



ANNUAL TITLE IX REPORT 2020

By: Shaniqua Crawford J.D. - Title IX Coordinator

ABSTRACT

In an effort to ensure transparency, the Title IX office has completed this report. It details incidents related to sexual misconduct at Lawrence University. Information in this report may be a trigger for some individuals so please be advised to carefully consider this before reading further. Please utilize resources available for support.

Shaniqua L. Crawford
The Office of Title IX

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INTRODUCTION

Dear Lawrence University students, faculty, and staff,

It is a pleasure to serve as your Title IX Coordinator. While navigating Title IX issues can be complicated and riddled with conflict, our campus as a whole has embraced the desire to shift our culture through training, education, and programming. The collective efforts of the Lawrence community have been enormous in moving us forward. Overall, we have taken many action steps towards building a campus that is safe and free of sexual misconduct.

The purpose in producing an annual Title IX report is to provide transparency on our educational programming, and training efforts, areas for improvement, the number of reports and complaints, and resources/interim measures offered throughout the year. My hope is that this report will drive confidence in the Title IX process and implore a spirit of collaboration to move us forward.

What will be evident through this annual report is our commitment and continuous efforts to ensure a safe campus free of sexual misconduct and Title IX related issues.

It is on us as a campus to drive our efforts and produce the change we want to see. As your Title IX Coordinator, I am here to support you all by ensuring our campus is a great environment to work, live, and learn.

I welcome any suggestions, opportunities for collaboration, and questions.

I look forward to my continued service as your Title IX Coordinator.

Regards,

Shaniqua Crawford, J.D.

Title IX Coordinator

Section 1: DATA ANALYSIS FOR YEAR IN REVIEW

The Title IX Office is publishing the data below, as a part of the desire to have and maintain transparency and keep the campus informed about the reports and complaints of alleged misconduct by students, faculty or staff. While high numbers of reports may seem to be alarming for us, they are more representative of increased education, training, and information on reporting options and resources. In 2019, the Title IX Office focused on increasing collaboration across campus, improving programming, and streamlining information.

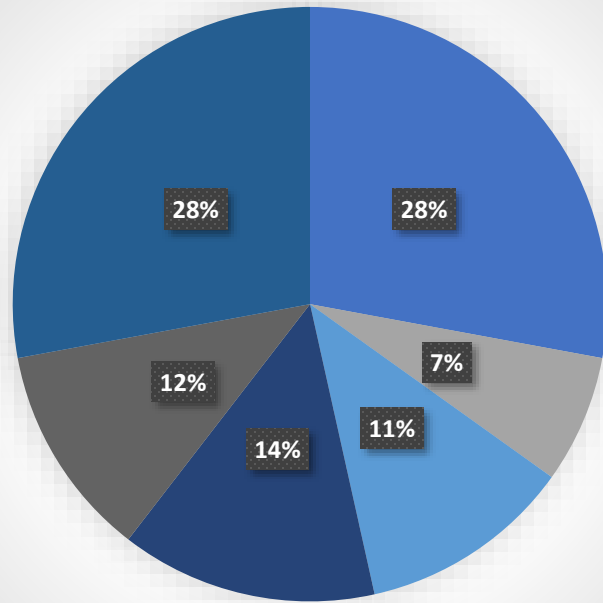
Please note the following:

- The data reported is on based on a calendar year.
- The data does not include reports made to confidential resources
- For accuracy, included is data of all incidents where there were multiple types of misconduct
- There may be differences in data reported here and that reported by Lawrence University in accordance with requirements of the Clery Act due to differences of definitions; exclusion of reports under Clery.

In every case, where a report or formal complaint is received by the Title IX Office, individuals of concern are offered services when information on their identity is provided. Additionally, where instances of reports list potential concerning behavior that may not necessarily be a violation of policy or fall under the Title IX umbrella, all efforts are made to provide interventional education and support to individuals and departments. For more information on definitions and processes, individuals may review the Policy.¹

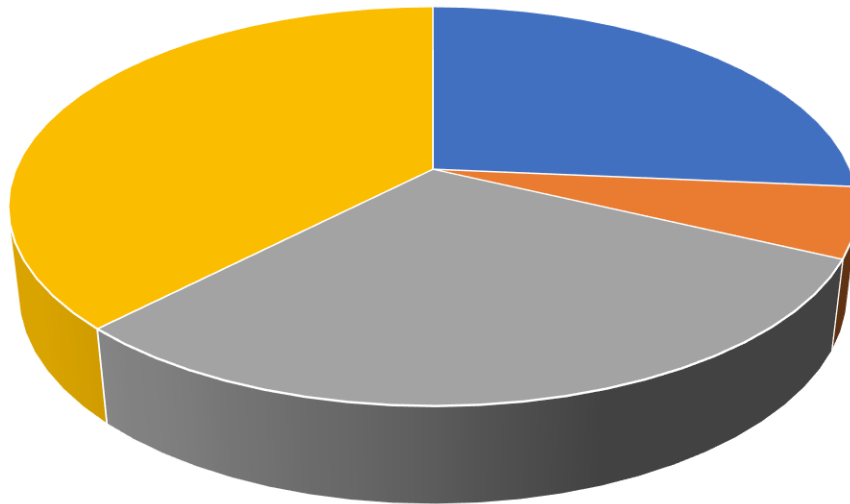
¹ <https://www.lawrence.edu/info/services/campus-safety-app/sexual-misconduct-policy-procedures>

2019: 43 REPORTS and Complaints



■ Sexual Assaults ■ Stalking ■ Gender-Based Discrimination
■ Relationship Violence ■ Sexual Harassment ■ Other

2



■ Formal Complaints ■ Formal Investigations
■ Non Campus Related Reports ■ Invalid Reports/Complaints

3

Data reported is limited with no comparison of previous years as records limited

³ Not all Reports and Complaints are formally investigated. For example, some reports are just to put the University on notice for record purposes, some are resolved informally at the bequest of the complainant where possible,

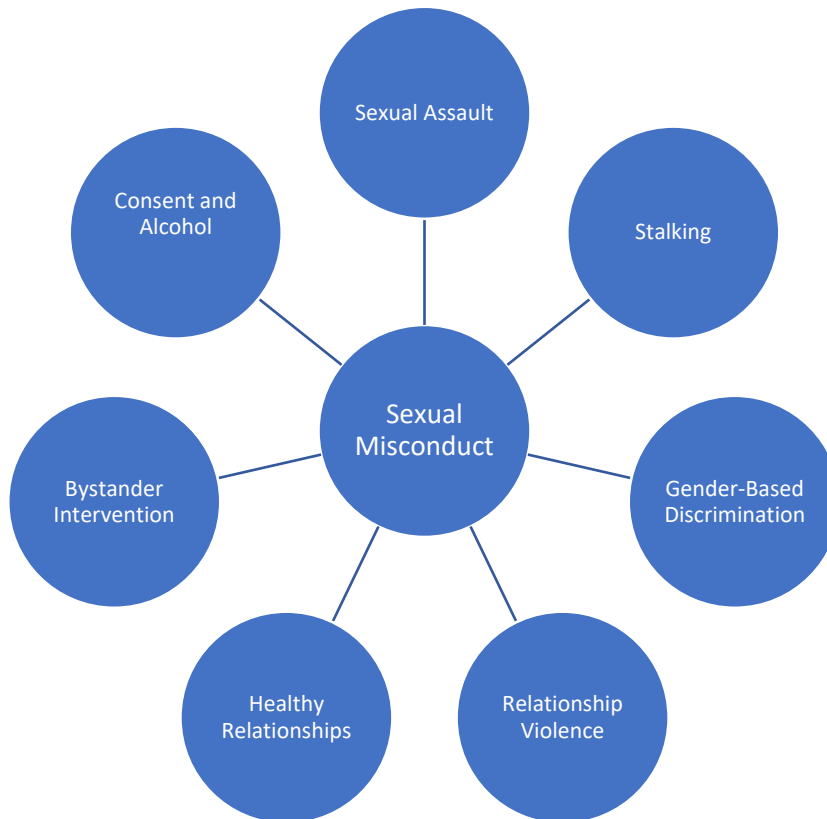
Section 2: TRAINING/EDUCATION & PROGRAMS

The Title IX Office has worked with campus partners such as SHARE, Human Resources, Athletics, Student Life, and various other constituencies on across campus to collaboratively shift the culture on our campus around sexual misconduct and Title IX to meet the needs of our students, faculty, and staff.

Working together allows us to understand and address a wide variety of issues that may arise on campus in the different areas. Through collaboration we ensure that our programming is inclusive and supports progressive programming and education initiatives.

Additionally, the Title IX Office happily offers in-person training sessions for faculty, staff, and students. You can contact the Title IX Coordinator, Shaniqua Crawford at titleix@lawrence.edu or (920) 832-7496 to explore options for your department/organization/group needs. The Title IX Coordinator welcomes opportunities to serve on panel discussions or to be present at events on related topics.

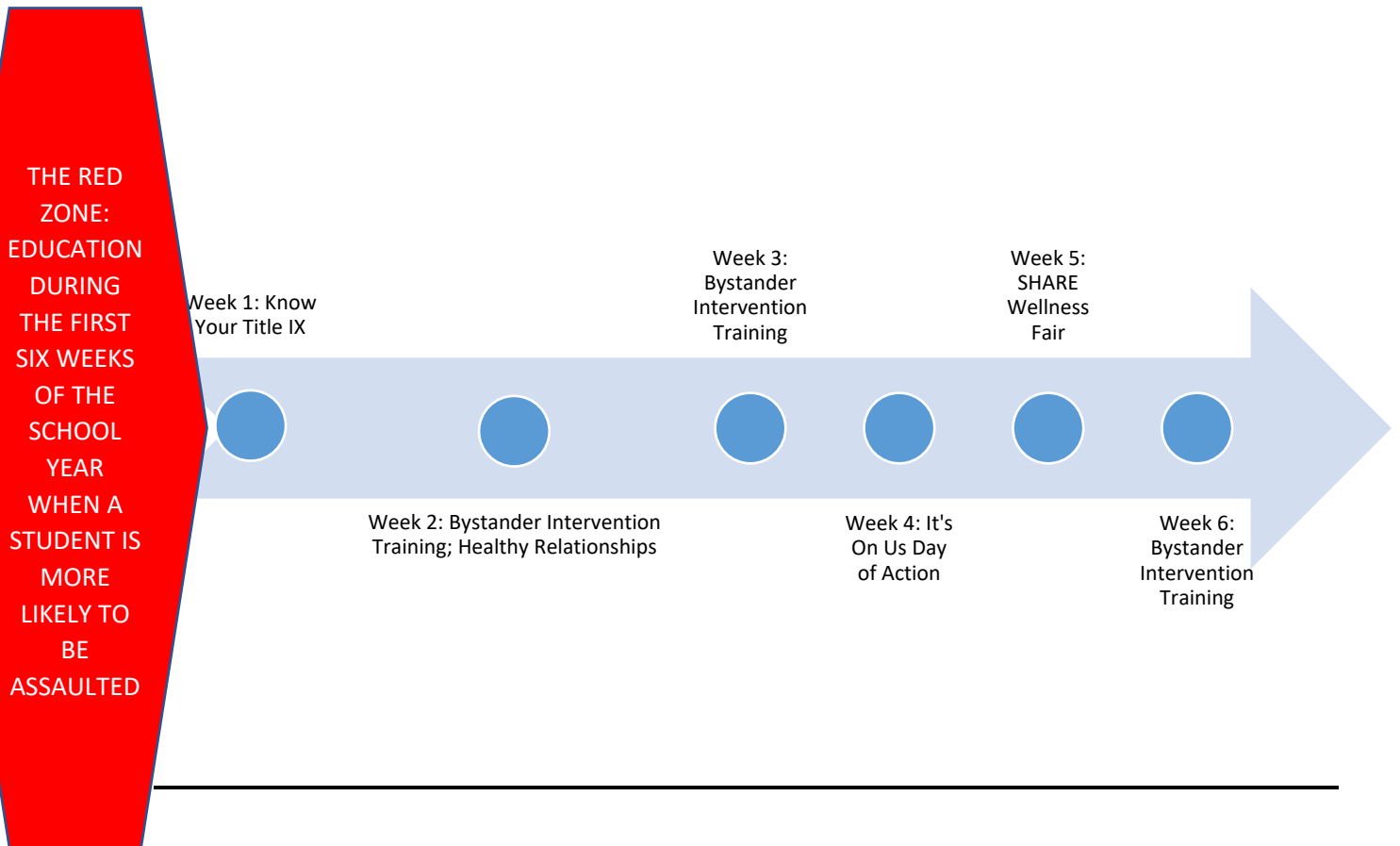
Our efforts in these areas focus on :



and some, if true, do not represent violations of policy. However, all individuals of concern are offered resources and other support as needed.

TAKE A CLOSER LOOK AT PROGRAMMING; TRAINING; MATERIALS IN REVIEW

In the spirit of collaboration and partnership, there are many programs, education, and trainings campus-wide to ensure that our constituents have a wealth of resources, information, and support. In that spirit, the Title IX Office, SHARE, and SASHA, work together to ensure that we provide content that is relevant and sparks a desire to act in all.



In- Person trainings Conducted by the Title IX Coordinator Jan-April 2019

- Athletics Department
- Art History Department
- All Staff Meeting
- Psychology Department
- Conservatory
- LUCC
- Corporate, Foundation, and Sponsored Research Support Development
- Alumni Association Board of Directors
- Faculty
- SAAC
- Financial Services Team
- President's Cabinet

21+

Required Online Training offered via EVERFI

Students 98%

Employees 92%

SECTION 3: CONTINUING TO MAKE GREAT STRIDES AND LOOKING AHEAD

Lawrence University will continue the work of ensuring compliance with Title IX and doing our best to maintain a campus where students, faculty and staff can learn, work, and live free of sexual misconduct, stalking, retaliation, and relationship violence.

Great Strides, the Lawrence way: Through continued efforts to ensure we tailor actions in the following areas so that the needs of our campus are being met.

A LOOK IN THE FUTURE

While we know that we have come a long way on improving our efforts in Title IX and sexual misconduct, we recognize that the landscape and relevancy of this work is always changing, thus we will continue to seek out ways to elevate the work we do to better serve the needs of our campus community. As a result, the following are future action steps we have planned for 2021



Appendix of Definitions:

Definitions of Key Terms

- **Title IX coordinator:** the person responsible for monitoring the institution's compliance with Title IX, including its efforts
- **Clery Act:** a consumer protection law that requires universities to share information about crime on or around campus and efforts to improve campus safety.
- **Complaint:** a complaint of sexual misconduct is a request for action by the university; complaints of sexual harassment or exploitation may be investigated internally or externally or settled by mediation; complaints of sexual assault (non-consensual sexual contact or intercourse) are investigated by an external investigator contracted by the university.
- **Complainant:** a person who has filed a complaint of sexual misconduct. Also referred to as the *reporting party*.
- **Confidential source:** a person who can offer support without having to report misconduct to the Title IX Coordinator. Confidential sources include counselors, health care workers, clergy, and sexual assault advocates (including SHARE Advocates at Lawrence).
- **Consent:** agreement to participate in sexual activity; consent can be given through words or actions but must be knowing (with full understanding of the situation), clear (unambiguous), and freely given (uncoerced). Consent can be revoked at any time, and consent cannot be given by anyone under age 18 in Wisconsin.
- **Cyber-stalking:** a form of sexual harassment in which the internet or other electronic device is used to stalk someone. Cyber-stalkers may use e-mail, chat rooms, social networking sites, and other tools to monitor, harass, embarrass, or threaten their victims.
- **Hostile environment:** physical, social, or emotional interaction that unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the university's educational program or activities and/or to carry out the duties of employment.
- **Intimate partner violence** (also **dating violence**, **domestic violence**, or **relationship violence**): The actual or threatened physical, sexual, emotional, or financial abuse of an individual by someone with whom they have a current or prior intimate relationship or shared residence.
- **Report:** a report notifies the Title IX Coordinator of sexual misconduct. Reports are kept in a secure location and used to offer help and to improve campus safety; they are not formally investigated unless they indicate a pattern, predator, threats, violence, or weapons.
- **Respondent:** the person who is responding to a complaint of sexual misconduct (the person the complaint is about).
- **Sexual assault:** non-consensual sexual contact or intercourse.
- **Sexual contact:** any intentional or forced sexual touching by one person of another person, whether with a body part or object, without consent. Sexual touching includes contact with the breasts, buttocks, groin, or genitals of either person.
- **Sexual exploitation:** taking non-consensual or abusive sexual advantage of another, whether by invading sexual privacy (viewing or causing someone to view sexual activity or sharing sexual images without permission), possessing or transmitting child pornography, knowingly transmitting a sexually transmitted infection, or prostituting another person.

- **Sexual harassment:** unwelcome conduct of a sexual nature (sex talk, sexual advances, requests for sexual favors, etc.) that is so severe, persistent, or pervasive that it creates a hostile environment; sexual relations between persons of unequal status may be perceived as sexual harassment, and a single act of sexual violence constitutes sexual harassment.
- **Sexual intercourse (vaginal, anal, or oral):** vaginal or anal penetration by a penis, tongue, finger, or object, no matter how slight, or mouth-genital contact.
- **Sexual misconduct:** sexual harassment, exploitation, or assault as defined in the sexual misconduct policy.
- **Sexual violence:** sexual activity where consent is not obtained or freely given.
- **SHARE:** the university's Sexual Harassment and Assault Resources & Education group, which advises the university on matters related to sexual misconduct and provides training and support to members of the campus community.
- **SHARE confidential resource:** a student, faculty, or staff member of SHARE who has been designated as a confidential source for helping members of the campus community affected by sexual misconduct.
- **Title IX:** a federal law that prohibits discrimination on the basis of sex or gender in any federally funded education program or activity; sexual harassment and assault are considered forms of sex discrimination.
- to address and prevent sexual misconduct and sex discrimination.