

2021 Dartmouth College Climate and Sexual Misconduct Action Plan

Introduction:

Sexual violence is antithetical to a community of teaching, learning, and care. At Dartmouth, we remain committed to supporting the members of our community and taking actions on our campus that move us closer to ending sexual violence. Since the 2017 Sexual Misconduct Survey, we have continued our progress in three distinct areas: (1) preventing and reducing the prevalence of sexual misconduct and harassment in all forms; (2) supporting Dartmouth community members impacted by sexual misconduct; and (3) increasing the education of the community on what constitutes Prohibited Conduct and options for receiving support and remedies.

Though the reported prevalence of harm has decreased on campus, there is still more work to be done in order to improve the climate and ensure this is a place that is welcoming and supportive of all community members.

Preventing and Reducing the Prevalence of Sexual Misconduct and Harassment in All Forms

Work to Date

Title IX Office

Expanded and enhanced both required and optional trainings on sexual misconduct prevention and reporting:

- Required training of all faculty, staff, and graduate/professional students. Partnering with EverFi, the training company already providing the *Sexual Assault Prevention* module to incoming first-year undergraduate students, training was completed by 96% of all faculty and staff. The online training is required of every employee biennially.
- Continued annual orientation training for first year graduate and professional students and first year undergraduate students.
- Continued to provide training through Human Resources for all new employees.
- Provided training for the student executives of the Graduate Student Council, First Year Trip Leaders, FYSEP mentors, Greek Leadership Council executives, and over 200 student leaders.

Campus Partners

Sexual Violence Prevention Project (SVPP) undergraduate curriculum development:

- Fall 2018: SVPP student facilitators began facilitating pilot trainings with first-year students, and a research team began developing an evaluation plan and instruments.
- Fall 2019: The SVPP First-Year Experience (FYE) launched as mandatory with the class of 2023.
- Fall 2020: The class of 2023 began a mandatory partial SVPP Sophomore Experience. Due to COVID, online versions of both the SVPP FYE & Sophomore Experience were created.
- Fall 2021: SVPP transitioned back to an in-person First Year Experience and are evaluating both online and in-person training.

Action Items

- Create more robust training opportunities for employees and graduate students. An Assistant Director for Training will be hired by Spring 2022 to design a curricular approach to training on all forms of harassment and discrimination.
- Continue membership in the NASEM Action Collaborative for 2021-2022 to learn more about innovative campus interventions.

Supporting Dartmouth Community Members Impacted By Sexual Misconduct

Work to Date

Title IX Office

- In the summer of 2019, two new staff positions were added to the Title IX Office- a Deputy Title IX Coordinator for Response and a Deputy Title IX Coordinator for Training (the latter position was reimaged in 2021 to have a more expansive training approach).
- In the summer of 2020, the Title IX Office became a part of the Office of Institutional Diversity and Equity (IDE). Shifting the Title IX Office to reside under IDE allows the work of the office to more fully support the intersecting identities of our community when responding to sexual misconduct.

Campus Partners

Sexual Violence Prevention Project (SVPP)

- Shifted three positions within the Student Wellness Center to focus exclusively on prevention (Associate Director, Assistant Director for Violence Prevention, Healthy Relationships Specialist)
- Created two full-time, one half-time, and one temporary full-time positions within the Student Wellness Center focused mostly or exclusively on prevention (Power and Equity Specialist and First Year Experience Coordinator; Assessment and Program Evaluation Coordinator; Sexual Violence Prevention Project Assistant)

WISE of the Upper Valley

- In summer 2019, Dartmouth committed to strengthen its ongoing partnership with WISE in the form of additional WISE staff on campus, or direct support to WISE of \$500,000.
- Dartmouth renewed our partnership in 2021 with WISE, ensuring a Campus Advocate for an additional three years.

Action Items

- Continue to monitor and assess staffing needs specific to sexual misconduct and harassment.
- Advocate for intentional inclusion of restorative justice practices in informal resolution.
- Build relationships with populations who may hesitate to report sexual misconduct.
- Conduct cultural and racial sensitivity training for all staff across campus who work on any aspect of sexual misconduct.

Increasing Education on What Constitutes Prohibited Conduct and Options for Receiving Support and Remedies.

Work to Date

Creation and Adoption of Policy and Procedures

Sexual and Gender Based Misconduct Policy (SMP)

- In September 2019, the Sexual and Gender Based Misconduct Policy (SMP) and its related procedures became effective. This Policy and Procedures were amended again in August 2020 in accordance with the Title IX Final Rule issued by the US Department of Education.
- The SMP makes clear that all members of our community are held to the same standards and expectations, and have a fair and equitable process by which they may resolve complaints.
- The adoption and subsequent revision of the SMP presented opportunities to educate the community on the work of the Title IX Office, and the resources and supports we can provide to Complainants and Respondents. For example, the open forums made in 2019 and 2020 ahead of the new policies brought information about the office and its work to members of the community. During this time period, members of the community learned about the policy and procedures in great detail as they sought to understand the changes that Dartmouth adopted, and why those decisions were made.

Creation of Accessible Resources

- To make the process more accessible to the community, the Title IX Office created one-page documents to easily walk parties through various parts of our process, which can be found on the Title IX website.

Commitment to Transparent Annual Reporting

- An annual report of all Title IX reports and their resolutions has been published for the 18-19 academic year. Data collection is complete for the 19-20 and 20-21 academic years and will be available within the next few months (the reports were on hold during the pandemic when there was turnover of staffing in other key units and the subsequent change in reporting structure of the office).

Action Items:

- Commitment to regular review and revision of the SMP, as contemplated in the amendment provision of the SMP.
- Publish 2019-20 Annual Report by December 15, 2021 and 2020-21 Annual Report by February 1, 2022.