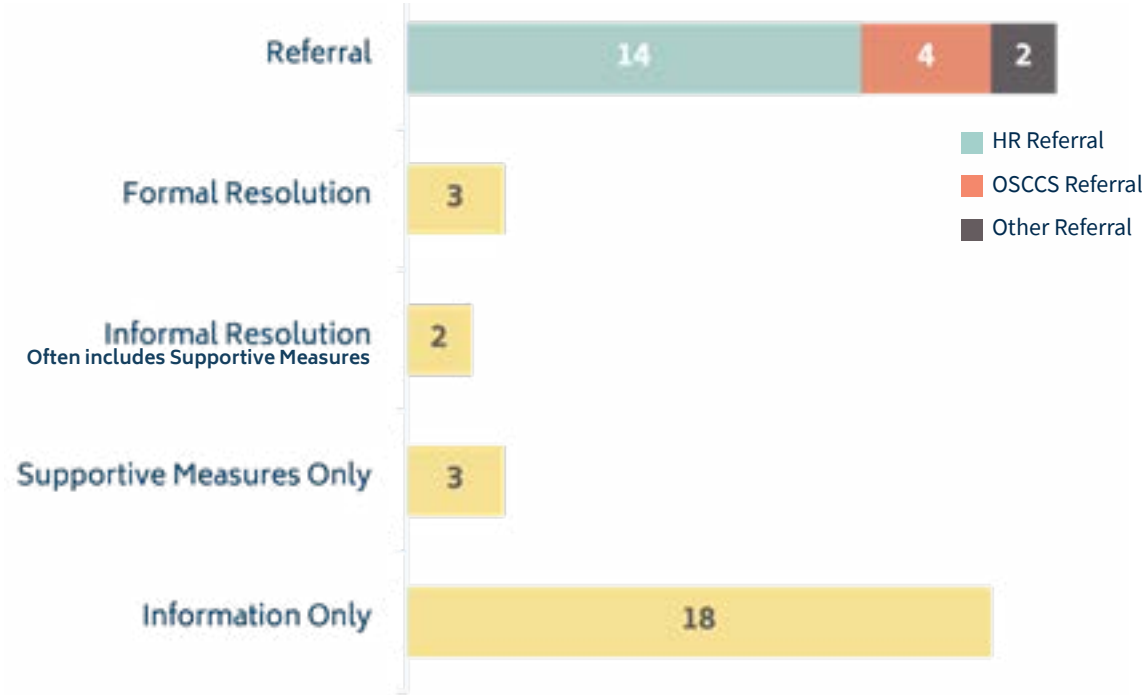
**Supportive Measures:** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Institute's education program or activity, including measures designed to protect the safety of all parties or the Institute's educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation.

**HR/OSCCS Referral:** There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to Human Resources or the Office of Student Conduct and Community Standards.

***43%*** **of incidents reported resulted in a referral to HR, OSCCS, or other resources.**

***4%*** **of incident reports resulted in informal resolution.**

***39%*** **of incident reports resulted in information only.**




Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

# EDUCATION & INITIATIVES

The arm of the office focused on prevention, education, and outreach had a busy academic year. The office connected with approximately 21,099 students, faculty, postdocs, and staff at the Institute through a variety of interactive and engaging sessions.

# LIVE VIRTUAL TRAINING

**123**
Training Sessions

**4,002**
Approximate Attendance*

## TRAINING TOPICS

**17.9%**
**Getting to Know IDHR Training**

**15.4%**
**Other**
This includes fairs, events, and tabling opportunities.

**22.8%**
**Expanded Getting to Know IDHR Training**

**33.3%**
**Promoting Inclusive Environments Workshop**

**10.6%**
**Getting to Know IDHR & Responsible Employee Training**

* Includes First Year Orientation (932)

# ONLINE TRAINING

## Total Participants

**7,763** Students + **9,334** Faculty/Staff

**participated in online trainings which equals**

**17,097** people reached

## Types of Trainings

### Online Sexual Assault Prevention Training

| 3,226 | 2,302 | 1,243 | 21 |
|---|---|---|---|
| Undergraduates | Graduate Students | New Faculty/Staff | Athletic Staff** |

### Preventing Sexual Harassment Training Initiative

**10,305**

Faculty, Staff, and Graduate Students 3+ Years

** Most Athletic Staff participated in an in-person training this year.

## IDHR Training & Education Overview

This year, the IDHR Office offered four different ways to engage with our office.

1. Introduction to the IDHR Office sessions for orientations, staff meetings, departmental meetings, and new employees.
2. Responsible Employee workshops for new and current GRAs, TAs, staff, and faculty.
3. Promoting Inclusive Environments workshops for departments and labs across the Institute.
4. Online training for new members of the community as part of their required training requirements and the Preventing Sexual Harassment Training Initiative.

Additionally, the IDHR Office participated in panels, introduced ourselves at tabling events, interacted with members of the community at fairs and expos, and answered questions and concerns via email and phone throughout the year.

Our training efforts would not have been possible without working closely with campus partners, including Violence Prevention and Response, the CARE Team, the Office of Graduate Education, the Office of Multicultural Programs, Alcohol and Other Drugs Services, LBGTQ+ Services, Human Resources, and Housing and Residential Life.

We'd like to highlight data from our Promoting Inclusive Environments (PIE) workshops in the Chemistry and Aero/Astro Departments in the 2020-2021 Academic Year on the following page.

## Promoting Inclusive Environment (PIE) Workshops

Promoting Inclusive Environment (PIE) Workshops are interactive two-hour workshops focused on how to promote and sustain inclusive working and learning environments at MIT. These workshops include interactive activities and cover a broad range of topics including the impact of discrimination and discriminatory harassment, bystander intervention strategies, perspective taking, power dynamics, and MIT resources. PIE Workshops are facilitated by IDHR and workshop content is tailored in partnership with a department's students, staff, and faculty. During the 2020-2021 academic year, the IDHR Office partnered with the Departments of Chemistry and Aeronautics and Astronautics (AeroAstro) to implement PIE Workshops.

The IDHR Education Team trained over 523 members of the Department of Chemistry. After the workshop, 96% of workshop participants agreed or strongly agreed that they were knowledgeable about resources and policies at MIT related to discrimination, discriminatory harassment, and bias. 96% of participants also agreed or strongly agreed that they were knowledgeable about ways to make their community more welcoming and inclusive. 89% of workshop participants agreed or strongly agreed that the workshop was valuable.

IDHR also trained over 324 members of AeroAstro. After going through the workshop, 85% of AeroAstro participants agreed or strongly agreed that they felt confident in their ability to intervene effectively if they witnessed potentially problematic situations or behaviors. 90% agreed or strongly agreed that they would recommend this workshop be implemented in other DLCs. 92% of participants agreed or strongly agreed that the workshop was engaging.

**92%**

**participants from the Department of Aeronautics and Astronautics agreed or strongly agreed that the workshop was engaging.**

**96%**

**of Department of Chemistry participants agreed or strongly agreed that they were knowledgeable about resources and policies at MIT related to discrimination, discriminatory harassment, and bias.**

"I appreciated the descriptions of power in the lab. I've never thought about it so clearly."

"I liked doing it with my lab mates as I see them as allies I could turn to if I am ever in an uncomfortable position in lab and need a friend to talk things through with. Seems like most people really care about these issues, more than I would have assumed before this meeting."

"After this workshop, I feel that there are PIs at MIT that value their student's/ staff's well-being."

"I always think that one of the most important things is reminding people how often harassment/discrimination issues occur. It's very easy to assume that they don't happen if you are not personally affected."

## Change-Maker Awards

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. Spring of 2021 marked our second Change-Maker Awards nomination and ceremony celebration impacted by COVID-19. Though we chose not to launch a complete nomination process this year, we did want to highlight the important contributions made by the PLEASURE educator of the year: Rachel McIntosh. We were excited to celebrate Rachel this year along with her fellow PLEASURE educators for their ability to transfer their content and ways of engaging to a virtual format during the pandemic. The IDHR Office and VPR teams made videos recognizing Rachel for her contributions. We are excited to have an opportunity to celebrate both Rachel and last year's recipients in-person next year and resume our large community celebration when it is safe to do so.

### Rachel McIntosh

Rachel was honored as Pleasure educator of the year for her consistent and generous leadership within the group for several years. She's led the group together with a calm grace and has provided a space for folks to engage as they are.

## Institute-Wide Initiatives

In addition to building out the IDHR Office as a centralized resource, we have been a part of multiple National or Institute-Wide initiatives to further assess and address the topics of sexual misconduct and sexual harassment. Below are updates or brief summaries of these initiatives.

### NASEM Action Collaborative

The Action Collaborative on Preventing Sexual Harassment in Higher Education is an initiative where more than 60 colleges, universities, and other research and training institutions are identifying, researching, developing, and implementing efforts that move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual and gender harassment and promoting a campus climate of civility and respect. The Action Collaborative model brings together a coalition of the willing to work on a system-wide problem and to identify and develop innovative and evidence-based solutions. It does this by facilitating the exchange of information, ideas, and strategies around topics of mutual interest and concern, and by inspiring and supporting collective action among its member institutions.

MIT continues to participate in the National Academies of Science Engineering and Medicine (NASEM) Action Collaborative to further the Institute's commitment to maintaining a safe and healthy work environment for every member of the MIT community.

### Preventing Sexual Harassment Training Initiative

The Committee on Sexual Misconduct Prevention and Response (CSMPR) recommended that a second round of courses be taken by members of the Institute community on the topic of sexual harassment prevention. Five courses were made available with participants required to complete one course, but able to take additional if desired. Institute participants include all paid faculty and staff and graduate students in their third year of their program or above.

As IDHR planned the rollout of the Preventing Sexual Harassment (PSH) trainings for the MIT community, we partnered with Institutional Research (IR), in the Office of the Provost, to design an evaluation of the training. This evaluation had two goals: first, determine whether the trainings were successful in terms of teaching trainees new ideas and skills; and second, gather trainee feedback on the trainings. Both goals of the evaluation were addressed by pre-training and post-training surveys. Some key takeaways from initial data analysis are available on the following page.

## Preventing Sexual Harassment Training

# Results

### The four learning outcomes with the largest gains were:

> *I know about campus resources for reporting harassment.*

> *I know about campus resources for victims of harassment.*

> *I am confident I can identify examples of micro-inequities.*

> *I am confident using bystander intervention strategies.*

These topics were directly addressed by the trainings and are concrete topics well-suited to a close-ended training.

**88%** of participants somewhat or strongly agreed the training module was **valuable**.

**82%** of participants somewhat or strongly agreed the training module was **worth their time**.

**90%** of participants somewhat or strongly agreed the training module was **informative**.

IDHR

INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE