

DARTMOUTH

Equal Opportunity, Accessibility, and Title IX



Annual Title IX Report Academic Year 2023-2024

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Introduction

Evident in the long-established Principles of Community are Dartmouth College's values of integrity, responsibility, and respect for the rights and interests of others. As such, the campus community is dedicated to establishing and maintaining a safe and inclusive environment where all have equal access to the educational and employment opportunities Dartmouth offers. With those guiding fundamentals, the Office of Equal Opportunity, Accessibility, and Title IX ("EOATIX") strives to promote an environment of sexual respect, safety, and well-being.

Title IX of the Education Amendments of 1972 defines and ensures sex and gender equity in education. The law prohibits all forms of sex discrimination in any education program or activity that receives federal funding. The Department of Education Office for Civil Rights ensures compliance with Title IX, which fundamentally states that:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance (20 U.S.C. §§1681 et seq.).

Title IX applies to all Dartmouth educational programs or activities, including sponsored off-campus programs. Some key areas in which institutions have Title IX obligations are recruitment, admissions, and counseling; financial assistance; athletics; sex and gender-based discrimination and harassment; treatment of pregnant and parenting students; discipline; single-sex education; and employment. Additionally, it is a violation of Title IX for an institution to retaliate against any person for opposing an unlawful educational practice or policy, on the basis of sex or making charges, testifying or participating in any complaint action under Title IX.

Dartmouth College designates the Title IX Coordinator to coordinate the College's efforts to comply with and carry out its responsibilities under Title IX. Sarah Harebo, Vice President of EOATIX is designated as Dartmouth's Title IX Coordinator.

Dartmouth's [policies and procedures](#) demonstrates, unequivocally, that sex and gender-based harassment or discrimination, sexual assault, dating or domestic violence, stalking, and sexual exploitation, provision of alcohol and/or other drugs for the purpose of prohibited conduct. Prohibited conduct includes, nonconsensual sexual contact, the exertion of power or authority by one individual over another in relationships of a sexual or intimate nature, and retaliation are not tolerated in our community.

To increase transparency and efficacy around Dartmouth's response to sexual harassment and other gender-based violence. This report shares information pertaining to sexual misconduct matters, which can be difficult to read. EOATIX recommends that readers seek support as needed, through the resources listed in Section 6 of this report.

Executive Summary

The purpose of this Report is to disseminate information relevant to Dartmouth's response to Title IX, particularly the disposition of reports and resolutions made to the Title IX Coordinators during the 2023-2024 academic year. These have been categorized under the following classifications of misconduct, also referred to as Prohibited Conduct:

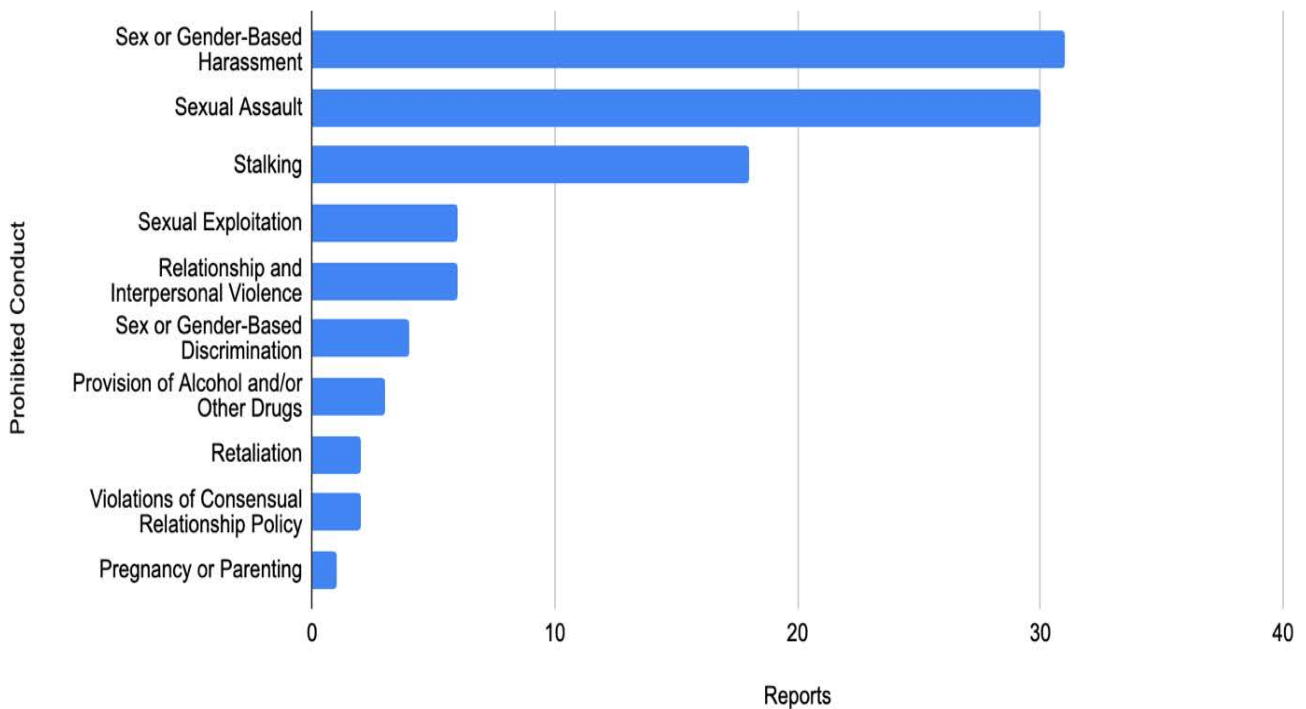
- Sex or Gender-Based Discrimination
- Sex or Gender-Based Harassment
- Sexual Assault
- Sexual Exploitation
- Relationship and Interpersonal Violence
- Stalking
- Provision of Alcohol and/or Other Drugs
- Consensual Relationships Policy
- Retaliation

This Annual Report contains incidents reported by Complainants or Responsible Employees. Responsible Employees have an obligation under the Sexual and Gender-Based Misconduct Policy to promptly report any disclosure of sexual or Gender-Based misconduct to the Title IX Coordinator or Senior Deputy Title IX Coordinator, including any known details. When a Responsible Employee shares information with the Title IX Coordinator or Senior Deputy Title IX Coordinator outreach is made to the Complainant and they are given resources, resolution options, and an invitation to meet.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires all colleges and universities that participate in federal financial aid programs to collect, retain, and disclose information about crimes that occur on or near their campuses or other college-owned property. The numbers reflected in this Report may be different from those reflected in the [Annual Security Report](#) (ASR) required by the Clery Act for several reasons. First, the ASR reports on a calendar year, not an academic year. Second, the Prohibited Conduct defined in Dartmouth's policies may differ from the crime definitions in the Clery Act. Finally, the ASR only requires reports of crimes that occur on Dartmouth's campus and properties controlled and owned by Dartmouth, because the scope of response by the Title IX Coordinator is broader than what is required for Clery reporting purposes, higher numbers of reports are contained within this summary.

In the 2023–2024 academic year, 176 incidents (related to sexual and/or gender-based misconduct) were reported to EOATIX. Of those 176 reports, 73 were determined not to be Prohibited Conduct.

Total Incoming Reports by Category of Incident (2023-2024)



Resolution Options

For all incidents of Prohibited Conduct reported to EOATIX, there are four potential outcomes.

- **Supportive Measures Only:** A Complainant may opt for supportive measures only, which are non-disciplinary, non-punitive individualized measures offered as appropriate, as reasonably available and without fee or charge. Supportive measures are resources that are intended to preserve or restore access to an individual's living, learning, and working environment.
- **Informal Resolution:** An informal resolution process occurs after a formal complaint has been filed and includes two options for resolution: a shuttle agreement, which is facilitated by the Title IX Coordinator and does not require the parties to have contact with one another, or a restorative process, which includes a facilitated conversation between the Complainant and Respondent.
- **Formal Resolution:** A formal resolution process happens after a formal complaint is filed and includes an investigation and hearing determination process. At the conclusion of a formal resolution process, a Respondent is either found responsible or not responsible for a policy violation, and a sanction is assigned when found responsible.
- **No Resolution Available:** Some incidents may not have any resolution option available through Dartmouth. Some reasons for that include that the report was made many years

after the incident and the parties are no longer members of the community, the report was made by a Responsible Employee, and the Complainant did not respond to outreach, or the reporting party was anonymous. In those situations, Dartmouth preserves the information should a Complainant wish to engage with EOATIX in the future.

Resolution data on specific categories of Prohibited Conduct is detailed later in this report. Of the 103 reports to EOATIX, 32 reports were resolved by Supportive Measures only, 57 had no resolution requested/available or were administratively closed due to no response, 9 were resolved by Formal Resolution, and 5 were resolved by Informal Resolution.

Of the incidents resolved by Formal Resolution, 2 had a finding of Responsible, 1 had a finding of Not Responsible, and 6 were not resolved by the end of the 2023-2024 academic year.

In the 2022-2023 Annual Report, 14 reports referred for Formal Resolution were not complete at the time of publication. In those cases, 3 had a finding of Responsible, 7 had a finding of Not Responsible, 3 rescinded, and 1 dismissal. The 3 findings of Responsible resulted in one resignation, one termination, and one educational training.

For individuals found Responsible in 2023-2024, the sanction(s) varied depending on the behavior. Additionally, some individuals may have been found responsible for more than one incident of Prohibited Conduct. In the 2023-2024 academic year, parties found Responsible for Prohibited Conduct received the following sanctions: 1 was terminated and 1 was given a deferred suspension with education.

The purpose of this report is to accurately and transparently convey reports made to our office and their disposition. While we acknowledge that there may be an interest in the divulging of a more detailed narrative pertaining to these reports, EOATIX also recognizes the magnitude of maintaining as much anonymity as possible with regard to potentially sensitive information. EOATIX recognizes that this Report cannot adequately reflect the experiences of individuals both in regard to the Prohibited Conduct and their experience with EOATIX.

Section 1: Equal Opportunity, Accessibility, and Title IX Update

Addressing Sexual Misconduct

In September 2019, Dartmouth announced the Sexual and Gender-Based Misconduct Policy and Procedures (SMP), and it was amended in accordance with the Department of Education's Final Rule on August 14, 2020. In addition to providing consistent expectations, the policy provides three separate but similar Processes for Resolution – one for students, one for faculty, and one for staff. All constituencies receive the benefit of a procedurally rigorous investigation by a trained investigator. The resolution processes establish distinct procedures for making findings of responsibility and imposing sanctions, all of which seek to assure a transparent and equitable outcome.

Building on the realignment of the new department established in 2023, Sarah Harebo was named Vice President of Equal Opportunity, Accessibility, and Title IX and Title IX Coordinator in April of 2024. Natasha Doorn was named the Director of Investigative Services and Sean Fay was named the Director of Title IX & Equal Opportunity Services and Senior Deputy Title IX Coordinator. John Grandi's role was reimaged as Intake and Resolutions Manager.

The Title IX Coordinator or their designee serves as the primary point of contact for intake meetings involving students. The Title IX Coordinator responds to disclosures of Prohibited Conduct, informs parties of all rights and resources, assesses and implements appropriate supportive measures, and works with the WISE Campus Advocate. Recognizing that sharing details of an experience may be challenging, the Title IX Coordinator or their designee defers to the individual(s) comfort in deciding what information they share, plans meetings according to each individual(s) needs, offers a comprehensive explanation of Title IX and the process for dealing with complaints so the individual know how things will move forward, and reaffirms with the individual that EOATIX is always here should they need support or assistance moving forward. In discussing the various support options that are available to every individual, the Title IX Coordinator ensures that a range of areas are covered, including what they may need to ensure continued access in their education program or activity, and their options for resolution. The Title IX Coordinator operates without bias and assists all individuals equitably.

Additionally, the Title IX Coordinator supports the Deputy Title IX Coordinators across campus to serve as Title IX resources in their designated areas – including Athletics, Guarini Institute, Guarini School for Graduate and Advanced Studies, Geisel School of Medicine, Thayer School of Engineering, Tuck School of Business, and Human Resources. Although the Deputy Title IX Coordinators hold other primary job titles, the Title IX Coordinator equips the Deputy Title IX Coordinator group to serve as an initial point of contact and to facilitate training as needed.

Dartmouth's Training and Prevention: An Overview

Dartmouth continues to require mandatory online training for all faculty, staff, postdoctoral, and graduate students. This training, titled "Building a Supportive Community" is a 60-minute online sexual and Gender-Based violence prevention and response program. The program trains participants to understand and recognize what constitutes sex or gender-based harassment, to know

their reporting obligations, and to help prevent sexual misconduct. The Title IX Coordinator oversees the implementation of the program and tracks completion, and every employee must complete it annually. Graduate and professional students are assigned a similar training titled “Sexual Assault Prevention for Graduate Students.” This training is required for all graduate and professional students to complete during their first year at Dartmouth and helps students learn how to recognize prohibited conduct, how to address it, and ways to prevent and intervene as a bystander.

The Title IX Coordinator continues to support the development and implementation of the Sexual Violence Prevention Project (SVPP), housed in the Student Wellness Center. Dartmouth students are working as interns, serving as student facilitators, or are members on the Student Advisory Board for this project. The SVPP team engages with students from all backgrounds, identities, and experiences to ensure optimal development and delivery of new programs and interventions for the four-year experience.

In the 2023-2024 academic year, all first and second-year students were required to complete all components of the SVPP curriculum. The Junior and Senior Experiences are not yet developed. Please find more information about the SVPP, the First-Year and Sophomore Experiences, and student engagement thus far with the curriculum (SVPP Overview) in Section 5 of this report.

Resources for Parties

The Title IX Coordinator provides a range of services for those affected by sexual and gender-based misconduct by:

- A. Explaining an individual’s rights and resources.
- B. Making referrals to on and off-campus resources such as the Dartmouth Counseling Center, The Faculty/Staff Assistance Program (F/EAP), the Ombudsperson, the Tucker Center for Spiritual and Ethical Life, the WISE Campus Advocate, the Undergraduate Deans Office, the Hanover Police Department, and the Dartmouth Hitchcock Medical Center.
- C. Assisting in obtaining supportive measures, which may be academic, personal, or workplace related.
- D. For undergraduate students, working with the Housing Office to facilitate housing adjustments.
- E. Issuing No Contact Orders between individuals, and
- F. Overseeing requested resolution processes.

Additionally, Dartmouth Counseling Center services are available at no charge on a short-term basis for all full-time, enrolled undergraduate and graduate students. Students seeking long-term therapy may receive a referral from the Counseling Center to a community mental health provider. EOATIX works closely with the Counseling Center to schedule intake appointments with providers specifically equipped to work with those who have experienced sex or gender-based violence.

Moreover, members of the Dartmouth community are also advised of the option to engage with

[WISE](#). As stated in their Mission, WISE is an independent organization that “leads the Upper Valley to end gender-based violence through survivor-centered advocacy, prevention, education and mobilization for social change.”¹ WISE provides advocacy and crisis services to those affected by Gender-Based violence; all WISE services are free and confidential. WISE Campus Advocacy is available 24/7 through the WISE Crisis Line. An advocate is on campus one day every week and is also accessible to the Dartmouth community by appointment.

¹ More information about WISE is available on their website: <https://wiseuv.org/>.

Section 2: Definitions Included in Report

Described in the following two sections are several figures providing data on the Prohibited Conduct reported to Title IX during the 2023-2024 academic year. For clarity, these definitions are summarized directly from the Sexual and Gender-Based Misconduct Policy, please see the Policy for full definitions. Individuals may access the Policy [here](#).

Sex/Gender-Based Discrimination: Sex/Gender-Based Discrimination is subjecting an individual to adverse action—including unfavorable or unfair treatment—based on or because of their sex, sexual orientation, gender (including gender identity and gender expression), or the individual's perceived sex, sexual orientation, or gender (including gender identity and gender expression). Sex/Gender-Based discrimination can occur in either an employment or an educational context.

Sex or Gender-Based Harassment: Sex or Gender-Based Harassment includes two distinct but overlapping definitions. As described in the accompanying processes, the specific form of Sex or Gender-Based Harassment may impact the nature of the hearing used in the formal resolution process.

1. The Title IX regulations define Sex or Gender-Based Harassment as conduct on the basis of sex that must satisfy one or more of the following:
 - a) A Dartmouth employee conditions the provision of an aid, benefit, or service of Dartmouth on an individual's participating in unwelcome sexual conduct; or
 - b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Dartmouth's education program or activity;
 - c) Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation, as defined below.
2. In addition, consistent with Title VII of the Civil Rights Act of 1964 and the recognition that Sex or Gender-Based Harassment may also occur in a wider variety of contexts, Dartmouth also defines Sex or Gender-Based Harassment to include (1) any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise (sexual harassment); and (2) unwelcome conduct, whether verbal, nonverbal, graphic, physical, or otherwise, based on sex or gender, sexual orientation, gender identity, or gender expression, even if the acts do not involve conduct of a sexual nature (sex/Gender-Based harassment) when one or more of the following conditions are present:
 - a) Submission to or rejection of such conduct is either an explicit or implicit term or condition of, or is used as the basis for decisions affecting, an individual's employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of a Dartmouth program or activity (quid pro quo);

or

- b) The conduct is sufficiently severe, pervasive, and/or persist so as to unreasonably interfere with, limit, or alter the conditions of education, employment, or participation in a Dartmouth program or activity (i.e., Dartmouth's learning, working, or living programs), or by creating an environment that a reasonable person in similar circumstances would find intimidating, hostile, abusive, or offensive (hostile environment). Whether a hostile environment exists will be assessed under both an objective and subjective standard.

Sexual Assault: Sexual Assault is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity. Sexual contact includes:

1. Sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, or tongue) or an object, or requiring another to penetrate themselves with a body part or an object, however slight; or
2. Sexual touching of the private body parts, including, but not limited to, contact with the breasts, buttocks, groin, genitals, or other intimate part of an individual's body for the purpose of sexual gratification.
3. Attempts to commit sexual assault.

Sexual Exploitation: Sexual Exploitation is intentionally taking sexual advantage of another person without consent. It may involve use of one's own or another individual's nudity or sexuality. Examples of Sexual Exploitation include, but are not limited to:

1. Voyeurism (such as watching or taking pictures, videos, or audio recordings of another person in a state of undress without their consent or of another person engaging in a sexual act without the consent of all parties);
2. Disseminating, streaming, or posting images, pictures or video of another in a state of undress or of a sexual nature without the person's consent;
3. Knowingly exposing one's genitals to another person without consent;
4. Prostituting another individual; or
5. Knowingly exposing another individual to a sexually transmitted infection or virus without the other individual's knowledge and consent.

Dating and Domestic Violence: Dating and Domestic Violence includes any act of violence against a Complainant who is or has been involved in a sexual, dating, domestic, or other intimate relationship with the Respondent, or against a person with whom the Respondent has sought to have such a relationship, as follows:

1. Domestic Violence: includes any act of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under New Hampshire state law, or by any other person against an adult

or minor Complainant who is protected from that person's acts under New Hampshire state law;

2. Dating Violence: includes any act of violence committed by a person:
 - a) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and
 - b) where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i) The length of the relationship;
 - ii) The type of relationship; and
 - iii) The frequency of interaction between the persons involved in the relationship.

Dating or Domestic Violence may also include forms of Prohibited Conduct under this policy, including Sexual Assault, Sexual Exploitation, and Stalking.

Stalking: Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress.

Course of conduct means two or more instances including but not limited to unwelcome acts in which an individual directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish.

Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct: The provision of alcohol and/or other drugs to an individual for the purpose of committing or facilitating Prohibited Conduct under this policy is also in and of itself a form of Prohibited Conduct. Such behavior may include provision of a drink or food which contains alcohol and/or other drugs without the knowledge of the individual to whom it is being provided or other actions taken with the intention of impairing the senses, judgment, and/or physical and mental ability of another person in order to engage in other forms of Prohibited Conduct. An individual does not have to engage in sexual activity with another person to be found responsible for the prohibited provision of alcohol and/or other drugs.

Retaliation: Retaliation means any adverse action, intimidation, threat, coercion or discrimination against an individual for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the individual has made a report or Formal Complaint of Prohibited Conduct, testified, assisted, or participated or refused to participate in any manner in any investigation, proceeding or hearing under this policy. Retaliation includes such conduct through associates or agents of a Complainant, Respondent, Reporting Party, or participant in any investigation or proceeding related to this policy.

Sexual or Intimate Relationships Between Individuals in Unequal Positions: Relationships of a sexual or intimate nature in which one individual has power, supervision or authority over another at the point such a relationship begins or thereafter pose significant risks to the atmosphere of trust integral to the educational and work environment because, to varying degrees, they may undermine the assurance of freely given consent. For the purpose of this policy, these relationships fall into three categories, depending on the nature of the power, supervision, or authority. Dartmouth therefore adopts the principle that no Dartmouth community member should have a role of power, supervision, or authority over any individual with whom they have or have had a relationship of a sexual or intimate nature.

Complainant: The individual reported to have experienced Prohibited Conduct.

Respondent: The individual who is reported to have violated the Dartmouth Policy on Sexual and Gender-Based Misconduct.

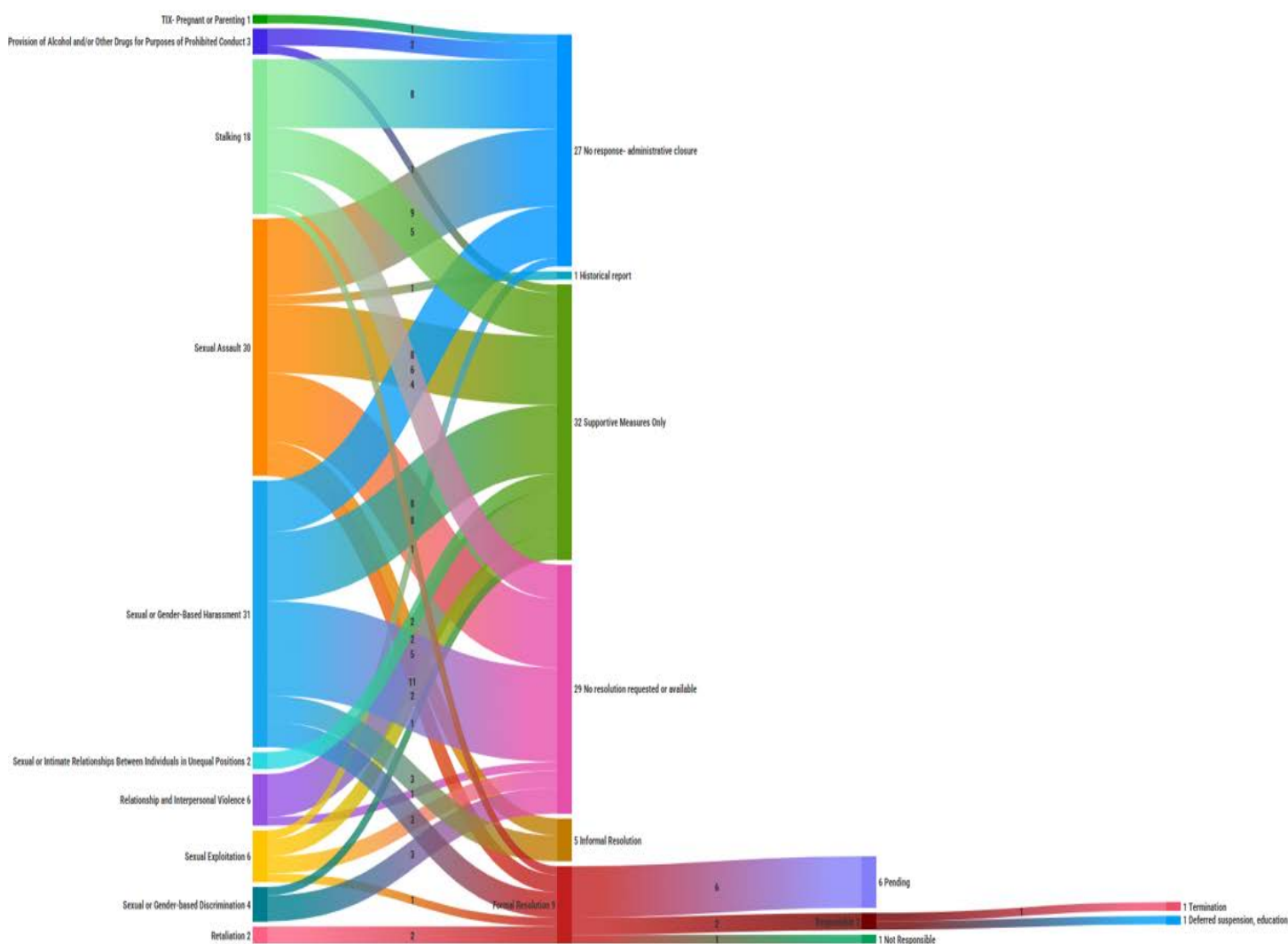
Section 3: Procedural Outcomes for Received AY2023–2024

When the Title IX Coordinator receives a report alleging Prohibited Conduct, an Initial Assessment is promptly conducted. The goal of the Initial Assessment is to provide a consistent, integrated and coordinated response to all reports and to ensure that all Dartmouth community members have access to information about Dartmouth resources, policies and procedural options for resolving the report. The Initial Assessment seeks to gather information only to determine whether the policy applies to the report and, if so, what form of resolution is reasonably available and appropriate.

If after the Initial Assessment it is determined that the allegations, if true, would not constitute a policy violation, that report would be classified as “Not Prohibited Conduct.” However, if the allegation is determined to fall within the scope of the policy, the Complainant may elect to pursue Supportive Measures Only, or to file a Formal Complaint leading to Formal or Informal Resolution.

Below, Chart 1 shows the trajectories of all reports in the 2023-2024 academic year.

Chart 1: Procedural Outcomes



Section 4: Categorical Data for 2023–2024 Matters

In this section, please find categorical data for types of allegations that were reported to EOATIX during the 2023-2024 academic year. A chart is included to represent information based on the category of allegations reported, as well as the resolution associated with each report.

Sex/Gender-Based Discrimination

There were 4 reported incidents categorized as Sex/Gender-Based Discrimination in the 2023-24 academic year. Of these reports, 3 did not have a resolution requested or available, and 1 Complainant elected to utilize supportive measures only.

Sex or Gender-Based Harassment

There were 31 reported incidents of Sex or Gender-Based Harassment in the 2023-2024 academic year. Of these reports, 11 did not have a resolution available or requested, 8 Complainants elected to utilize supportive measures only, 6 reports were administratively closed due to no response from the Complainant, 3 Complainants elected a formal resolution, and 3 Complainants elected an informal resolution. Of the 3 formal complaints, one resulted in a Finding of Responsible and (resulting in a termination) while the other two formal complaints are pending final determination.

Sexual Assault

There were 30 reported incidents of sexual assault in the 2023-2024 academic year. Of these reports, 8 reports did not have a resolution requested or available, 8 Complainants elected to utilize supportive measures only, 9 reports were administratively closed due to no response from the Complainant, 2 Complainants elected to utilize the formal resolution process, 2 Complainants elected an informal resolution, and 1 report was a historical report. Of the 2 formal resolution processes, 1 matter is still pending resolution and the other resulted in a determination of a Finding of Not Responsible.

Relationship and Interpersonal Violence

There were 6 reported incidents of relationship and interpersonal violence in the 2023-2024 academic year. Of these reports, 1 report did not have a resolution requested or available, no Reports were administratively closed due to no response from the Complainant, 5 Complainants elected to utilize only supportive measures only, and no formal complaints were filed.

Stalking

There were 18 reported incidents of stalking in the 2023-2024 academic year. Of these reports, 4 reports did not have a resolution requested or available, 5 Complainants elected to utilize supportive measures only, 8 reports were administratively closed due to no response from the Complainant, 1

Complainant elected a formal resolution, and no Complainant elected an informal resolution. The formal resolution remains pending.

Sexual Exploitation

There were 6 reported incidents of sexual exploitation in the 2023-2024 academic year. Of these reports, 2 reports did not have a resolution requested or available, 2 Complainants elected to utilize supportive measures only, 1 report was administratively closed due to no response from the Complainant, 1 Complainant elected a formal resolution and no Complainant elected an informal resolution. The formal resolution resulted in a Finding of Responsible and resulted in a deferred suspension with education sanction.

Provision of Alcohol and/or Other Drugs for the Purposes of Prohibited Conduct

There were 3 reported incidents of provision of alcohol and/or other drugs for the purposes of prohibited conduct in the 2023-2024 academic year. Of these reports, 1 Complainant elected to utilize supportive measures only, 2 reports were administratively closed due to no response from the Complainant, no Complainants requested a formal resolution, and no Complainants, and no formal complaints were filed.

Sexual or Intimate Relationships Between Individuals in Unequal Positions

There were 2 reported incidents of sexual or intimate relationships between individuals in unequal positions in the 2023-2024 academic year. Of these reports, 2 Complainants elected to utilize supportive measures only.

Retaliation

There were 2 reported incidents of retaliation in the 2023-24 academic year. Complainants elected to utilize a formal resolution in both cases. Both formal complaints are still pending final resolution.

Section 5: Sexual Violence Prevention Project (SVPP)

Sexual assault, dating/domestic violence, stalking, and sexual harassment are concerns both nationally and at Dartmouth. In order to shift the campus culture, surrounding these concerns, something drastically different needs to occur. Dartmouth is building and rolling out a four-year prevention and education experience for all undergraduate students.

This initiative, known as the Sexual Violence Prevention Project (SVPP), is designed to challenge a culture that perpetuates sexual harm by helping students cultivate and strengthen positive behaviors and developing the skills to:

1. Use resources and support those who have been impacted by harm (i.e., sexual assault, stalking, sexual harassment, and dating violence),
2. Develop positive relationships and sexual behaviors,
3. Use their power to foster equity and belonging, and
4. Intervene to prevent harm
5. Each year, students engage in experiences aligned with the four behavioral outcomes and will come together for common experiences to discuss, connect, reflect, and put their learning into intentional and meaningful action.

Student experiences are and will be:

1. Research based, theory-driven, and culturally relevant,
2. Created in collaboration with students,
3. Timed with students' intellectual, cognitive, and social development,
4. Infused into many existing social structures,
5. Inclusive of varied teaching methods to account for different learning styles, and
6. Focused on active skill-building.

First-Year Experience

The Components of the SVPP First-Year Experience will introduce students to the following concepts regarding each of the program's behavioral outcomes: foundational knowledge; our shared language, vision, and values; our expectations of behavior and resources; and first-level skill-building and practice. FYE Components include:

1. Baseline survey: Culture, Behavior, and Experiences survey
2. Pre-Arrival: EVERFI's Sexual Assault Prevention online course
3. Orientation: Introduction to Dartmouth's Sexual Violence Prevention Project
4. Resources & Support 1: Resources for SV & trauma-informed support tips

5. Positive Relationships & Sex 1: Positive and harmful behaviors, communication & rejection
6. Bystander Intervention 1: Recognizing moments of harm & basics of bystander intervention
7. EVERFI's Diversity, Inclusion & Belonging online course

Sophomore Year Experience

The Components of the SVPP Sophomore Experience allow students to apply knowledge and skills learned the prior year with their own lived experiences to the following concepts regarding each of the SVPP behavioral outcomes: context; nuance and complexity; impact on others; and second-level skill building and practice, SYE components include:

1. Annual survey: Culture, Behavior, and Experiences survey
2. Bystander Intervention 2: Intervening in ambiguous situations
3. Positive Relationships & Sex 2: Effective & ineffective communication strategies
4. Resources & Support 2: Trauma-informed approaches to supporting a friend

Student Involvement

In addition, to participating in SVPP components, there are several ways that students can get involved with the Sexual Violence Prevention Project that range based on a student's area of interest, skills, and time commitment.

1. Student Advisory Board

The Student Advisory Board assists in the ongoing development and implementation of the Sexual Violence Prevention Project by:

- a) Contributing their ideas and opinions and representing their peer groups' voices (like an undergraduate Think Tank)
- b) Using Design Thinking methodology to help guide implementation
- c) Helping disseminate information about SVPP to their peers
- d) Participating in focus groups and program pilots
- e) Interviewing members of their communities
- f) Actively participating in working meetings.

2. Student Facilitators

Students participate in Facilitator Training over the summer term to develop and improve their public speaking, facilitation, and communication skills. In the fall, winter, and spring terms, Student Facilitators deliver SVPP in-person training to their peers. Through this role, Student Facilitators will spend a great deal of time interacting with and connecting with younger students and will become cultural change agents on campus.

3. *Internships*

Student internships provide undergraduate students the opportunity to work closely with the SVPP core team and immerse themselves more fully into one particular aspect of the project. Internships often range from 5-20 hours each week depending on project needs and a students' skill set, with both paid and volunteer options available.

4. *Surveys & Focus Groups*

In order to design and deliver worthwhile and effective experiences, student response is critical! By participating in surveys and focus groups with content pertaining to SVPP's [focus areas](#), students play an integral part in the design, development and evaluation of the overall Project. These opportunities include campus-wide surveys about Orientation & Residential Life, the Dartmouth Health Survey, the Sexual Misconduct Climate Survey, pre- and post-surveys for trainings, SAB interviews, and focus groups sponsored by the Student Wellness Center.

For additional information or updates on the Sexual Violence Prevention Project, contact the Associate Director for the Student Wellness Center and the Director of Sexual Violence Prevention, Amanda Childress, at amanda.childress@dartmouth.edu.

Section 6: Resources

Reporting Incidents Involving Sex/Gender-Based Discrimination, Sex or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Dating or Domestic Violence or Stalking Under TITLE IX	
REPORTING TITLE IX DISCLOSURES	
Who reports?	Promoting a safe and secure campus environment is a campus-wide effort and concerns all members of the Dartmouth community. Responsible Employees including faculty, coaches, staff, including undergraduate deans, residential life staff, undergraduate advisors (UGAs) and those individuals not designated as Confidential.
To whom?	Title IX Coordinator / Deputy Title IX Coordinator 603-646-0922 TitleIX@Dartmouth.edu
When?	As soon as possible: No later than 24 hours after the disclosure
How?	<ul style="list-style-type: none"> ▪ Phone call or email notification to Title IX Office ▪ Individuals may also meet with Title IX Coordinator ▪ In an emergency, Department of Safety and Security may contact the Title IX Coordinator after hours
Content of Report	<p>Who? What? When? Where? Identifying Information for all persons involved, including reporting and responding parties</p> <ul style="list-style-type: none"> ▪ First and Last name(s) ▪ Status (e.g., faculty, staff, student, visitor) ▪ Type of Incident Reported ▪ Description of or details about the incident ▪ Date of Report ▪ Date Incident Occurred ▪ Specific Location of Incident
Follow Up	<p>Follow-up by a Title IX Coordinator, including a reminder of College resources and supportive measures and of the opportunity to pursue a criminal complaint and/or file a formal complaint with the Title IX Coordinator.</p> <p>As a Campus Security Authority under the Clery Act, the Title IX Coordinator submits a Clery Crime Report form documenting the incident. The reporting party does not need to respond to outreach from the Title IX Coordinator.</p>
Clery Act	<p>The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires all colleges and universities that participate in federal financial aid programs to collect, retain, and disclose information about crime on or near their campuses or other college-owned property. The goal of the Clery Act is to ensure that current and prospective students, parents and employees have access to accurate information about campus security procedures and Clery-designated crimes committed on campus. The Act defines Campus Security Authority's as mandated crime reporters. As such, CSA's are required to report any Act qualifying crimes that they are made aware of to the Dartmouth College Safety and Security. Timely reporting of crimes is encouraged and sometimes required.</p> <p>More information: https://www.dartmouth.edu/security/clery_act/jeanne_clery_act.html</p>
Who is a CSA?	A Campus Security Authority (CSA) is a Clery-specific term that encompasses individuals and organizations associated with an institution.

	<p>A CSA can also be defined as anyone who has significant responsibility for students and campus activities.</p> <p>If someone has significant responsibility for student and campus activities, then they are a CSA.</p> <p>At Dartmouth, examples of CSAs include, but are not limited to:</p> <ul style="list-style-type: none">▪ Safety & Security▪ Title IX Coordinators▪ Clery Act Compliance Officer▪ Office of Community Standards & Accountability▪ Undergraduate deans▪ Student affairs professionals▪ Residential life administrators▪ UGAs▪ Athletic administrators, including directors, assistant directors and coaches▪ All faculty, staff and coaches, including advisors to student organizations and faculty directors of FSPs and LSAs <p>Crimes that must be reported and disclosed:</p> <ul style="list-style-type: none">▪ Criminal homicide: Murder and nonnegligent manslaughter; and Negligent manslaughter▪ Sex offenses: Rape; Fondling; Incest; and Statutory rape.▪ Robbery▪ Aggravated assault▪ Burglary▪ Motor vehicle theft▪ Arson
Clery Crime Report Form	<p>CSAs may access the Clery Crime Report Form here:</p> <p>https://www.dartmouth.edu/security/clery_act/csa_form.html</p>

DARTMOUTH COMMUNITY

Whom can I contact if I have been affected by sexual assault, sexual or gender-based harassment, dating or domestic violence, or stalking?

AND WHAT WILL HAPPEN TO THAT INFORMATION?

CONFIDENTIAL RESOURCES

Confidential resources may not share your information without your expressed consent unless there is imminent danger to self or others, or as otherwise required by law (e.g. mandatory reporting for sexual violence against minors).

ON-CAMPUS

Tucker Center	(603) 646-3780
Spiritual guidance and pastoral counseling available to all.	South Fairbanks Hall, Hanover, NH
Dick's House: Health Services	(603) 646-9401
Schedule on-campus appointments for physical & mental health online.	7 Rope Ferry Road, Hanover, NH
Dartmouth's Ombuds*	(603) 646 - 8132
Independent, informal support to help navigate problems/conflicts	ombuds@dartmouth.edu
Faculty and Employee Assistance Program*	(844) 216-8308
Resources for Dartmouth employees and their families.	dartmouth.edu/eap

OFF-CAMPUS

WISE 24-Hour Crisis Hotline	(866) 348-9473
Supports survivors in times of stress & crisis. Answers questions, finds resources, and helps navigate options.	wiseuv.org 38 Bank St., Lebanon, NH
Dartmouth-Hitchcock Medical Center	(603) 650-5000
The hospital is available 24/7. Safety and Security may be able to give you a ride.	dartmouth-hitchcock.org 1 Medical Center Dr., Lebanon, NH
Planned Parenthood	(802) 281-6056
Planned Parenthood's STD screenings, birth control options, and more are available to you, with or without insurance. Book appointments online or over the phone.	plannedparenthood.org 79 S. Main St., WRJ, VT
RAINN National Sexual Assault Hotline	(800) 656-4673
Call the RAINN Hotline anywhere in the country and be connected with a trained sexual assault service provider in your area.	rainn.org
Dartmouth Travel Assistance Program	+1 (215) 942-8478
Provides medical and security assistance when traveling internationally on Dartmouth-sponsored programs.	internationalsos.com

RESOURCES MARKED WITH AN * ARE NOT AVAILABLE TO UNDERGRADUATE STUDENTS.

We're here for you.

The Title IX Office provides supportive measures, regardless of whether you pursue a formal investigation.

CONTACT US
TITLEIX@DARTMOUTH.EDU
(603) 646 0922

For emergencies,
call Safety & Security or 911

RESPONSIBLE EMPLOYEES

Responsible Employees (non-confidential) are required to promptly report disclosure of sexual or gender-based harassment, sexual assault, sexual exploitation, dating or domestic violence, and stalking, including all known details, to the Title IX Coordinators. This information will only be communicated with other individuals on a need-to-know basis or as required by law.

ON-CAMPUS

Department of Safety & Security

Available for "SafeRides" and transportation to Dartmouth-Hitchcock Medical Center and other services as needed.

(603) 646-4000

5 Rope Ferry Rd,
Hanover, NH

Title IX Coordinators

Available to connect all members of the community with the resources they need in response to gender or sexual-based discrimination or violence.

(603) 646-0922

Parkhurst Hall, Suite 05,
Hanover, NH

Human Resource Consultants

Clarify HR guidelines and policies, provide guidance and support around workplace issues, and navigate access to resources within and outside Human Resources.

(603) 646-3411

7 Lebanon St., Suite 203,
Hanover, NH

Office of Community Standards and Accountability

Available to all members of the community to uphold community expectations and agreements and to adjudicate situations that may have broken those agreements.

(603) 646-3482

37 Dewey Field Rd., 408,
Hanover, NH

Undergraduate Deans Office & Case Management

Academic, personal, and social advisors can help students get the accommodations they need or refer students to other offices as needed.

(603) 646-2243

Carson Hall, Suite 125,
Hanover, NH

Office of Pluralism & Leadership

Advocates for and advises students, especially underrepresented minorities, and fosters a community environment.

(603) 646-0987

Collis Center, Suite 301,
Hanover, NH

Office of Institutional Diversity and Equity

Offers training and education programs, resources, and consultation to members of the community

(603) 646-3197

Parkhurst Hall, Suite 06,
Hanover, NH

Office of Residential Life

Provides support regarding housing assignments and on-campus life.

(603) 646-1491

Contact your UGA