

MIT ANNUAL TITLE IX REPORT

CASES INVOLVING STUDENTS

JUNE 30, 2016-JULY 1, 2017



INTRODUCTION

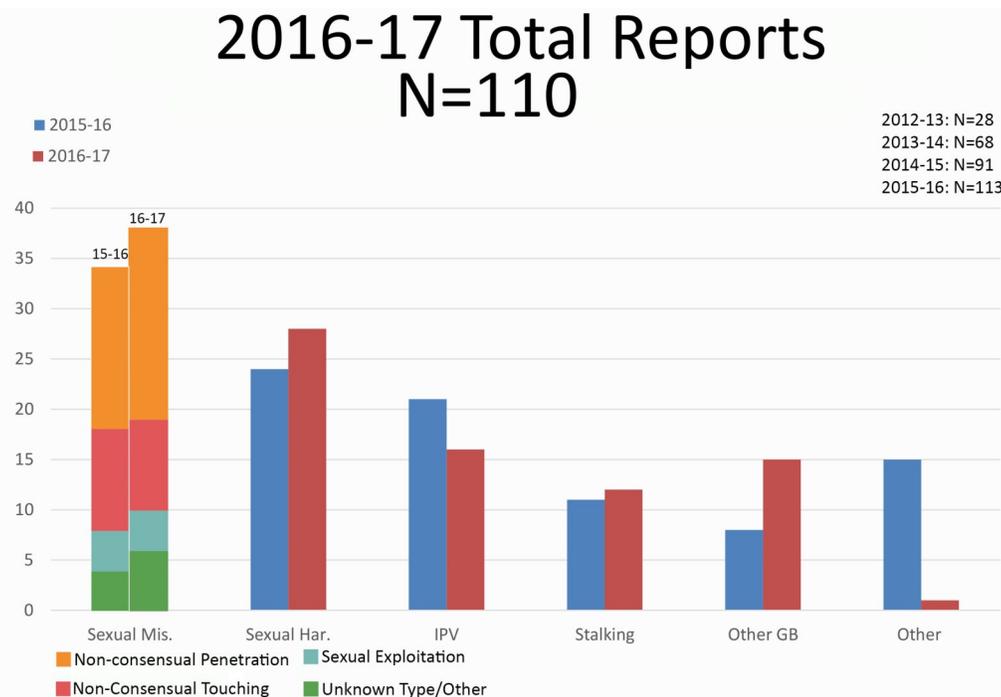
MIT is committed to addressing all incidents of sex- or gender-based discrimination, including sexual harassment and assault. When MIT is aware of an allegation, the Title IX Office works to end the prohibited behavior, prevent recurrence, and remedy the effects by providing resources, accommodations, and support. This report details the nature of the reports received by the Title IX Office involving **students** during the 2016-17 academic year.

INCIDENT REPORTING

During the 2016-17 academic year, the Title IX Office was notified of 110 incidents. Reports were made through a “responsible employee”* or by a student directly to the Title IX Office.

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

Figure 1



TYPE OF INCIDENT

***Sexual Misconduct:** A range of behaviors including nonconsensual sexual touching; completed nonconsensual sexual penetration; and sexual exploitation.

***Sexual Harassment:** Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct has the purpose or effect of unreasonably interfering with an individual’s working conditions, academic experience, or living conditions, or of creating a hostile working, academic, or living environment.

***Intimate Partner Violence (IPV):** Actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse that would cause a reasonable person to fear harm to self or others.

***Stalking:** More than one instance of unwanted attention, harassment, physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could be reasonably regarded as alarming or likely to place that individual in fear of harm or injury.

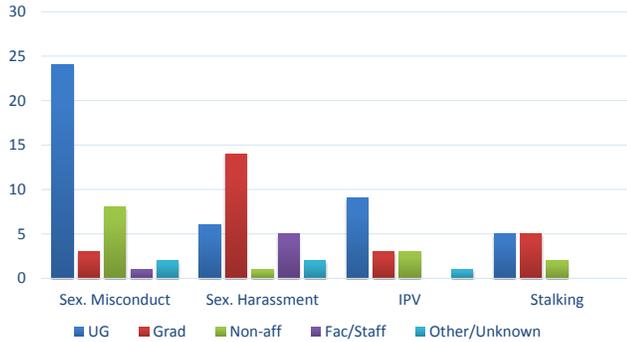
Other Gender-Based (GB): Discrimination based on gender not described above.

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

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

Figure 2

Affiliation: Complainant 2016-17

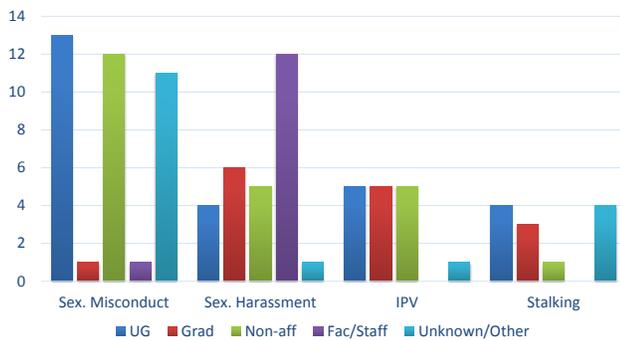


AFFILIATION: COMPLAINANT (REPORTING PARTY)

- Sexual Misconduct: 71% of Complainants were an undergraduate or graduate student; 21% were unaffiliated with MIT; and 3% were faculty or staff at MIT.
- Sexual Harassment: 71% of Complainants were an undergraduate or graduate student; 4% were unaffiliated with MIT; and 6% were faculty or staff at MIT.
- Intimate Partner Violence (IPV): 75% of Complainants were an undergraduate or graduate student; and 19% were unaffiliated with MIT.
- Stalking: 83% of Complainants were an undergraduate or graduate student; and 17% were unaffiliated with MIT.

Figure 3

Affiliation: Respondent 2016-17



AFFILIATION: RESPONDENT (RESPONDING PARTY)

- Sexual Misconduct: 37% of Respondents were an undergraduate or graduate student; 32% were unaffiliated with MIT; and 29% were unknown to the Title IX Office.
- Sexual Harassment: 36% of Respondents were an undergraduate or graduate student; 18% were unaffiliated with MIT; and 43% were faculty or staff at MIT.
- Intimate Partner Violence (IPV): 63% of Respondents were an undergraduate or graduate student; and 31% were unaffiliated with MIT.
- Stalking: 58% of Respondents were an undergraduate or graduate student; and 33% were unaffiliated with MIT.

TITLE IX INVESTIGATIONS

Cases involving student Respondents are investigated by staff from the Title IX Office, though not all cases are formally investigated. The Title IX Investigators receive extensive annual training on a variety of topics including risk assessment, writing investigative reports, stalking, sexual assault, intimate partner violence, working with the LGBTQ community, trauma-informed interviewing, and due process.

RESPONSE TO NOTICE

There are generally two ways the Title IX Office becomes aware of gender discrimination allegations. A Complainant seeks assistance through the Title IX Office directly or information is shared by an MIT employee who has a responsibility to inform the Title IX Office. In each case, the Title IX Coordinator follows up with the Complainant to provide information about reporting options, Institute policies, support resources, and possible accommodations (accommodations may be available even if no formal complaint is filed). To the greatest extent possible, the decision about how to proceed with a report is made by the Complainant. MIT will weigh a Complainant's request that no formal action be taken with its commitment to provide a reasonably safe and non-discriminatory environment. A range of factors are considered, including circumstances that suggest there is an increased risk of the alleged perpetrator committing additional acts of sexual violence (e.g., whether there have been other sexual violence complaints about the same alleged perpetrator, whether they threatened further sexual violence, or whether the sexual violence was committed by multiple perpetrators) or an increased risk of future acts of sexual violence under similar circumstances (e.g., whether the student's report reveals a pattern of perpetration at a given location or by a particular group). Other factors include whether the sexual violence was perpetrated with a weapon; the age of the complainant; and whether the school possesses other means to obtain relevant evidence.

TITLE IX REPORTS (FIG 4)

There were a total of 110 cases reported to the Title IX Office. Of those reports, 94 cases involved allegations of sexual misconduct, sexual harassment, intimate partner violence, or stalking.

Informal Assistance: the Complainant requested remedies such as educational intervention (required training for an individual or group), no-contact order, campus trespass order, housing relocation, or academic accommodations.

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

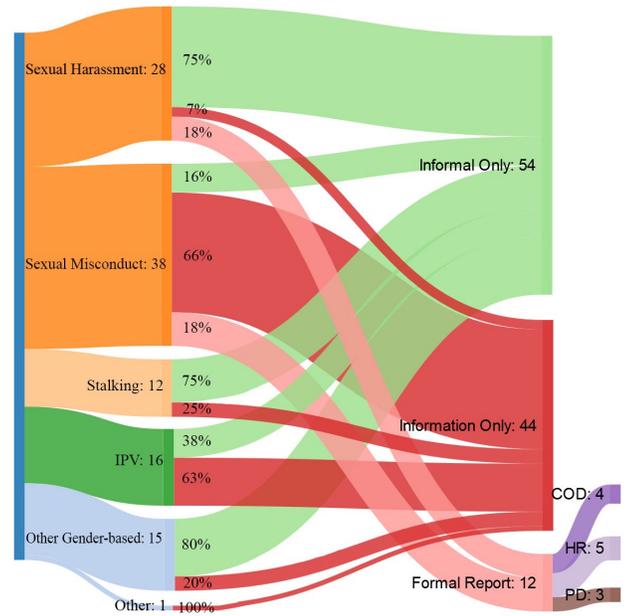
Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. Whenever possible, the Complainant's request to receive information only or for informal assistance without filing a formal complaint is honored.

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

The Respondent's affiliation determines the complaint process. Cases involving student Respondents are adjudicated by the COD; employee Respondents by HR; and non-affiliates by the police department, based on the location of the incident.

Complainants can file a complaint internally (COD or HR) and with the police. Accessing one process does not limit access to the others.

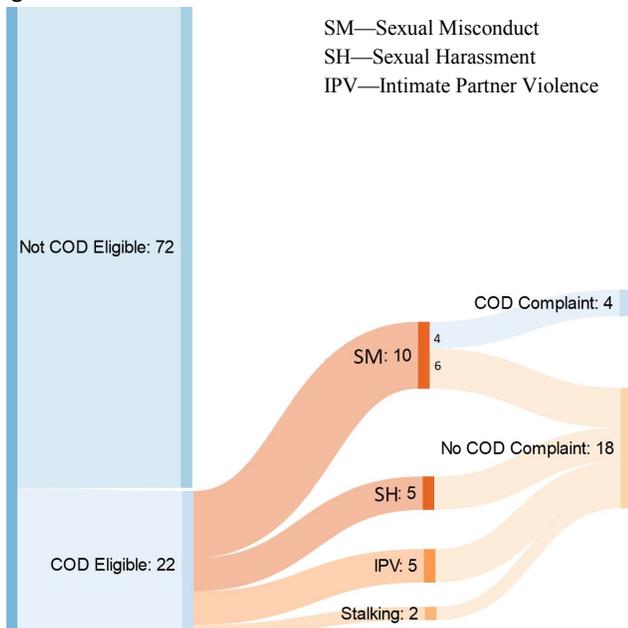
Figure 4



SUPPORT FOR REPORTING AND RESPONDING PARTIES

Involvement in a Title IX case can be very stressful. There are a number of resources across the Institute to support students throughout the process including VPR, Mental Health and Counseling, Student Support Services, Residential Life staff, OGE, OUE, and the Ombuds Office. The investigation and adjudication procedures were designed to provide a fair and transparent process for all involved parties. Each party can have an advisor of their choice accompany them to interviews and meetings. A pool of staff from across the Institute have received in-depth training about the Title IX reporting process and are available to serve as an advisor to any requesting student. These advisors provide information and support throughout the process. Additionally, [Deputy Title IX Coordinators](#) from each school and division are available to answer questions and provide information.

Figure 5



COMMITTEE ON DISCIPLINE (COD) JURISDICTION (FIG 5)

Of the 94 cases involving sexual harassment, sexual misconduct, intimate partner violence, and stalking, 72 cases were not within the jurisdiction of the COD for formal adjudication. The majority of these 72 cases involved Respondents who were not students or were unknown to the Institute.

Of the 22 cases within the jurisdiction of the COD, 4 cases resulted in a formal complaint. These 4 cases (all of which were sexual misconduct cases) were brought forward by the Complainant or the Institute.

The remaining 18 cases that did not result in a COD complaint were all at the request of the Complainant. Each request for no formal action is assessed by the Institute, and honored whenever possible.

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

**COMMITTEE ON DISCIPLINE OUTCOMES
JULY 2014 THROUGH JUNE 2017**

From July 2014 through June 2017, the Committee on Discipline made findings in 21 cases from the Title IX office that alleged sexual misconduct, intimate partner violence (IPV), or stalking. To maintain privacy due to the small number of cases each year, this table uses three years of data, unlike the rest of this report, which only covers 2016-17. It is important to note that due to the small number of cases and the unique circumstances in each case, only limited interpretation is possible.

| | Not Responsible | Probation/ Educational | Suspension | Expulsion | TOTALS |
|----------------------------------|-----------------|---------------------------|------------|-----------|--------|
| Intimate Partner Violence | 1 (25%) | 3 (75%) | | | 4 |
| Stalking | | | 1 (100%) | | 1 |
| Sexual Harassment | | | 1 (100%) | | 1 |
| Nonconsensual Sexual Penetration | 4 (44%) | | 1 (12%) | 4 (44%) | 9 |
| Nonconsensual Sexual Contact | 1 (17%) | 1 (17%) | 4 (66%) | | 6 |
| Sexual Exploitation | | | | | 0 |

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

VIOLENCE PREVENTION & RESPONSE

[Violence Prevention & Response](#) (VPR) is MIT's primary on-campus resource for preventing and responding to interpersonal violence, including sexual assault, dating and domestic violence, stalking, and sexual harassment. An advocate is available 24-hours a day to support survivors in deciding what to do next, (617) 253-2300.

Figure 6



TITLE IX EDUCATION AND TRAINING INITIATIVES SUMMARY

During the 2016-2017 academic year, the Title IX Office continued its community outreach to increase awareness of MIT policies and procedures prohibiting sex discrimination, and sexual misconduct in particular. The number of students, faculty and staff trained in person by the Title IX Office increased by over 140% from the previous academic year. All incoming graduate and undergraduate students were required to complete an online sexual misconduct prevention and awareness training program, with near 100% compliance. MIT specific videos were filmed and included in the program, including messages from President Reif and Chancellor Barnhart. Title IX and Violence Prevention and Response conducted its semiannual, two-day Interpersonal Violence Disclosure Response training. It was offered in January for faculty, and in June for faculty and staff.

Additionally, following a series of community conversations and consulting with peer schools, the Chancellor and the Vice President and Dean for Student Life directed the Title IX Office to expand the types of student cases it is charged with reviewing to include all forms of bias and discrimination. In order to more accurately reflect its expanded mission, the Title IX Office has been renamed the Title IX & Bias Response Office (T9BR). T9BR is in development of a new website, online reporting form, and awareness materials regarding its expanded scope.