



COLLEGE OF THE
Holy Cross

Office of Title IX &
Equal Opportunity

OFFICE OF TITLE IX & EQUAL OPPORTUNITY ANNUAL REPORT

ACADEMIC YEAR
2021–22



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I. INTRODUCTION

The Office of Title IX & Equal Opportunity responds to allegations of sexual violence, discrimination and discriminatory harassment and facilitates access to resources for individuals involved. In addition, in collaboration with campus partners, the office provides training and prevention education opportunities to the Holy Cross community.

Much of the work of the office is guided by Title IX of the Education Amendments of 1972 (Title IX), the Civil Rights Act of 1964, ADA, ADEA, Mass. General Law c.151B and 151C, and other state and federal laws pertaining to civil rights, the requirements of which are reflected in the *College's Sexual Misconduct Policy* and the *Interim Equal Opportunity & Discriminatory Harassment Policy*. Information regarding the response, nature and volume of reported incidents appears later in this report.

As the office continues to evolve and grow, we regularly take time to reflect on progress and to identify gaps or areas for improvement. As community feedback is a critical component to this self-assessment process, the office partnered with the Office of Assessment and Research to administer a Title IX survey for students in February 2022. An executive summary with key findings is available at the [following website](#), and is included as an appendix to this report. Opportunities to learn more about detailed results will be offered during the Fall 2022 semester.

Overall, the results of the survey demonstrated significant progress in a number of important areas. For instance, high proportions of survey participants at least somewhat agreed with all statements regarding having trust and confidence in the College in terms of how sexual misconduct reports are handled, when compared to 2019 Campus Climate Survey results. However, despite this increased trust and confidence, the survey also highlighted that of students who experienced at least one sexual misconduct behavior in the past year, 78% did not report the behavior they experienced. We have been engaging in a process of analyzing the survey results to make an honest and accurate assessment of the state of sexual misconduct on campus so we may modify policies and protocols in response to this information and implement prevention education and various interventions informed by the survey's findings.

In addition to continually building out educational opportunities, another significant way the office responded to community feedback this year was the development of a homegrown online sexual misconduct training to replace the Everfi modules, which were developed by an external vendor. Although Everfi, now Vector Solutions, is widely used at many institutions across the country, Holy Cross students reported

experiencing extensive technological issues in addition to perceiving the program as generic in nature. This summer we administered the first version of the homegrown online training "Sexual Violence Prevention & Resources" as part of the HC 101 required training for incoming students. The new module includes Holy Cross student actors role playing scenarios and discussing policies and resources. In addition, staff from the Office of Title IX & Equal Opportunity present information in the modules related to the investigation and complaint adjudication process. We are encouraged to share that there has been no feedback regarding technical issues, a drastic departure from the experiences of students utilizing EverFi. This training will also be made available to new employees as part of their onboarding starting in September.

As Title IX regulations are, inherently, largely responsive in nature to existing harm¹, in order to promote community safety, we recognize the importance of educating to prevent sexual misconduct prior to its occurrence. Since creating the new position of Assistant Director of Prevention & Education in the spring of 2021, the department has expanded its prevention education and programming.

While, later in this report, we will detail many of these initiatives, it is important to use part of this introduction to highlight some of the most impactful programs. Co-advised by the Assistant Director of Prevention and Education, Jillian Kelley, and the Director of Student Wellness Education, Liz Drexler-Hines, the College's Relationship Peer Educators (RPEs) were newly trained to conduct the most cutting edge version of the Bringing in the Bystander program. All members of the Class of 2026 and transfer students are required to complete this workshop.

April 2021, Sexual Assault Awareness Month, was one of the busiest months for the department. Throughout the month, the office provided opportunities for faculty, staff and students to actively engage in events, activities and dialogue that aimed to foster an environment that is safe, healthy and respectful. The office collaborated with several student organizations including the Feminist Forum, SGA, and the RPEs to bring opportunities for engagement and activism through a campus based march, various displays through campus, book clubs, interviewing author Chanel Miller in a live Q & A, and other awareness raising initiatives. Finally, during April, through the Kan Jam for a Cause event, the office organized a soft launch of the CrossCheck pledge program, which invites community members to commit to various behaviors in order to do their part in preventing sexual violence.

¹ The College previously offered to pay for various counseling and support services for survivors and to date has paid in excess of \$40,000 for those who have sought these services.



II. THE OFFICE OF TITLE IX & EQUAL OPPORTUNITY TEAM



Derek DeBobes
HE · HIM
Director of Title IX
& Equal Opportunity
Title IX Coordinator



Kara Hughes
SHE · HER
Senior Investigator



Jillian Kelley
SHE · HER
Assistant Director of
Prevention & Education

III. OVERVIEW OF PROCESS FROM REPORTING TO COMPLAINT ADJUDICATION



→ Informal resolution may be considered at any point prior to the hearing

→ Supportive measures implemented at any time during the process

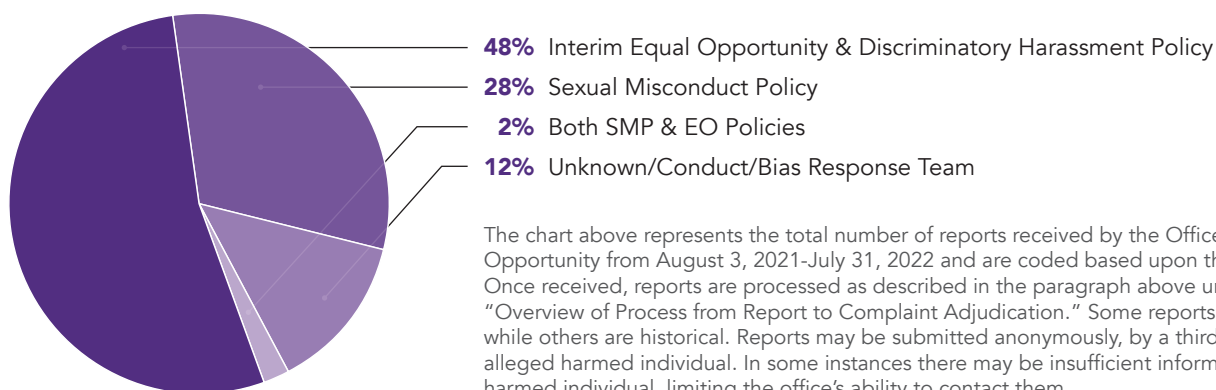
As depicted in the graphic above, once a report is received, the office determines whether the information could fall within the scope of the Office of Title IX & Equal Opportunity's jurisdiction. If so, the office requests to meet with the reporting party and/or the individual who is reported to have experienced the harm. The individual is provided with a range of options including informal resolution, formal investigation, supportive accommodations (such as issuance of No Contact Orders, relocation of residential housing, academic accommodations, temporary adjustments of reporting lines, etc), access to medical resources, and reporting/referral to other departments as appropriate (such as Department of Public Safety, Human Resources, or Student Integrity and Community Standards). Individuals are also encouraged to utilize confidential resources including the Counseling Center, Health Services, the Chaplains' Office, the Primary Confidential Resource Provider, Employee Assistance Program and/or the Ombuds (faculty only). In instances where a report of alleged bias is received, the Director of Title IX & Equal Opportunity may refer the matter to the Bias Response and Community Restoration Team, who then considers institutional and individual support for those who have been impacted by the alleged bias. [The Bias Response and Community Restoration Team's 2021-2022 Annual Report is currently available for review.](#)

IV. STATISTICS OF REPORTS RECEIVED

PURSUANT TO THE SEXUAL MISCONDUCT POLICY AND THE INTERIM EQUAL OPPORTUNITY & DISCRIMINATORY HARASSMENT POLICY

The Sexual Misconduct Policy is designed to comply with Title IX of the Education Amendments Act of 1972 and the regulations thereunder. It defines prohibited conduct to be addressed under this Policy including, but not limited to, sexual harassment, sexual violence, sexual exploitation, relationship violence, stalking, and retaliation, and the process by which the College will address such conduct in different circumstances.

Total Reports Received AUGUST 3, 2021 – JULY 31, 2022

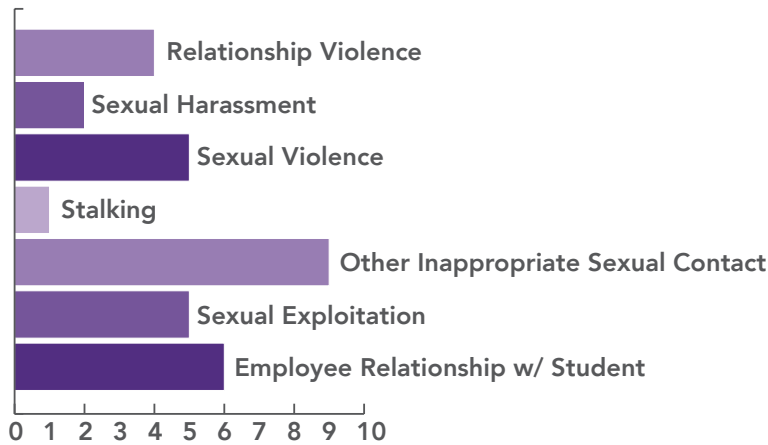


The chart above represents the total number of reports received by the Office of Title IX & Equal Opportunity from August 3, 2021-July 31, 2022 and are coded based upon the nature of the report. Once received, reports are processed as described in the paragraph above under the heading "Overview of Process from Report to Complaint Adjudication." Some reports allege recent conduct while others are historical. Reports may be submitted anonymously, by a third party, or by the alleged harmed individual. In some instances there may be insufficient information to identify the harmed individual, limiting the office's ability to contact them.



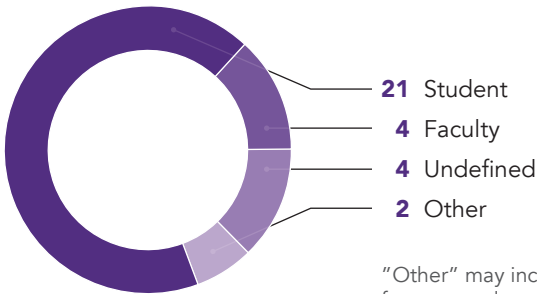
A. Sexual Misconduct Policy Reports

→ Sexual Misconduct Policy Reports by Type



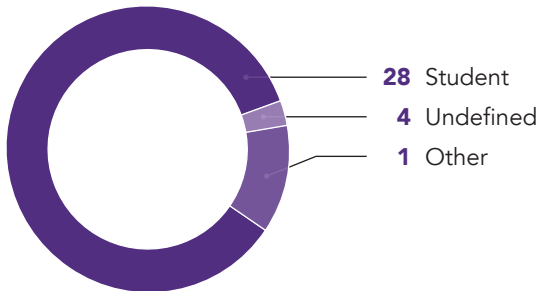
Individual reports may allege one or more specific charges. Please note that sexual misconduct and relationship violence allegations that occur off campus are adjudicated via the Interim Equal Opportunity & Discriminatory Harassment Policy due to the current (federal) Title IX regulation. Further based on these regulations, allegations of sexual harassment based upon a hostile environment based on sex are adjudicated via the Sexual Misconduct Policy if they may meet with definition of “Any unwelcome conduct of a sexual nature that is so **severe, pervasive AND objectively offensive** that it effectively denies a person equal access to the recipient’s education program or activity.” Conduct that may not satisfy this definition but instead may be **severe, pervasive OR objectively offensive** is addressed through the Interim Equal Opportunity & Discriminatory Harassment Policy.

→ Sexual Misconduct Policy Reports by Respondent² Type



² “Other” may include individuals who are not current faculty, staff, or students such as vendors or former employees.

→ Sexual Misconduct Policy Reports by Complainant³ Type



² For the purpose of this report, the respondent is the person accused of committing a potential policy violation.

³ For the purpose of this report, the complainant is the person who has alleged that they were harmed.

1. Formal Investigations, Findings and Sanctions Assigned

→ From August 3, 2021 to July 31, 2022, of the reports received under the Sexual Misconduct Policy, based upon the Complainant's request, the office conducted **three** formal investigations into **five** different charges. Many potential Complainants opted to receive supportive measures, while others did not respond to communication from the office or indicated that they did not wish to file a formal complaint. Several complaints were referred to other departments when the complaint on its face did not meet the threshold of a potential Sexual Misconduct Policy violation or was not within the office's jurisdiction. Further, on multiple occasions the reporting party requested that the individual engaging in the alleged conduct be spoken to by the Title IX Coordinator and put on notice that their conduct was unwelcome.

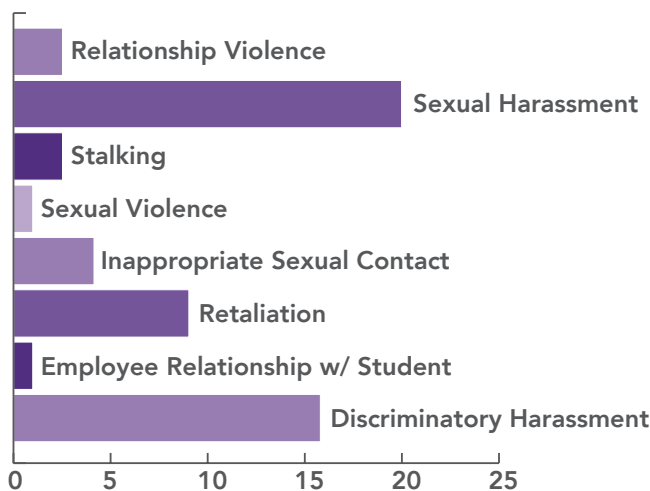
Of the five charges investigated, there was a finding of responsibility⁴ for one charge, a finding of not responsible for three charges, and one charge remains pending/active. Sanctions⁵ assigned included College suspension and participation in off-campus counseling.

B. Interim Equal Opportunity & Discriminatory Harassment Policy Reports

→ The Interim Equal Opportunity & Discriminatory Harassment Policy defines prohibited conduct and a process by which the College will address such conduct, including, but not limited to:

- ▶ Discrimination or harassment on the basis of race, religion, color, national origin, age, veteran status, disability, or genetic information.
- ▶ Discrimination or harassment on the basis of sex, sexual orientation, gender identity or expression, pregnancy, marital or parental status, sexual harassment, sexual violence, other inappropriate sexual contact, relationship violence, stalking, sexual exploitation, and retaliation to the extent that those concerns are not required to be addressed under Title IX and the Sexual Misconduct Policy (for example, if the conduct occurred off campus).

→ Interim Equal Opportunity & Discriminatory Harassment Reports by Type

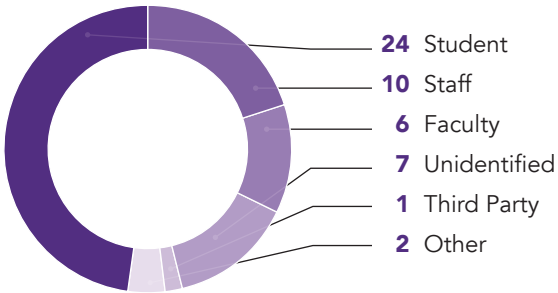


Please note that sexual misconduct and relationship violence allegations that occur off campus are adjudicated via the Interim Equal Opportunity & Discriminatory Harassment Policy due to the current (federal) Title IX regulation. Further based on these regulations, allegations of sexual harassment based upon a hostile environment based on sex are adjudicated via the Sexual Misconduct Policy if they may meet with definition of "Any unwelcome conduct of a sexual nature that is so **severe, pervasive AND objectively offensive** that it effectively denies a person equal access to the recipient's education program or activity." Conduct that may not satisfy this definition but instead may be **severe, pervasive OR objectively offensive** is addressed through the Interim Equal Opportunity & Discriminatory Harassment Policy.

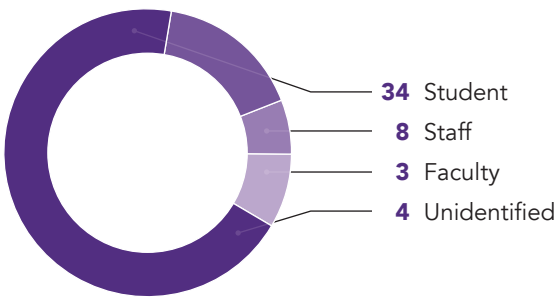
⁴ Findings are reached by a trained determination panel at a live hearing utilizing the preponderance of evidence standard.

⁵ Sanctions are determined by a Sanctioning Official appointed based upon Respondent status as detailed in the applicable policy.

→ Interim Equal Opportunity & Discriminatory Harassment Policy Reports by Respondent Type



→ Interim Equal Opportunity & Discriminatory Harassment Policy Reports by Complainant Type



1. Formal Investigations, Findings and Sanctions Assigned

→ Of the reports received under the Interim Equal Opportunity & Discriminatory Harassment Policy, based upon the Complainant's request, the office conducted **six** formal investigations into **fourteen** different charges. As with reports received under the Sexual Misconduct Policy, in certain instances cases were referred to other departments when the complaint on its face did not meet the threshold of a potential policy violation or was not within the office's jurisdiction. In addition, several reporters requested that a member of the office team put the individual engaged in the alleged conduct on notice that their conduct was unwelcome and would revisit the concerns with the office should the conduct persist.

Of the fourteen charges investigated, Respondents were found responsible⁶ for four allegations, not responsible for three allegations, and seven allegations remain active/pending. For individuals found responsible for violating the Interim Equal Opportunity & Discriminatory Harassment Policy, sanctions⁷ included College suspension, engagement in off campus counseling, College probation, sexual respect training, community service and reflective essays.

⁶ Findings are reached by a trained determination panel utilizing the preponderance of evidence standard.

⁷ Sanctions are determined by a Sanctioning Official appointed based upon Respondent status as detailed in the applicable policy.

V. PREVENTION EDUCATION, PROGRAMMING AND TRAINING

The Office of Title IX & Equal Opportunity provides educational opportunities to engage with the office in two primary areas:

- ▶ Prevention education and programming designed to both raise awareness of sexual and relationship violence and reduce such forms of violence through creating community change and providing various prevention skills to community members.
- ▶ Training for community members regarding campus policies, procedures, resources and employee reporting requirements depending on their role⁸ at the College.

A. Monthly Educational Themes

→ Each month during the academic year was assigned a theme and programming for that month placed special emphasis on that particular topic. In some instances, the themes corresponded with national monthly designations (e.g. April is Sexual Assault Awareness Month), while others were determined based upon best practices and perceived needs of the Holy Cross community. Monthly themes for the 2021-2022 academic year were as follows:

September: Red Zone Awareness

October: Domestic Violence Awareness

November: Masculinity & Sexual Violence Prevention

December: Semester Wrap Up and Reemphasis of Previous Months

January: Stalking Awareness Month

February: Dating Violence Awareness Month

March: Bystander Intervention

April: Empowering Survivors

May: Semester Wrap Up and Reemphasis of Previous Months

B. Representative Examples of Programming

→ Bringing in the Bystander

Participants

262 Students

Sample of Participant Groups:

Odyssey Leaders, SGA, Fall Gateways Leaders, RAs, NROTC, Women's Volleyball, Men & Women's Ice Hockey, 2 Montserrat classes



95.3%

strongly agreed or agreed that after participating in this training they were more confident in their ability to intervene in a potentially harmful situation



97.2%

strongly agreed or agreed that they felt confident in their ability to recognize behaviors that fall within the umbrella term sexual violence



95.4%

strongly agreed or agreed that this training has helped them develop strategies for safely intervening in instances of sexual and relationship violence



93.4%

strongly agreed or agreed that they were overall satisfied with the training

⁸ In addition, individuals involved in the complaint adjudication process, for instance, determination panel members, receive annual training.



→ **CrossCheck Pledge Event | Kan Jam for a Cause**



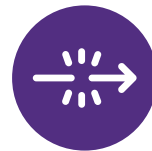
The CrossCheck pledge serves as a call to action, inviting all community members to do their part in preventing sexual violence. The pledge provides concrete actions community members can take to live out the movement and help create cultural change that moves us towards ending sexual violence. At the soft launch event, Kan Jam for a Cause, students signed up to play Kan Jam (a frisbee game) against faculty and staff and received CrossCheck branded frisbees. At the event, 115 faculty, staff and students signed the pledge committing to:



Recognize and condemn sexual violence in all forms



Engage as an active bystander and intervene in situations that contribute to rape culture



Continue to educate oneself on ways to disrupt rape culture



Support survivors of sexual violence

→ **Film Screenings**

The Office of Title IX & Equal Opportunity screened *The Mask You Live In* (documentary examining the rigid definition of masculinity in America and the struggle of men and boys to navigate it) in November and *Miss Representation* (documentary critiquing the underrepresentation of women in positions of influence or power in the media) in March. Each film was followed by dialogue with the audience regarding the themes discussed. A total of 79 community members participated in the screening and discussion.

→ **Book Club & Speaking Event**

Two book clubs were hosted where participants (40 students and 9 employees) read and discussed *Know My Name* by Chanel Miller, a memoir in which Miller shares her experience as a survivor of sexual assault on the Stanford University campus and the associated legal proceedings. The SGA subsequently hosted Miller for a live Q & A in which the Assistant Director of Prevention Education from the Office of Title IX & Equal Opportunity interviewed Miller for an audience in excess of 100 community members.

→ Campaigns & Awareness Raising



Red Zone

The Red Zone is the period of time between the beginning of a student's first fall semester and Thanksgiving break in which national statistics demonstrate that a statistically higher amount of instances of sexual assault occur. To raise awareness and to combat this issue, the office did extensive tabling and interacted with students in the campus center throughout the month of September.



Red Flag

This campaign utilizes the bystander intervention model whereby it encourages community members to speak up when they observe warning signs, or "red flags", of dating violence. To draw attention to the campaign, dozens of red flags and signs providing statistics regarding dating violence were placed in the grass around the Hoval.



Denim Day

This internationally recognized day invites participants to wear denim as a symbol of protest against victim blaming in instances of sexual assault. This protest was in response to an Italian court having overturned a rape conviction. Their decision was based on a belief that, because the victim's jeans were tight, she must have assisted her rapist in removing them; the court found this signified consent. Participating community members wore jeans on April 28 to make a visible statement through protest and were encouraged to make a small donation. All collected proceeds were given to Living in Freedom Together (LIFT), an organization committing to ending the sex trade.



Take Back the Night

Take Back the Night (TBTN) is the earliest worldwide effort to combat sexual violence. Now, TBTN events are hosted on college campuses across the US to help raise awareness about the issue of sexual violence. On April 20, Holy Cross community members met for an opening ceremony and then walked across campus holding signs and shouting chants that openly address and discourage sexual violence. There were several spots on campus where the group stopped to hear stories, poems and songs related to the impact of sexual violence. The night ended with a debrief discussing ways to continue to support survivors on campus and to be activists for a campus free from sexual violence.



The Clothesline Project

The Clothesline Project is an awareness raising project that began in Cape Cod, MA in 1990 to address the issue of violence against women. Originally, the project was a vehicle for women affected by violence to express their emotion by decorating a shirt and hanging it on a clothesline to be viewed by others as a testimony to the problem of gender-based violence. During this event, shirts from the Worcester County Clothesline Project were displayed in Hogan and students, faculty and staff of all gender identities were provided an opportunity to make and hang their own shirt.



White Ribbon Campaign

This well known international campaign raises awareness about male violence against women and its goal is to engage male identified individuals to end gender-based violence. At Holy Cross, in collaboration with the Male Involvement Coalition (MIC) student organization, both a men's ice hockey and women's ice hockey game were dedicated to this cause and tabling was conducted at the events to provide additional education and resources.



C. Policy and Procedure Training

→ As part of onboarding, new hires are required to complete an online training module regarding preventing discrimination and harassment. All students were also instructed to complete the online EverFi modules regarding sexual misconduct that were previously referenced in this report. Members of the complaint adjudication processes overseen by the Office of Title IX & Equal Opportunity, such as advisors and determination panel members, receive annual training as do members of the office staff. Several trainings were conducted by external experts from Grand River Solutions. The Office has also presented to various academic departments and administrators.

Student leaders in various capacities participated in training on campus policies and procedures to enable them to assist students who seek them out as resources. Such groups include RAs, Odyssey Leaders, Gateways Leaders, Orientation Leaders, Dining Services Captains and RPEs, among others. In addition, this year the office partnered with the Office of Compliance and Risk Management to conduct training for varied student and employee groups regarding boundaries, particularly as it relates to student and employee interactions.



Prepared by the Office of Assessment and Research

Introduction

In collaboration with the Director of Title IX and Equal Opportunity, the Office of Assessment and Research administered a Title IX survey in February 2022. This survey was distributed to all current Holy Cross students who were over the age of 18 to collect information about their attitudes toward, beliefs about, understanding of, and experience with sexual misconduct. The survey was sent electronically to students via emails using Qualtrics, and students were incentivized with a random lottery of 5 \$50 GrubHub giftcards for participating. There were 7 reminder email sent asking students to take the survey. The survey was open for approximately four weeks.

Of the 3103 current students over the age of 18 whom were invited to participate in the survey, 837 answered at least one survey question, resulting in an **overall response rate of 27%**. This was lower than the response rate to the Campus Climate Student Survey administered in 2019 (38%) that also contained questions about sexual misconduct on campus. Higher proportions of first year (30%) and sophomore students (33%) completed the survey compared to junior (24%) and senior students (21%). A higher proportion of female students (35%) responded to the survey compared to male students (17%). A higher proportion of Pell eligible students (31%) responded compared to students who were not Pell eligible (26%). And a higher proportion of non-athlete students (30%) responded to the survey compared to student athletes (19%).

The remainder of this report summarizes key findings from the closed-ended (i.e., multiple choice) questions contained on the survey. After the key findings, student responses to each survey question are presented, first overall, then disaggregated by a variety of demographic variables. Disaggregation by current residence is only reported for questions about students' experience of sexual misconduct behaviors, the locations where the behavior occurred, and who the source of the behavior was. Students who did not have race/ethnicity, sexual orientation, political view, or religious affiliation data are excluded from disaggregations by those demographic variables where they had missing data, but are included in the overall tables for each question. Students were coded as students of color if they selected that they belonged to any non-white racial/ethnic category, or if they selected that they were white and belonged to one or more other non-white racial/ethnic category. Students

were coded as LGBTQIA+ if they selected that they had any non-heterosexual sexual orientation, or if they selected that they had a heterosexual sexual orientation and one or more other non-heterosexual sexual orientations. Effect size data is reported using Cramér's V. Effect sizes were calculated for residence hall data using three categories: on-campus, HC program off-campus, and off-campus. A separate report will be prepared for the open-ended (i.e., written response) survey questions.

Key Findings

- ▶ In terms of knowing about how to report sexual misconduct at Holy Cross, high proportions of respondents at least somewhat agreed with most statements relating to knowing how they can report sexual misconduct ($\geq 82\%$ per statement). However, a substantively lower proportion of respondents somewhat agreed that they understood what happens when a student reports sexual misconduct at Holy Cross (65%).
 - ▶ In particular, female respondents reported a lower level of agreement that they understood what happens when a student reports sexual misconduct at Holy Cross compared to male respondents.
- ▶ High proportions of respondents at least somewhat agreed with all statements regarding receiving education and training from College officials about resources available for those who experience sexual misconduct ($\geq 80\%$ per statement).
 - ▶ However, female respondents reported a lower level of agreement that College officials had provided sufficient information to know what constitutes sexual misconduct compared to male respondents. Additionally, female respondents reported a lower level of agreement that the College provided sufficient opportunities to participate in sponsored workshops or training about sexual misconduct compared to male respondents.
- ▶ High proportions of respondents at least somewhat agreed with all statements regarding having trust and confidence in the College in terms of how sexual misconduct reports are handled ($\geq 74\%$ per statement).
 - ▶ However, female respondents reported a lower level of agreement that they had confidence that College

officials would take steps to protect the safety of the person making an official report of sexual misconduct compared to male respondents.

- ▶ When comparing these statements to similar statements that were asked in 2019 on the Campus Climate Survey, it was clear that respondents in 2022 agreed at higher levels to all of these statements compared to respondents in 2019.
- ▶ Respondents were asked a series of statements about their beliefs around sexual misconduct. Among these statements, the highest proportions of respondents strongly agreed that consent can be revoked at any time during a sexual encounter (91%), and that it is never someone's fault if they are a victim of sexual violence (85%). The highest proportions of respondents strongly disagreed that it's ok to hide/omit information about contraception or birth control as long as a sexual partner consents to engaging in sex (95%) and that they are entitled to have sex with someone that they're in a dating relationship with whenever they want to (93%). There was a greater divide in respondents' agreement with two statements in particular: 1) rape and sexual assault can happen unintentionally, especially if alcohol or drugs are involved, and 2) sexual assault and rape happen because people can get carried away in sexual situations once they have started.
 - ▶ Male and politically conservative respondents agreed more with the statement "rape and sexual assault happen because people put themselves in bad situations" compared to female respondents, and politically liberal or middle of the road respondents. Male respondents also agreed more with the statement "it is acceptable for dating/sexual partners to use physical force under certain circumstances" compared to female respondents.
- ▶ High proportions of respondents strongly disagreed that they observed current staff (94%) or current faculty (92%) engage in behaviors toward them that were inappropriate with respect to their personal boundaries.
- ▶ Most respondents at least somewhat disagreed that they had been subjected to sexually harassing behavior via social media (85%).
- ▶ About one-quarter of respondents at least somewhat agreed that they had sexual activity when they didn't want to because their sexual partner(s) pressured them (23%).
- ▶ About one-third of respondents at least somewhat agreed that they witnessed someone at the College behaving in a controlling or abusive way towards a sexual or romantic partner (31%).
- ▶ Over half of respondents (58%) reported never experiencing any sexual misconduct behaviors in the past year. Respondents reported most frequently experiencing inappropriate comments about their sexual attractiveness and jokes about sexual misconduct. The lowest proportions of respondents reported experiencing threat-related behaviors.
 - ▶ Female respondents reported higher rates of experiencing inappropriate or unwelcome comments about sexual attractiveness compared to male respondents.
 - ▶ LGBTQIA+ respondents reported higher rates of experiencing inappropriate or unwelcome comments about their sexual orientation compared to non-LGBTQIA+ respondents.
 - ▶ Compared to the 2019 Campus Climate Student Survey, comparable percentages of respondents reported never experiencing each behavior, and never experiencing any misconduct behaviors that were asked about. However, a higher proportion of respondents in 2022 reported experiencing inappropriate or unwelcome comments about their sexual attractiveness at compared to respondents in 2019.
- ▶ Of the respondents who reported experiencing at least one sexual misconduct behavior in the past year, the highest proportions reported that at least one behavior occurred in either a residence hall (53%) or at a party off-campus (44%). The lowest proportions of respondents reported that at least one behavior happened on a college-sponsored trip (1%), during office hours (1%), while studying in the DC or New York programs (1%), in a classroom after hours (2%), while studying abroad (3%), in a library (4%), or at an athletic event (4%).
 - ▶ Athlete respondents who reported experiencing at least one sexual misconduct behavior in the past year reported higher rates of experiencing misconduct behaviors in athletic facilities compared to non-athlete respondents.
 - ▶ Juniors, seniors, and LGBTQIA+ respondents who reported experiencing at least one sexual misconduct behavior in the past year reported higher rates of experiencing misconduct behaviors while studying abroad compared to sophomores, first years, and non-LGBTQIA+ respondents.
 - ▶ LGBTQIA+ respondents who reported experiencing at least one sexual misconduct behavior in the past year reported higher rates of experiencing misconduct behaviors at parties off-campus compared to non-LGBTQIA+ respondents.

- ▶ Of the respondents who reported experiencing at least one sexual misconduct behavior in the past year, the highest proportions reported that the perpetrators of at least one behavior were either other Holy Cross students not in their friend group (69%) or other Holy Cross students in their friend group (43%). The lowest proportions reported that the perpetrator of at least one behavior was a Chaplain (0%), a student affairs/residence life staff member (1%), other administrators/staff (1%), athletic coaches or staff (3%), or faculty members (3%). One-fifth of respondents reported that the perpetrator of at least one behavior was not listed as an option on the survey (20%).
 - ▶ A higher proportion of athlete respondents who reported experiencing at least one sexual misconduct behavior in the past year reported that the perpetrators of at least one misconduct behavior were athletic coaches or staff compared to non-athlete respondents.
 - ▶ A higher proportion of respondents with no religious affiliation who reported experiencing at least one sexual misconduct behavior in the past year reported that the perpetrators of at least one misconduct behavior were visitors off-campus compared to respondents with a religious affiliation.
- ▶ Of the respondents who reported experiencing at least one sexual misconduct behavior in the past year, most indicated that they did not ever report any sexual misconduct behavior that they experienced (78%).
- ▶ Of the respondents who reported at least one negative behavior, most reported the behavior to other Holy Cross students (77%). The lowest proportion of respondents who reported at least one negative behavior told off-campus police (1%).
 - ▶ A higher proportion of juniors and first year respondents who reported at least one sexual misconduct behavior told a faculty member compared to seniors and sophomores.
 - ▶ A higher proportion of seniors and athletes who reported at least one sexual misconduct behavior reported the behavior to athletic coaches or staff compared to respondents of other class years and non-athletes.
 - ▶ A lower proportion of first generation respondents, non-athletes, and politically liberal respondents who reported at least one sexual misconduct behavior reported the behavior to a confidential on-campus resource compared to non-first generation, athlete, politically conservative, and politically middle of the road respondents.
- ▶ A lower proportion of seniors, juniors, white, non-first generation, non-Pell eligible, and politically liberal respondents who reported at least one sexual misconduct behavior reported the behavior to a confidential off-campus resource compared to sophomore, first year, student of color, first generation, Pell eligible, politically conservative, and politically middle of the road respondents.
- ▶ A higher proportion of student of color respondents and respondents without a religious affiliation who reported at least one sexual misconduct behavior reported the behavior to other administrators/staff not listed on the survey compared to white respondents and respondents with religious affiliations.
- ▶ A lower proportion of politically conservative respondents who reported at least one sexual misconduct behavior reported the behavior to someone not listed on the survey compared to politically liberal and middle of the road respondents.
- ▶ Of the respondents who did not report at least one negative behavior, most did not report the behavior because they did not think that it was serious enough to report (72%). Another commonly reported reason for not reporting was that respondents wanted to deal with the problem on their own (48%). The lowest proportions of respondents reported that they didn't report because they didn't want anyone to know drinking or drugs were involved (2%), they were threatened not to come forward (2%), or they were afraid that a report might prompt questions about their sexual orientation or gender identity (3%).
 - ▶ A higher proportion of LGBTQIA+ respondents who did not report at least one negative behavior did not report the behavior because it might have prompted questions about or revealed their sexual orientation or gender identity compared to non-LGBTQIA+ respondents.
- ▶ High proportions of respondents at least somewhat agreed that they felt confident in understanding and communicating consent (≥ 96% per statement).
- ▶ A high proportion of respondents at least somewhat agreed that if they experienced sexual misconduct, they would contact the College to access resources (85%).
- ▶ In terms of bystander behaviors, high proportions of respondents reported that they would be at least somewhat likely to intervene in situations of sexual misconduct by obtaining resources for friends, and reporting and confronting perpetrators (≥ 79% per statement). However, about half of respondents reported that they were at least somewhat likely allow personal

loyalties, friendships, or affiliations to impact their decision to report an incident of sexual misconduct (46%).

- ▶ When comparing these statements to similar statements that were asked in 2019 on the Campus Climate Student Survey, it was clear that respondents in 2022 rated themselves as less likely to be bystanders for all of these statements compared to respondents in 2019.



Introduction

Guided by our [mission](#), the College of the Holy Cross aims to create an inclusive and welcoming community for our students, faculty, staff and alumni. The Jesuit, Catholic identity of the College emphasizes the inherent dignity of all individuals. Therefore, incidents of bias, discrimination and harassment targeted towards individuals or groups are in conflict with our institutional values and damage the quality of our community. The Bias Response and Community Restoration Team (BRT) works with students, staff, and faculty to recognize incidents of bias when they occur and to coordinate resources for individuals and groups in an effort to rebuild community.

What is a bias-related incident?

Biased behavior is an act or expression of bigotry, harassment, or intimidation that is motivated by actual or perceived identities or characteristics of an individual or community. Expressions of bias may range from acts considered offensive to actions that cause physical harm. Biased behavior may or may not also be a violation of law or campus policies, as listed above. Behaviors that are potential violations of the policies listed above, including those that may rise to the “severe, persistent and/or pervasive” standard will be adjudicated under the relevant policies.

How to report a biased-related incident

Students, faculty and staff can report discrimination, harassment, and/or bias using the [online reporting form](#). Alternatively, community members can raise concerns about discrimination or harassment to the Office of Title IX & Equal Opportunity, Student Affairs, or Human Resources, or with respect to potential criminal matters, the Department of Public Safety, or the confidential resources detailed in the policies mentioned above. Concerns about bias may also be raised to the Office of Diversity, Equity and Inclusion, the Office of Student Inclusion and Belonging, or Residence Life and Housing. These offices will provide relevant information to the Office of Title IX and Equal Opportunity.

Anyone may choose to submit a report without identifying information; however, this might limit a comprehensive response to the incident. In instances where reports are of crimes, self-harm or physical harm to others, the College reserves the right to investigate IP addresses to ascertain the sender.

How does the College respond to reports of bias?

The Office of Title IX/Equal Opportunity evaluates the reported behaviors to determine whether they could constitute a possible violation of the Interim Equal Opportunity and Discriminatory Harassment Policy, Sexual Misconduct Policy, Student Code of Conduct, and/or Human Resources Policies and proceeds accordingly. In addition to any formal investigations or remedies through the Office of Title IX/Equal Opportunity, the College’s Bias Response and Community Restoration Team independently considers options for supplemental individual and institutional support and offers resources for those who have been impacted by alleged acts of bias.

The BRT then coordinates campus notification of referred acts of bias, as appropriate, and collaborates with campus entities to improve and repair relationships between people and communities. The BRT provides campus support resources for individuals and the campus community as a whole, including initiating trained Community Support Volunteers* response, as needed. Forms of intervention include, but are not limited to, referrals for individual support, community meetings, and academic forums.

* *Community Support Volunteers (CSV) are trained staff employees at the College who aim to create and hold supportive spaces for students, faculty, and staff who may need to process an incident, learn more about resources, discuss restorative measures, or find community with others. Community support sessions are a possible response and not confidential spaces when they occur.*

Summary Data

The following charts represent the reports of bias-related incidents received by the BRT from August to August over the academic years 2019 – 2020, 2020 – 2021, and 2021 – 2022. In cases where the respondent was unknown, the incidents were documented or referred to the Department of Public Safety for investigation in conjunction with external law enforcement agencies as warranted.

1. How many reports of bias-related incidents in the College were submitted?



	AY21-22	AY20-21	AY19-20	Total
Unique Incidents	6	5	12	23

2. Who submitted the incident reports?



Reporter	AY21-22	AY20-21	AY19-20	Total
Student	2	4	9	15
Staff	3		2	5
Faculty	1		1	2
Anonymous		1		1
Other				
Total	6	5	12	23

3. Who was the respondent in the incident reports?



Respondent	AY21-22	AY20-21	AY19-20	Total
Unknown	6	1	7	14
Student		3	2	5
Staff		1		1
Faculty			1	1
Other			2	2
Total	6	5	12	23

4. What types of bias were alleged in these reports?



Bias Type	AY21-22	AY20-21	AY19-20	Total
Race/Ethnicity	4	2	5	11
Political Belief		1		1
National Origin		1	1	2
Religion			2	2
LGBTQ Identity	2	1	3	4
Retaliation			1	1
Total	6	5	12	23

5. Where did these incidents occur?



Location	AY21-22	AY20-21	AY19-20	Total
Digital Media	3	2	3	8
On-campus: Residence Hall	1		6	7
On-campus: Other	2	3	3	8
Off-campus				
Other				
Total	6	5	12	23

6. What happened to these reports once they were submitted?

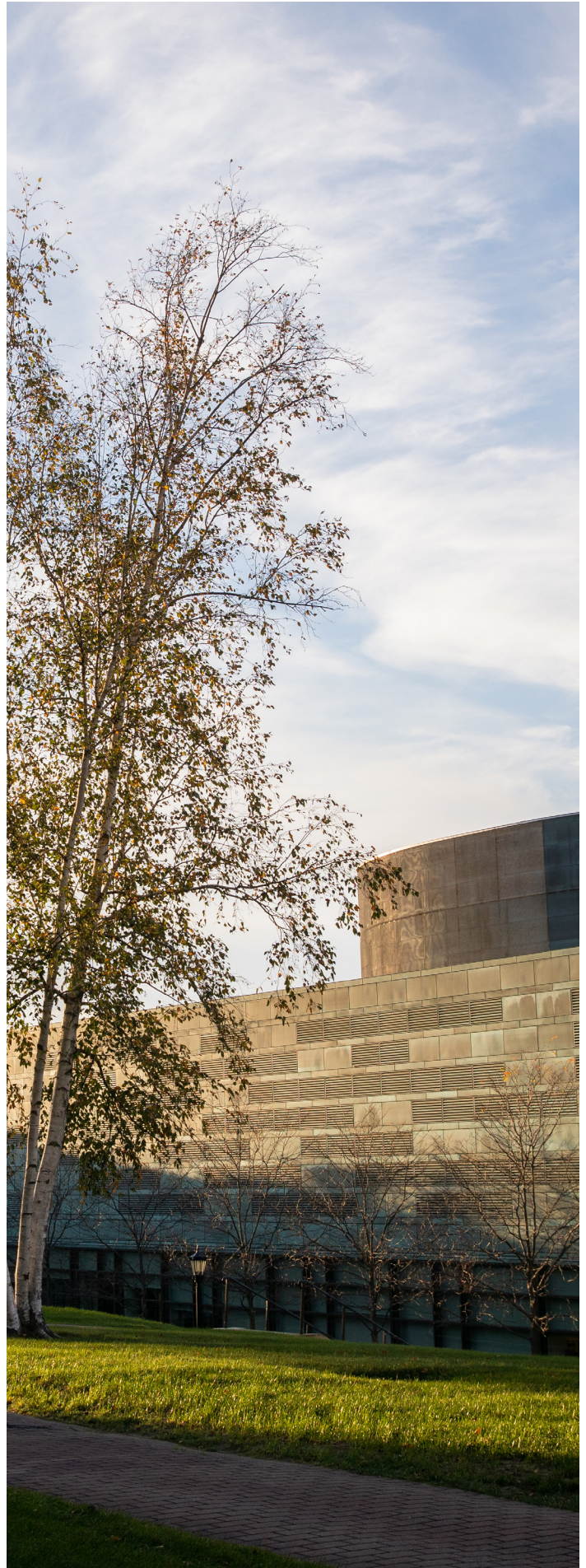


	AY21-22	AY20-21	AY19-20	Total
Referral to Conduct		1	2	3
Referral to HR		1	2	3
Referral to TIX/EO		2	1	3
Referral to DPS	6	1	2	9
Documentation			5	5
Total	6	5	12	23

Next Steps

The data collected by the BRT will inform the implementation of the Diversity, Equity, and Inclusion plan as well as ongoing education and training for students, faculty, and staff.

The Office of Title IX/EO will continue to collaborate with the BRT to monitor and analyze trends and patterns of reports of bias-related incidents to determine potential prevention methods, educational opportunities, and support services.





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Equal Opportunity