



HARVARD
Office of the Provost

2015-2016

Title IX Office Annual Report



Harvard University Title IX Office
44R Brattle Street, 2nd Floor
Cambridge, MA 02138

The Title IX Office, including the Office for Sexual and Gender-Based Dispute Resolution (ODR), operates under the Office of the Provost. The Title IX Officer is responsible for, and is committed to, ensuring equal access to University programs and activities and promoting diversity and inclusion based on sex, including sexual orientation and gender identity.

Letter from Mia Karvonides, Title IX Officer and Director of ODR



This is an extraordinary moment in education. More than ever, the voices of students, faculty, and staff at Harvard University are inspiring groundbreaking initiatives to promote gender equity and inclusion, and combat sexual harassment – including sexual assault, and gender-based harassment – with promising outcomes.

Since the Title IX Office opened its doors in March 2013, we have served as a central resource for community members by providing pathways for individuals who may have experienced sexual or gender-based harassment to receive individualized supports. We also address these issues on a systemic level through our network of 52¹ Title IX Coordinators, and through comprehensive prevention and education programming, including trainings across the University.

When a formal complaint is filed and ODR finds there is a hostile environment for one or multiple members of our community, the ODR Investigative Team together with the involved School or unit create tailored recommended measures to identify concrete action steps to remedy the underlying problem and prevent its recurrence. This holistic approach works to improve outcomes both for individuals and the broader community.

In designating Title IX services in a central office with capacity to support local Title IX Coordinators, Harvard has demonstrated an ongoing commitment to its community members and has continued to improve the University’s culture around these issues. In April 2014, Harvard President Drew Faust convened a University-wide Task Force on the Prevention of Sexual Assault which included members from across the University’s 13 Schools. The resulting Final Report (the “[Task Force Report](#)”), released in March 2016, outlined detailed findings and recommendations to improve the University’s response to, and prevention of, sexual assault. Along with partner offices, Schools, and the Office of Sexual Assault Prevention & Response (OSAPR), the Title IX Office has taken immediate steps to implement the recommendations and continues to collaborate with stakeholders across every School and unit.

Another source of community feedback that will continue to influence our work is the Harvard University Campus Climate Survey on Sexual Assault and Sexual Misconduct, organized by the Association of American Universities (AAU), surveying students in the spring of 2015. The resulting report (“[Harvard AAU Report](#)”) was released in September 2015.

As I read through the survey results, I was deeply concerned by the number of participants who identified having experienced sexual assault and sexual harassment during their career at Harvard. What also troubled me were the number of students who reported having low knowledge of and trust in the

¹ This represents the total number of Title IX Coordinators as of June 30, 2016 and since established in August of 2013, the number has fluctuated between 50 and 55.

University resources dedicated to addressing these issues. During the 2015-2016 school year (and on an ongoing basis), one of my main priorities was to continue to build our community's awareness of their options and improve their trust in the Title IX Office, ODR, and Title IX Coordinators. Sexual and gender-based harassment are underreported, nationally and at Harvard. My goal is that every Harvard community member in need connects with a person with the expertise and position to help. Meaningful progress is for these individuals to feel safe to come forward and to be supported when they do so.

While the Task Force Report and AAU survey inform our work, the scope of our programming is much broader than the student voices captured in those efforts. For example, we focus on providing services to other community members in addition to students, including staff and faculty. As our office has grown over the last two years, Title IX Coordinators are becoming better known in each School and unit. We often see and encourage the full spectrum of our community members – students, faculty, and staff – to work with Title IX Coordinators while also accessing other services, such as OSAPR, Harvard Chaplains, health services, the Employee Assistance Program (EAP), and/or Harvard University Police Department (HUPD).

Under the leadership of Donald H. Pfister, former interim Dean of Harvard College and current Asa Gray Professor of Systematic Botany and Curator of the Farlow Library and Herbarium, the University convened the Title IX Policy Review Advisory Committee in February 2016. This committee of faculty and students from across Harvard is in the process of reviewing the University-wide [Sexual and Gender-Based Harassment Policy](#) (“Policy”) and [procedures](#) as implemented by our Office. As requested by the Committee, we continue to provide consultation, ODR program documentation, data, and other information to inform their review, while protecting the privacy of those who have engaged our services. We welcome this close assessment by the Committee and look forward to the insights and ideas that will be generated by this important work.

I am incredibly grateful for this opportunity to share our Office's first Annual Report, which focuses on our activities during 2015-2016 and provides background information on the type of programs we offer. The highlights below reflect the action steps we've taken toward our goals and are consistent with the Task Force recommendations and lessons learned from the Harvard AAU Report.

2015-2016 Highlights

- Compared to 2014-2015 (ODR's first year), there was an almost 60 percent increase in the number of complaints filed.
- Our Office was involved in delivering 96 audience-tailored trainings and presentations, which included community members from across Harvard.
- We continued to support and build expertise within the network of 52 Title IX Coordinators across all Schools and units.
- Last year, our Office experienced significant growth by instituting a “pipeline program” to recruit and promote diverse staff with specialized professional backgrounds, thus increasing our efficiency, reach, and timeliness, while continuing to maintain the high quality of our service to the University community.
- Title IX Office and ODR staff members also continued to hone and advance our skills base, receiving more than 200 hours of professional development training in subjects including sexual assault forensics, the neurobiology of trauma, and mental health issues in the workplace.

I hope you find this report helpful and thank you for the opportunity to partner with you in this important work.



P.S. Jumping to the present, we are excited to unveil our new mobile-optimized Title IX Resource Guide, which can be accessed via <http://resourceguide.titleix.harvard.edu/>.

November 29, 2016

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I. Overview of Services: Title IX Office, Title IX Coordinators, and ODR

The Title IX Office, 52 Title IX Coordinators, and ODR play a central role in addressing concerns regarding sex discrimination in a fair manner, with the ultimate goal of ensuring that all community members have full, equal access to University programs and activities regardless of sex, sexual orientation, and/or gender identity. University programs and activities include, for example: access to the Harvard facilities, academic courses and events, employment opportunities, and off-campus activities sponsored at the local School or unit level.

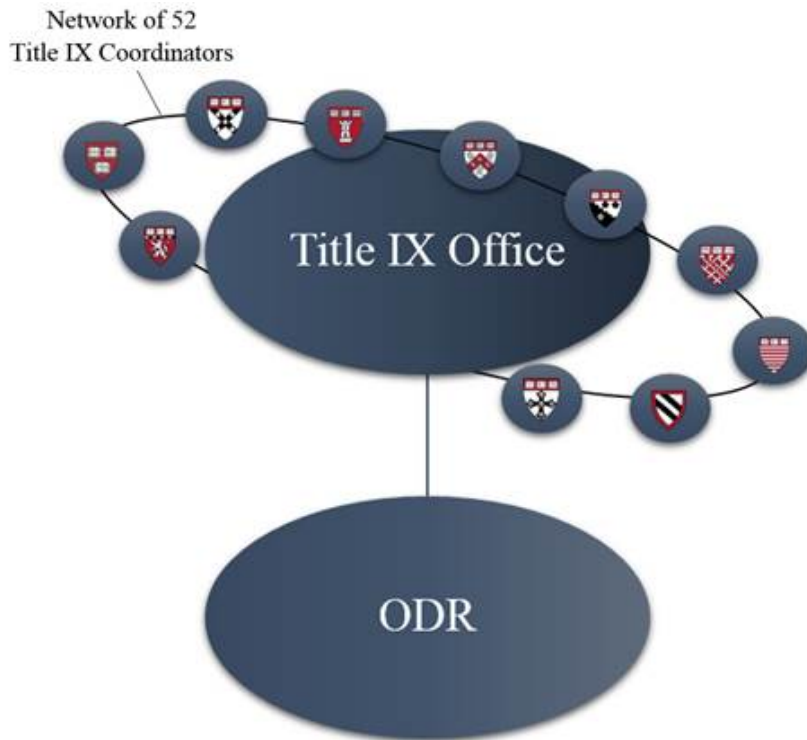
There is no place at Harvard for **sex discrimination** – this includes sexual harassment and sexual violence, as well as gender-based harassment, which encompasses harassment based on sex-stereotyping, sexual orientation, and/or gender identity.

The Title IX Office and ODR are located at:
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A. Title IX Structure at Harvard



B. Options for Supportive Services

The Title IX Office provides a multi-pronged approach to addressing issues of sexual or gender-based harassment impacting the Harvard community. Individuals making disclosures, and those alleged to have committed sexual and/or gender-based harassment, have access to a range of options and resources to choose from – including both informal and formal avenues for seeking assistance and resolving disputes. The options, explained below, are designed to appropriately address the particular behavior at issue, while maintaining fairness and providing due process.

Individuals seeking more information may meet with a member of the Title IX Office, ODR, and/or their Title IX Coordinator to learn about the options and resources available, and ask questions.

i. *Disclosure with Interim Measures*

Disclosures with interim measures represent the majority of Title IX Office and Coordinator activity. Most individuals who disclosed an incident of potential sexual or gender-based harassment in 2015-2016 chose to engage their Title IX Coordinator for these informal supports and did not file a formal complaint with ODR. Interim measures are individualized supports to help students, faculty, and staff who may have experienced incidents of sexual or gender-based harassment continue to fully participate in University programs and activities. Title IX Coordinators work with these individuals to develop robust supports designed to address particular concerns and prevent those issues from recurring. Coordinators also monitor interim measures and work with the individual to make any changes, as appropriate.

An individual may request interim measures at any time and, where appropriate, without engaging in other University options – such as informal resolution or filing a complaint with ODR. If informal resolution or an ODR complaint are utilized, interim measures may be put in place throughout those processes. Where an individual files a complaint with ODR, following the ODR investigation, additional measures may be put in place, and interim measures may become permanent.

Consistent with School or unit policy, interim measures might include, among others:

- Extensions of time or other course-related adjustments
- Alterations to course schedules or work schedules
- Working with HUPD to arrange for a campus escort
- Restrictions on contact between parties
- Changes in work locations
- Changes in housing
- Leaves of absence
- Increased monitoring of certain areas of the campus

ii. *Informal Resolution*

Informal resolution is a voluntary process through which the party initiating the request identifies specific allegations and, with the assistance of their Title IX Coordinator or ODR, addresses those allegations through a written agreement that is mutually acceptable to both parties and the School or unit Title IX Coordinator. At any point prior to such resolution, the party who initiated the request may withdraw the request for informal resolution and initiate a formal complaint under the applicable procedures. Ordinarily, the informal resolution process will be concluded within two to three weeks of the date of the request. Once the parties have reached an express agreement through informal resolution, ODR will not investigate a complaint based on the same scope of allegations. Some allegations may not be appropriate for informal resolution, for example: allegations that may indicate sexual assault or sexual violence.

iii. *ODR Investigation*

An individual may file a complaint with ODR, either on their own behalf or on behalf of another individual, alleging a violation of the Policy (or the policy in effect at the time of the conduct, if different). Pursuant to the Policy, ODR has been charged with implementing the University's procedures for students,² staff,³ and, in almost all schools, faculty. ODR, in a neutral role and overseen by the University Title IX Officer, works in partnership with the Schools and units to carry out these responsibilities.

Once a complaint is received by ODR, the Title IX Officer will assign the case to an Investigator. Typically, the Investigator is assisted by one Title IX Associate or Title IX Fellow on each case, with oversight by the Lead Investigator and the Title IX Officer. The School or unit with which the

² With the exception of Harvard Law School (HLS) students, for whom a separate set of procedures applies.

³ ODR began investigating staff cases on March 6, 2015 when the [University-wide staff procedures](#) took effect.

Respondent (the person who is alleged in the Complaint to have engaged in conduct prohibited by the Policy) is affiliated may designate an additional individual (a “designee”) to work jointly with the Investigator (collectively, the “Investigative Team”). Investigators and designees have the appropriate training to ensure they possess the specialized skills and understanding to conduct prompt, fair, and effective investigations.

Findings and Determination

Acting as a neutral, in each case ODR makes findings of fact, applying a preponderance of the evidence standard (“more likely than not”), and determines based on those findings of fact whether a Policy violation has occurred. At the conclusion of the investigation, ODR issues a final report that is provided to both parties, the School or unit Title IX Coordinator, and the appropriate officer for disciplinary matters in the School or unit.

The applicable procedures set out reasonably prompt timeframes for investigations, taking into account the complexity of any case and the severity and extent of the alleged conduct.

Appeal

Both parties may appeal the decision based on specific procedural grounds (outlined in the applicable procedures) and must submit their appeal within one week of the date of the final report.

Sanctioning

When ODR finds a Policy violation has occurred, the imposition of disciplinary sanctions will be considered separately by the appropriate officials at the Respondent’s School or unit. ODR does not determine sanctioning.

II. Meet the Team

Title IX Office

Mia Karvonides

Title IX Officer and Director of ODR

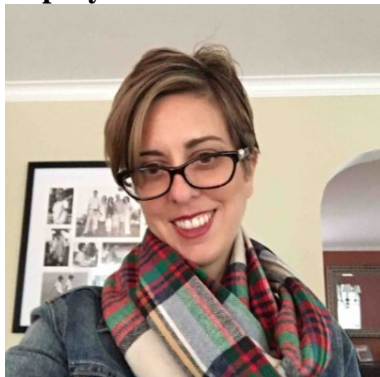


Mia began as Harvard University’s inaugural Title IX Officer in March 2013 and assumed additional responsibilities as the Director of ODR in September 2014. In these roles and as a member of the Office’s leadership team, she oversees and coordinates the University’s initiatives to prevent and address sexual and gender-based harassment. Mia is responsible for ensuring compliance across the University with Title IX, related provisions of the Violence Against Women Act, and other related federal and state laws pertaining to sex discrimination.

Having represented schools in private practice and held appointments at both the state and federal level, Mia came to Harvard with 12 years of experience in education law and civil rights, including investigating cases of alleged sex, race, national origin, and disability discrimination. Prior to entering law, Mia worked as a Bowdoin College administrator for 5 years. She is a licensed attorney and holds a

B.A. from Wheaton College and a J.D. from Vermont Law School. For 3 years, Mia served on the board of a Boston-based non-profit serving pregnant and parenting teens.

Nicole Merhill
Deputy Title IX Officer



As a member of the Office’s leadership team, Nicole leads education programming and prevention efforts in the Title IX Office and continues to support and build expertise within the group of 52 Title IX Coordinators across the University. She has more than 15 years of civil rights experience in various protected class statuses, including sex, race, color, national origin, disability, and age. She holds a bachelor’s degree in Elementary Education and English from Purdue University and a J.D. from University of New Hampshire School of Law.

Alexandria (“Alex”) Masud
Title IX Department Administrator



As a member of the Office’s leadership team, Alex oversees the operational and financial status of the office by evaluating all ongoing projects for adherence to long-term strategic and multi-year financial plans. She has a B.A. in Philosophy of Law with a concentration in French Literature from Albion College. Prior to Harvard, she spent over a decade working in the business management and institutional asset management fields.

Sara Rattigan
Title IX Administrator



Sara coordinates monthly programming for the 52 Title IX Coordinators and recurring trainings for the other University stakeholders who engage with the Title IX Office and ODR. She works closely with Nicole to develop new strategic prevention and education initiatives. Sara has more than six years of experience in the field of public health, including community interventions (to promote injury prevention), data collection, and engaging with community and government stakeholders. She holds a B.A. from Fordham University with a major in Theatre Arts and a minor in Communications & Media Studies and an M.S. in Health Communication from Tufts University School of Medicine.

Erika Christensen
Title IX Program Coordinator



Erika is the friendly face welcoming visitors to the Office and supports our projects by conducting research, event planning and coordination, and developing web content. She has a B.A. in the Studies of Women, Gender, & Sexuality from Harvard College. Prior to joining our Office, she worked to support at-risk communities by developing suicide mitigation strategies. She also worked as a national campaign recruiter during the 2016 presidential primaries.

ODR

William (“Bill”) McCants
Lead Investigator and Deputy Title IX Officer



As a member of the Office’s leadership team, Bill supervises the ODR staff, ensures timely and high-quality complaint resolution processes, and develops and delivers extensive University-wide training. He came to the Office in August 2014 with over 12 years of experience in civil rights investigations on the federal and state levels, in various protected class statuses, including sex, race, color, national origin, disability, and age. A graduate of HLS and a licensed attorney, Bill has master’s degrees in psychology (FAS/DCE) and criminal justice (Northeastern

University). He holds a bachelor’s degree from UCLA in History with a minor in Economics. A secondary schoolteacher for eight years, Bill taught U.S. and European History and Psychology, the latter two subjects at the advanced placement (AP) level. He has also served as a co-Head of House in MIT undergraduate and graduate housing for over 14 years.

Ilissa Povich
Title IX Investigator



Ilissa has conducted investigations and facilitated trainings with ODR since its inception in the fall of 2014. A graduate of HLS and a licensed attorney, Ilissa previously worked at a major Boston law firm and as General Counsel of a Boston area company. She holds a bachelor’s degree from Duke University in Public Policy Studies and Economics. Ilissa has taught legal writing to new lawyers and summer associates. She is also an active volunteer in her local community and has served in leadership roles in education.

Brigid Harrington
Title IX Investigator



Brigid has been a licensed attorney for 11 years and is in her second year conducting ODR investigations and facilitating trainings as an Investigator. She previously conducted criminal investigations as an Assistant District Attorney in New York, where she was assigned to the Special Investigations Bureau of the Special Narcotics Prosecutor, and has worked as a civil litigator in Boston. Brigid has a B.A. from the University of Pennsylvania and a J.D. from Boston College.

Betsy Noel
Title IX Investigator



Betsy joined ODR in August of 2014 as a Fellow and now conducts investigations and facilitates trainings as an Investigator. She is a licensed attorney and registered nurse with a background in health, health policy, nonprofits, and higher education. She obtained a B.A. from Yale in 2006, a nursing degree from Johns Hopkins University School of Nursing in 2008, and her J.D. from Columbia in 2014. Betsy continues to serve as a resident tutor at the College and has been in that role for 5 years.

Julia Sáenz
Title IX Associate
(Currently serving in interim role as Assistant Deputy Title IX Officer)



Julia is an alumna of the University's [Administrative Fellowship Program](#) (AFP). As Title IX Associate, she assists the ODR investigators in conducting investigations, conducting legal research, and facilitating trainings. In her current interim role as Assistant Deputy Title IX Officer, Julia has separated from the work of ODR in order to support the 52 Title IX Coordinators in responding to disclosures. Julia is a licensed attorney with a bachelor's degree in social work from New York University and a J.D. from Boston

University School of Law. Prior to coming to Harvard, she worked in the civil rights, clinical social work, and public policy fields providing services to LGBTQ and immigrant clients. She also serves as a volunteer tutor for elementary and middle school students and is fluent in Spanish.

Annie Chan
Title IX Fellow



Annie is a participant in AFP and as Title IX Fellow, assists the ODR investigators in conducting investigations, conducting legal research, and facilitating trainings. She is a licensed attorney with a bachelor's degree in Politics from New York University and a J.D. from Emory University School of Law. Before coming to Harvard, she practiced law with a non-profit organization. Annie also works with middle school, high school, and college students as a tutor in test preparation and academics. She is fluent in Mandarin Chinese.

III. Community Response Initiatives

A. Title IX Coordinators: Sensitive, Discrete Expertise and Positioned to Help

Harvard has designated 52 Title IX Coordinators with affiliations across every School and unit of the University to assure that every student, faculty, and staff member has access to support at the local level. Title IX Coordinators serve in a neutral role and help address issues of equity and inclusion pertaining to sex (including sexual harassment), sexual orientation, and gender identity. In 2015-2016, the Title IX Office provided ongoing individualized coaching to Coordinators, who responded to hundreds of disclosures, and assisted in: providing robust supports designed to address particular concerns and prevent them from recurring; monitoring for evolving patterns; and helping constituents to access University and community resources.

The Title IX Office's support for Coordinators also includes monthly 90-minute continuing education trainings on subjects relevant to Title IX and sexual and gender-based discrimination. In 2015-2016, trainings covered topics such as sexual harassment and cross-cultural communications, academic freedom, and responding to disclosures. Guest speakers also presented on Task Force-recommended topics such as bystander intervention and LGBTQ cultural competency.

As emphasized earlier, when Title IX Coordinators receive a disclosure of possible sexual or gender-based harassment, they provide multiple options to each individual who may have been affected. In 2015-2016, the vast majority of people who worked with Title IX Coordinators chose to use interim measures, which can be modified as the person's needs change over time. Harvard's Title IX system promotes the self-determination of these individuals and recognizes that though they may not initially be ready to file a complaint with ODR, they may do so down the road, or they made decide to continue to receive supports without engaging their other options. In the interim, and regardless of whether they decide to proceed with a formal complaint, they receive individualized supports from the time of the initial disclosure to the Coordinator.

The Task Force Report noted that our Title IX Coordinators, "who were appointed and trained in the summer of 2013, have already seen a significant increase in the number of students requesting support."⁴ In 2015-2016, the Title IX Office saw a steady increase in the number of students, faculty, staff, and other community members accessing services. It is anticipated that this trend will continue as the office builds further confidence in, and awareness of, those resources.

Our goal is that each individual impacted by sexual or gender-based harassment will connect with a Title IX Coordinator – either directly or through a friend, colleague, mentor – to receive timely information and the supports they need to fully participate in their day-to-day routine at Harvard. This not only helps improve outcomes on the individual level, it also enables Title IX Coordinators to track and address patterns, and create comprehensive solutions for their entire School or unit community and the University at large.

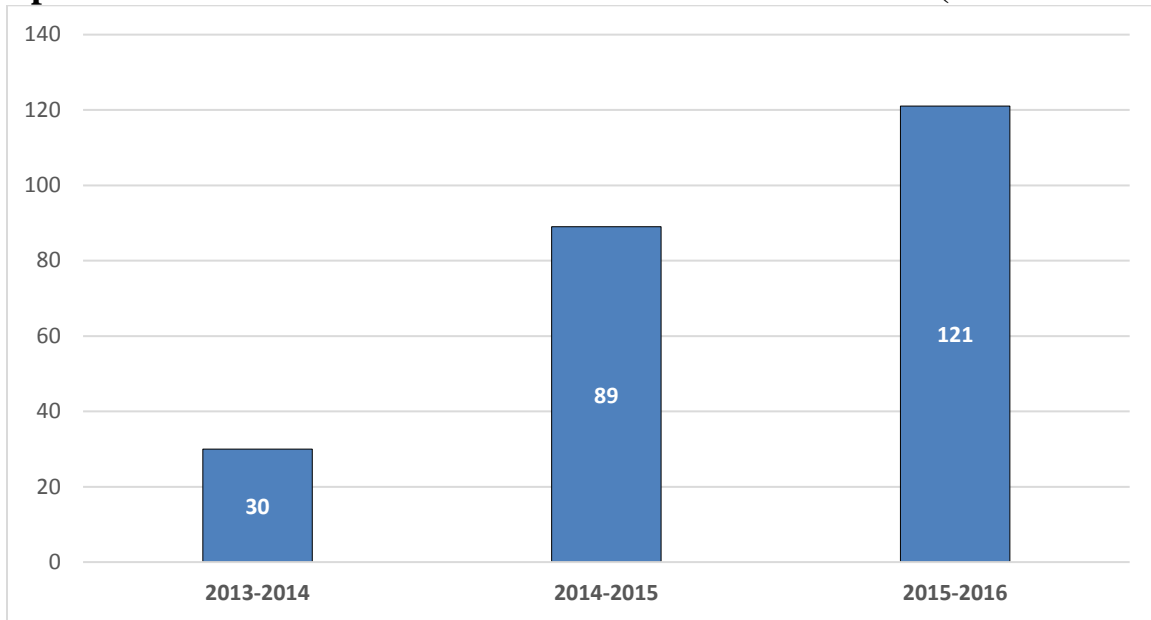
Below is one example of this growing trend, capturing the marked increase over a three-year period in Harvard College undergraduate students connecting with their Title IX Coordinators for support.

⁴ Task Force Report at 9.

Snapshot: Increased Disclosures to the Title IX Coordinators at Harvard College

In 2015-2016, 121 students connected with the two Title IX Coordinators for students at Harvard College to disclose incidents of potential sexual or gender-based harassment and receive supports – a significant increase from the two prior years.* This is just one example from two of the 52 Title IX Coordinators across the University.

Example: Disclosures to Title IX Coordinators for One School (Harvard College)



**The increase in the number of disclosures over this time period may be attributed, in part, to a greater awareness of University resources.*

IV. Community Engagement Programming

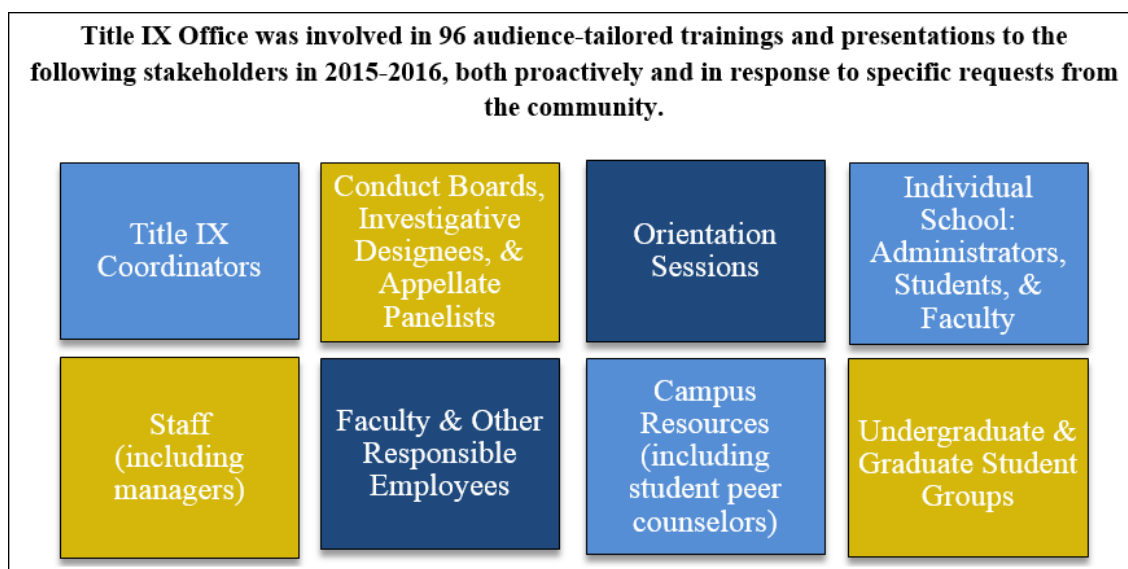
A. Education & Training

Through education and training initiatives, the Title IX Office provided the University community with information, tools, and resources to promote healthy and inclusive interactions between students, faculty, staff, and other community members. We also delivered targeted programming to the many University resources who provide supportive services and link individuals to other professionals and peers, including Title IX Coordinators, OSAPR, and EAP.

University training participants included, for example:

- OSAPR
- Harvard Chaplains
- Bureau of Study Council
- Office of BGLTQ Student Life
- Sexual Assault and Sexual Harassment (“SASH”) and other Tutors
- Student peer counselors

- Managers at Schools and units across the University
- Harvard University Health Services Counseling and Mental Health staff



i. Collaborative Resource Development

FAQs & Community Engagement:

- In October 2015, the Title IX Office released its first round of FAQs, which focused on questions about the Policy and procedures for the broader Harvard community. Outreach included prerelease notices to student leaders and *The Harvard Crimson*;
- We then engaged with student groups (Undergraduate and Graduate Councils, Our Harvard Can Do Better, Harvard Students Demand Respect, and SASH Advisors) over a four-month period to identify and develop student-centered questions. We continued to work with student groups to develop a set of FAQs released in [April 2016](#).

Prevention & Awareness Resources:

- Created and distributed printed materials, including 15,300 copies of the [Sexual Violence Brochure](#) (which incorporated significant student input) to students, faculty, and staff, including an Undergraduate Council-initiated door drop in the Yard; and
- Assisted in the development of the College's "[Sharing Information with the Title IX Coordinator](#)" poster that was subsequently shared across all Schools; and reviewed and assisted with the creation of the Global Support Services-designed [Sexual Harassment/Sexual Violence brochure](#) for student travelers.

B. Enhanced Supports for LGBTQ Students, Faculty, and Staff

- **Community Training:** In response to the May 2016 OCR [Dear Colleague Letter on Transgender Students](#), we provided specialized training to the faculty/staff Title IX Coordinators on issues related to gender identity and expression in the employment context, with a focus on cultural competency. We also provided training to the full group of 52 Title IX Coordinators in recent developments and best practices for serving the LGBTQ communities in an informed, sensitive way.

- **Culturally Competent Resources:** We revised content on the Title IX Office website to promote inclusivity of resources for the LGBTQ communities, consistent with the Task Force recommendation to enhance resources for this population. Along with OSAPR, all Title IX/ODR staff attended half-day training on LGBTQ awareness offered by the *Fenway Health Violence Recovery Program* and *GLBTQ Domestic Violence Project*.

V. ODR – Equitable, Prompt, Sensitive, and Thorough Dispute Resolution

As with our first year, each case ODR investigated was unique and highly complex. A summary of ODR complaint processing in 2015-2016,⁵ with comparisons to 2014-2015, is provided below:

- ODR received 26 new complaints in 2015-2016, compared to 15 complaints in 2014-2015.
- Complaints in 2015-2016 involved parties from 11 Schools and units.
- Approximately half of the complaints were resolved before progressing to a full investigation (i.e., administrative closure, voluntary shift to informal resolution).
- One complaint was resolved through informal resolution in less than two months.

Timing: The ODR staff cut almost a month off the average length of investigations in comparison with 2014-2015. Average length of investigation for student cases: 5.4 months (2014-2015), 4.7 months (2015-2016).⁶ The decrease in investigation time can be attributed in part to the fact that ODR became fully staffed in 2015-2016. ODR ensures that its investigators are as thorough as possible, and we continue to work to make the process move more quickly while maintaining the same quality, fairness, and sensitivity.

Many factors affect the length of the investigation in a particular case, for example:

- The type and total number of allegations per complaint;
- The nature and volume of the documentation submitted as evidence;
- The number of witnesses interviewed;
- Scheduling challenges, such as: academic obligations (e.g., exams, final projects); University holidays; and parties' and/or witnesses' travel abroad;
- Extensions in time granted to parties to designate their respective personal advisors, which may include attorneys

One of the strengths of our Policy, in contrast to those of many peer institutions, is that we have one standard that applies to a range of behaviors. As a result, more frequently than not, we see in one complaint allegations that include a constellation of conduct such as sexual assault, stalking (including through electronic means), and a pattern of comments targeting an individual based on sex-stereotyping, sexual orientation, and/or gender identity. The Policy takes into account that an individual may have experienced multiple types of prohibited behavior, during one or more incidents. This standard allows us

⁵ This report reflects ODR case data through June 30, 2016. Case data is presented without identifying information so as to protect the privacy of the individuals involved. The sexual and gender-based harassment data in this report will not correspond to Harvard's annual report required under the federal Clery Act because this annual report uses definitions of prohibited conduct that are more expansive than the Clery reportable offenses and also includes cases from a wider geographic jurisdiction than in the Clery report.

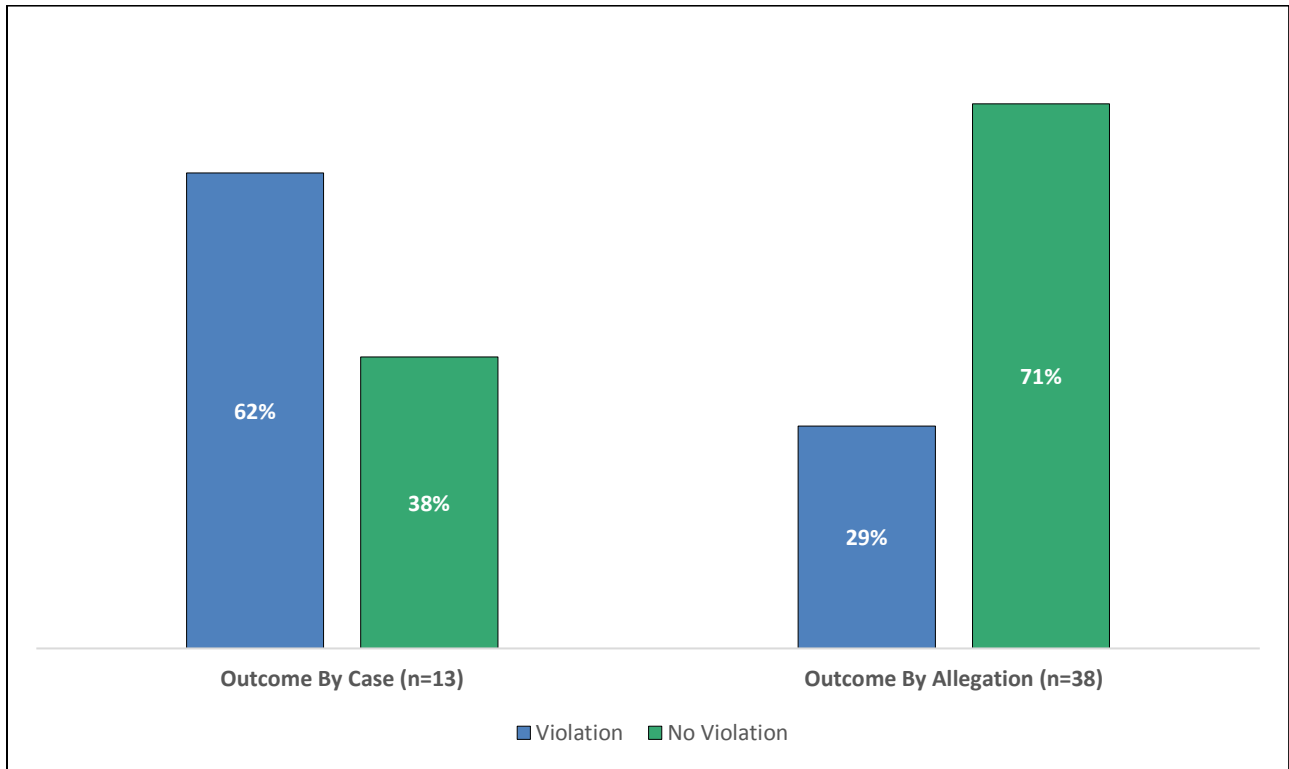
⁶ The average length of investigation was not calculated for staff cases because the population was too small.

to be responsive to the broader array of conduct that may be negatively affecting someone’s life at Harvard. Accordingly, a single case against one respondent may contain multiple allegations.

In addition, another advantage of our Policy is that we don’t stop at determining whether the conduct occurred. We also assess whether a hostile environment has been created by evaluating the impact of the conduct on the person who came forward and, potentially, on other individuals.

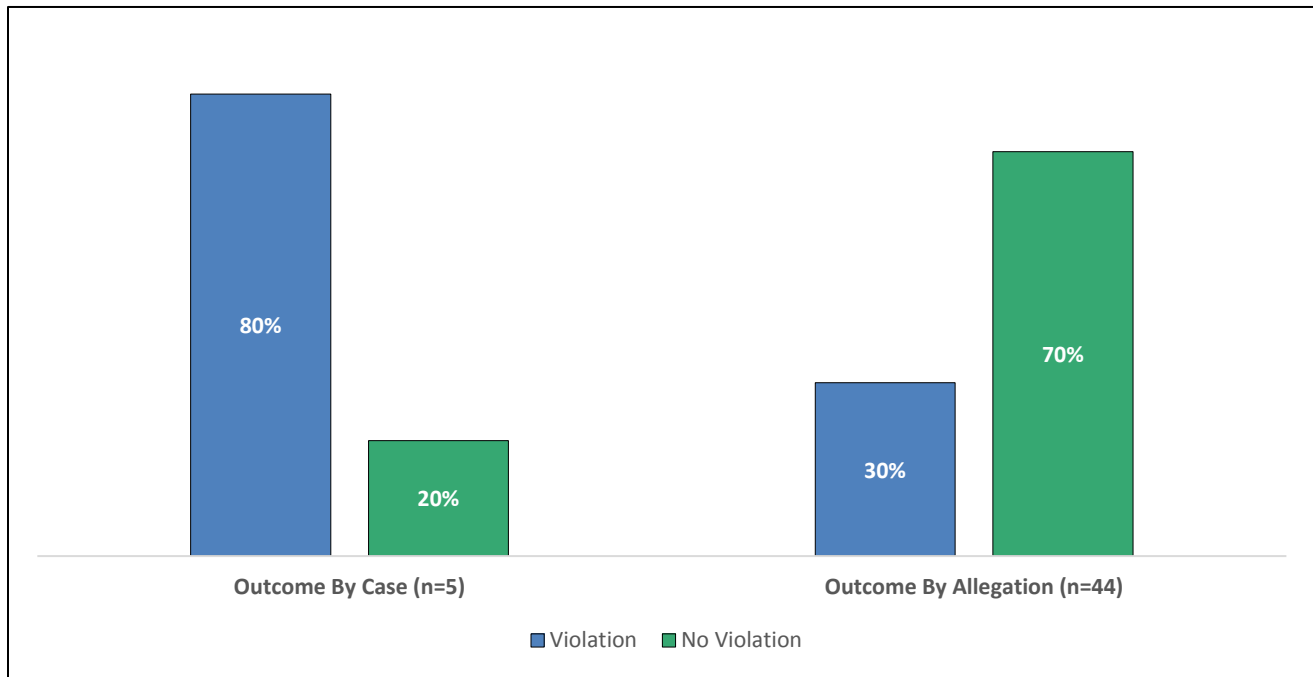
Data on the number of Policy violations can be viewed through two different lenses: by case or by allegation. Of the total cases that went to full investigation (all involving students and staff), approximately two-thirds were found to involve violations of the Policy, although only approximately one-third of the total number of allegations brought in those cases were found to be Policy violations. (Figures 1 and 2)

**Figure 1. Full Investigations, Known Student Respondent:
Outcome by Case and Allegation,⁷ 2014-2016**



⁷ Many complaints contain more than one allegation. Policy violation determinations must be made separately for each allegation. If one or more allegations in a complaint result in the finding of a Policy violation, this is counted as a single “Policy Violation, by Case.”

**Figure 2. Full Investigations, Known Staff Respondent:⁸
Outcome by Case and Allegation, 2014-2016**



Case Demographics 2015-2016:

- Just fewer than half of the complaints were filed by or on behalf of students (divided almost equally between undergraduate and graduate/professional School students); the second largest number were filed by or on behalf of staff, followed by third parties and faculty. (Figure 3)
- In all but three of the cases that went to full investigation, the principals, prior to the incident, either had interacted in a work context, in the course of a program or activity, or were engaged in a dating/romantic relationship or a friendship prior to the incident. This is consistent with national data.⁹

⁸ This category includes all non-faculty positions.

⁹ See, e.g., Cantor, David ET AL., *Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct*, xvii (Sept. 21, 2015), https://www.aau.edu/uploadedFiles/AAU_Publications/AAU_Reports/Sexual_Assault_Campus_Survey/AAU_Campus_Climate_Survey_12_14_15.pdf (the majority of undergraduate and graduate/professional students surveyed indicated the sexual harassment “offender” was known to them prior to the incident) and U.S. Dep’t of Justice, Office of Justice Programs, Bureau of Justice Statistics, *National Crime Victimization Survey, 2010-2014* (2015), available at <https://www.bjs.gov/index.cfm?ty=dcdetail&iid=245#Methodology>.

Figure 3. University Status of Complainant, All Case Types, 2014-2016 (n=41)^{10 11}

	2014-2015	2015-2016
Student	13	12
Staff	0	10
Faculty	0	1
Third Party	2	3

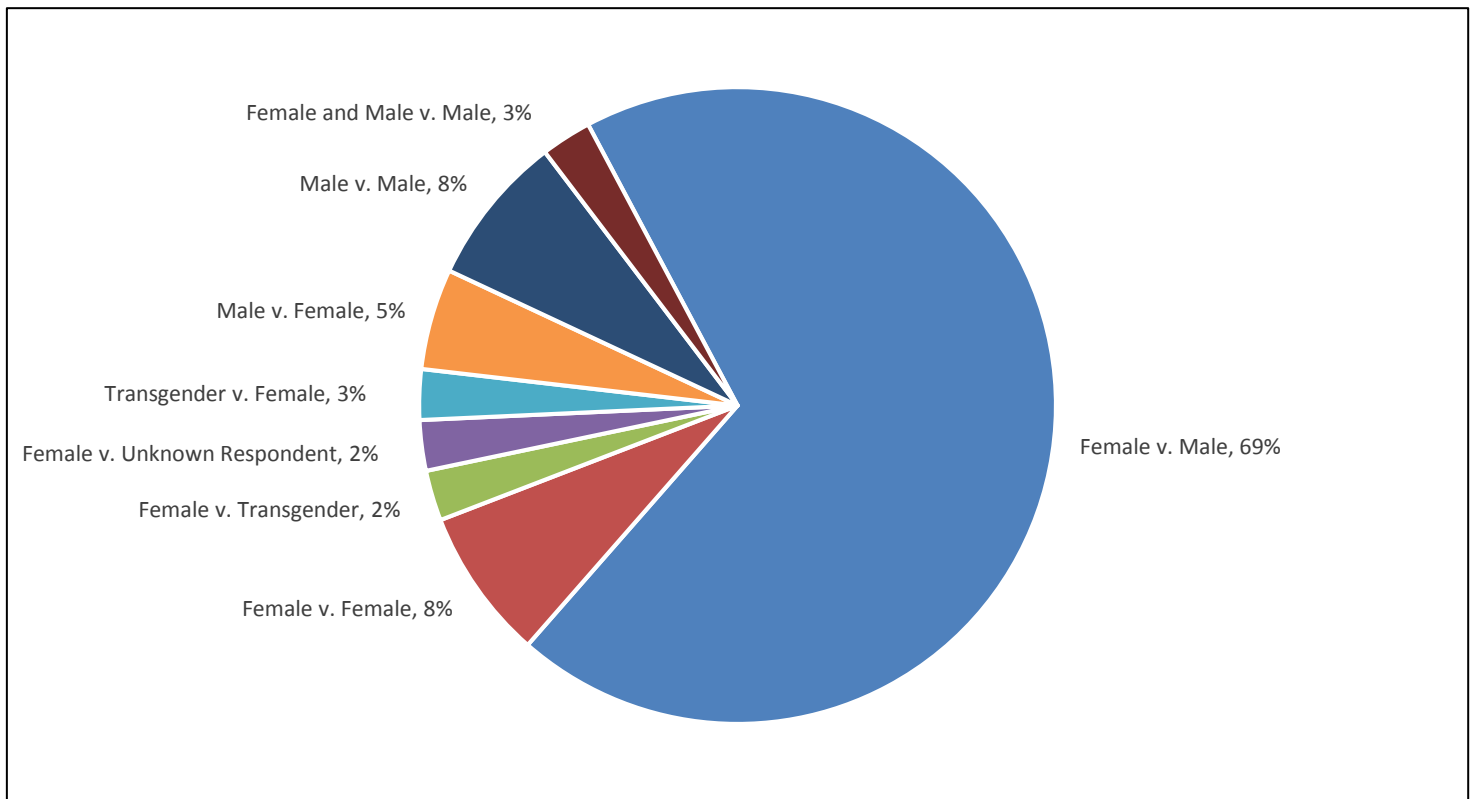
Figure 4. University Status of Respondent, All Case Types, 2014-2016 (n=41)

	2014-2015	2015-2016
Student	13	10
Staff	0	10
Faculty	2	4
Third Party	0	1
Unknown	0	1

¹⁰ “Complainant” includes Reporter filing on behalf of a party. Of the 11 student Complainants for 2014-2015, 7 were undergraduate and 4 were graduate or professional. Two of these 11 complaints were filed by Reporters on behalf of students. Of the 9 student Complainants for 2015-2016, 5 were undergraduate and 4 were graduate or professional. Three of these 9 complaints were filed by Reporters on behalf of students.

¹¹ A party is categorized based on their University status at the time of the alleged conduct. Thus, for example, a former student who is alleging harassment that occurred while they were a student is not counted, for the purposes of this data, as a “third party.” (The same is true for staff. There have been no complaints thus far brought by or against former faculty members.)

**Figure 5. Gender of the Principals,¹² All ODR Cases, 2014-2016
(Complainant v. Respondent),^{13 14} (n=88)**



VI. Conclusion

The 2015-2016 period featured significant growth in the Title IX Office’s staff and programming, and in the number of community members who sought support from our Office, including ODR, and from the University’s 52 Title IX Coordinators. Our goal is for each person seeking information and resources to receive a sensitive, knowledgeable, and timely response. The Title IX Office will continue to work to earn the trust of our community while increasing awareness of these issues and partnering effectively with other stakeholders.

¹² For the purposes of this chart, “principals” include the individuals on whose behalf a complaint was filed.

¹³ The terminology used for these categories are the self-disclosed gender identifications of the principals in ODR cases to date (i.e., through June 30, 2016).

¹⁴ “Female and Male v. Male” refers to a complaint filed on behalf of multiple female staff members and multiple male staff members.

APPENDIX A: ABRIDGED LIST OF HARVARD RESOURCES

For a comprehensive list of resources, visit our Title IX Resource Guide at <http://resourceguide.titleix.harvard.edu/>.

- [Title IX Office](#)
- [Title IX Coordinators](#)
- [Office for Sexual and Gender-Based Dispute Resolution \(ODR\)](#)
- [Office for Sexual Assault Prevention and Response \(OSAPR\)](#)
- [Harvard University Police Department \(HUPD\)](#)
- [Harvard University Health Services \(HUHS\)](#)
- [Harvard University Counseling and Mental Health \(CAMHS\)](#)
- [Harvard University Health Services Behavioral Health](#)
- [Harvard Chaplains](#)
- [Bureau of Study Counsel](#)
- [University Ombudsman Office](#)
- [Ombuds Office – Longwood](#)
- [Employee Assistance Program \(EAP\)](#)