

# Sexual Misconduct Prevention and Response



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**AILG Plenary**  
**February 13, 2019**



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# Agenda

- **Resources: VPR & T9BR**
- **Sexual Misconduct 101**
- **MIT's Response**
- **MIT's Prevention Efforts**



# Violence Prevention & Response

**Alessandra Robinson**  
Advocate & Educator

**Vienna Rothberg**  
Peer Education &  
Prevention Specialist

**Melanie Rocco**  
Program Assistant

**Gurleen Kaur Singh**  
Prevention &  
Education Specialist

**Kelley Adams**  
Assistant Dean &  
Director

**Meg Chuhran**  
Lead Advocate

24 Hour Hotline:  
**617-253-2300**

[mit.edu/  
wecanhelp](https://mit.edu/wecanhelp)

**E23-499,**  
4<sup>th</sup> floor MIT Medical

# Title IX & Bias Response Office

**Sarah Rankin**  
Institute Title IX  
Coordinator



**Bianca Kaushal**  
Title IX Education  
Specialist

**Jamie Sinetar**  
Senior Title IX  
Investigator

**Justin Brogden**  
Title IX Investigator

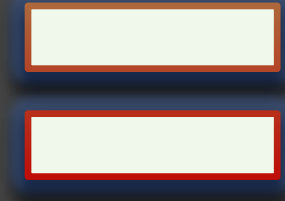
# What is Title IX?

“No person in the United States shall, **on the basis of sex**, be excluded from participation in, be denied benefits of, or be subjected to **discrimination** under **any education program or activity** receiving Federal financial assistance.”

*20 U.S.C. § 1681(a)*

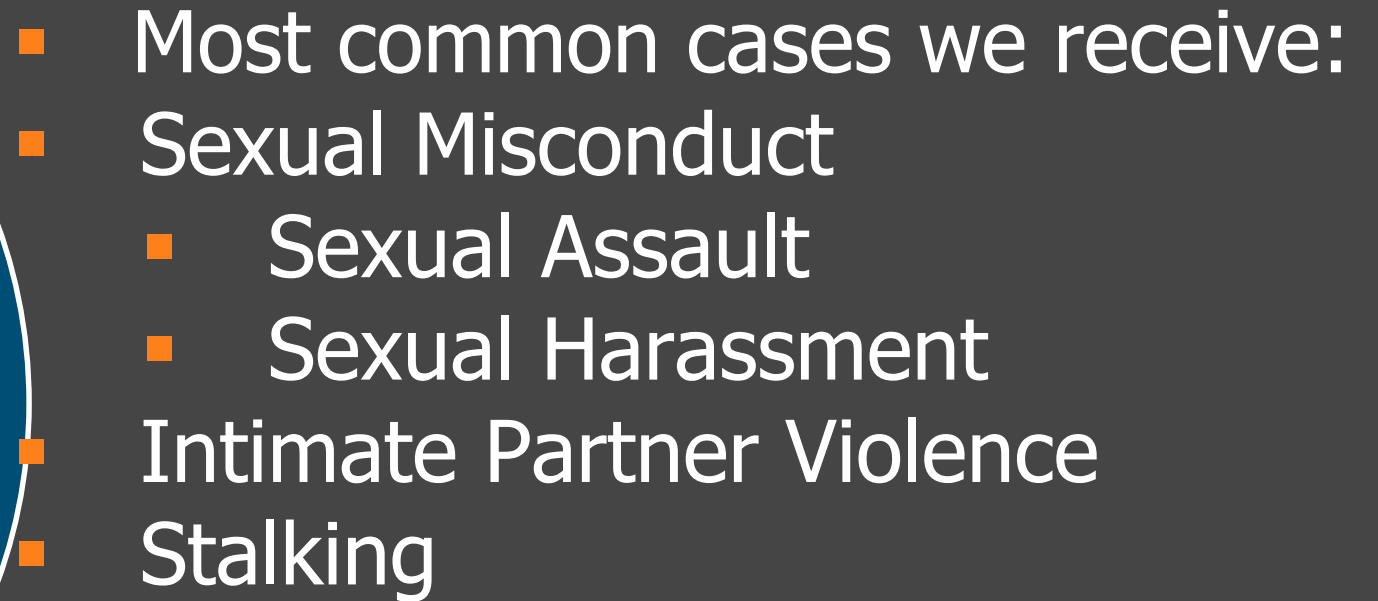


# Title IX and Athletics



# Title IX Today







The background of the slide features a repeating pattern of hexagons in various shades of teal, green, and yellow, creating a textured, honeycomb-like effect.

# **SEXUAL MISCONDUCT 101: NATIONAL AND MIT DATA**

# Terminology

## Sexual Misconduct

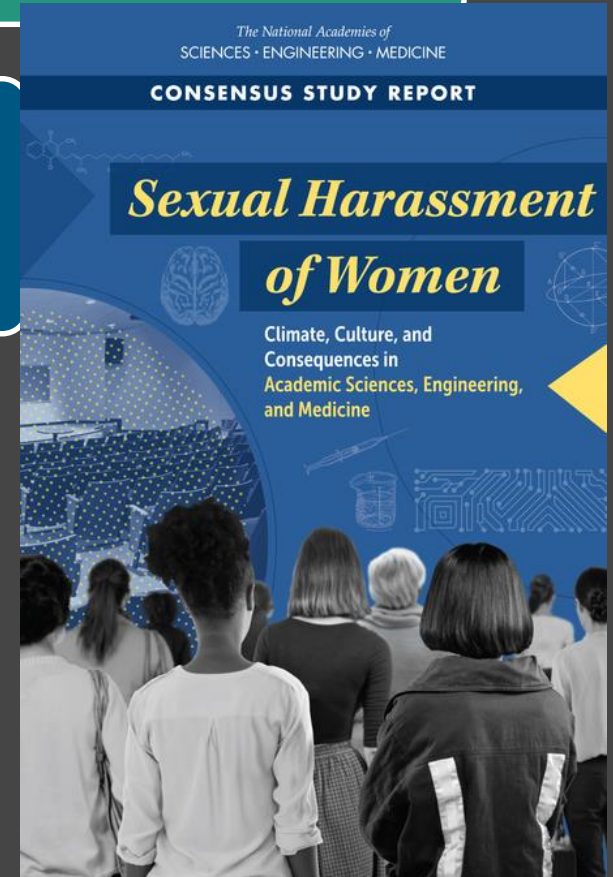
**Sexual  
Assault**

**Sexual  
Contact**

**Rape**

**Sexual  
Coercion**

**Campus Sexual Assault**



# Measuring Campus Sexual Assault

## Sample characteristics

- **Convenience vs. random**
- **Age and UG/G**
- **Living off campus, commuting**
- **etc.**

## Time frame

- **Past 7 months vs. since enrolling**

## Types of questions

- **Labels/incident-based vs. behaviorally specific items**

## Forms of sexual violence included

- **Attempted and/or completed**
- **Types of contact**
- **Tactics or circumstances**

## While in College

### UNDERGRAD WOMEN

19%

Attempted or completed sexual assault through force or incapacitation (Krebs, 2007)

21%

Completed sexual assault through force, threats of harm, or incapacitation (CCSVS, 2016)

23%

Completed sexual assault (incl. att pen force) through force, threats of harm, or incapacitation (AAU, 2015)

28%

Completed sexual assault through force, threats, incapacitation, or verbal coercion (Mellins et al., 2017)

### UNDERGRAD MEN

5%

Completed sexual assault (incl. att pen through force) through force, threats of harm, or incapacitation (AAU, 2015)

6%

Attempted or completed sexual assault through force or incapacitation (Krebs, 2007)

7%

Completed sexual assault through force, threats of harm, or incapacitation (CCSVS, 2016)

13%

Completed sexual assault through force, threats, incapacitation, or verbal coercion (Mellins et al., 2017)

### UNDERGRAD TGQN

Transgender, genderqueer,  
gender nonconforming

24%

Completed sexual assault through force, threats, or incapacitation in college (AAU, 2015)

38.5%

Completed sexual assault through force, threats, incapacitation, or verbal coercion (Mellins et al., 2017)



**SEXUAL ASSAULT  
THROUGH  
FORCE, THREATS OR  
INCAPACITATION**

**WHILE @ MIT**

**ANY UNWANTED  
SEXUAL BEHAVIOR  
SEXUAL ASSAULT, RAPE,  
SEXUAL COERCION**

**19%**

Attempted or completed sexual assault through force or incapacitation (Krebs, 2007)

**17%**

**UNDERGRAD  
WOMEN**

**32%**

**28%**  
Completed sexual assault through force, threats, incapacitation, or verbal coercion (Mellins et al., 2017)

**5%**

Completed sexual assault (incl. att pen through force) through force, threats of harm, or incapacitation (AAU, 2015)

**5%**

**UNDERGRAD  
MEN**

**12%**

**13%**

Completed sexual assault through force, threats, incapacitation, or verbal coercion (Mellins et al., 2017)

**5%**

**GRAD  
WOMEN**

**13%**

**1%**

**GRAD  
MEN**

**4%**

# National: Tactics or Circumstances

## Incapacitation

- unable to consent or stop what was happening because you were passed out, asleep or incapacitated due to drugs or alcohol

## Physical force or weapon, or threats

## Verbal coercion and non-physical threats

# MIT: Tactics or Circumstances

## Incapacitation

- Taking advantage of you when you were too drunk, high, asleep or out of it

## Verbal coercion or non-physical threats

## Force or weapon

## Threats of harm

# National: Offenders or Perpetrators

**Vast majority of sexual violence  
perpetrated by someone the victim knows**

**Friend or acquaintance**

**Involved or intimate with at time**

**Stranger**

**~80% affiliated with  
university (AAU)**



# MIT: Offenders or Perpetrators

Friend

Acquaintance, peer or  
colleague

No prior relationship

Current dating or sexual  
partner or spouse

Former dating or sexual  
partner or spouse

76%

INDICATED THAT ANOTHER MIT  
**STUDENT** WAS RESPONSIBLE  
(UNDERGRAD)

54%

INDICATED THAT ANOTHER MIT  
**STUDENT** WAS RESPONSIBLE  
(GRAD)

# National: Reporting to Law Enforcement

**<3%**

(AAU, 2015)

to

**20%\***

(BJS 2013)

**0.2% to 2.6%  
contacted  
Campus PD**

**0.1% to 2.1%  
contacted  
Local PD**

\*NCVS presented as about crime, interviews, incident-based language ("rape," "sexual attack," etc.), (BJS 2013)

# MIT: Official Reporting

**UNDERGRAD  
WOMEN**

**5%**

**GRAD  
WOMEN**

**6%**

**UNDERGRAD  
MEN**

**0%**

**GRAD  
MEN**

**<3%**

**Includes confidential resources**

# National: Reasons Didn't Report

**Didn't think it was serious enough to report**

- Krebs 2007: 56% of forced, 67% of incapacitated
- AAU 2015: 60%-75% across types of violence

**Felt ashamed, embarrassed, or that it would be too emotionally difficult**

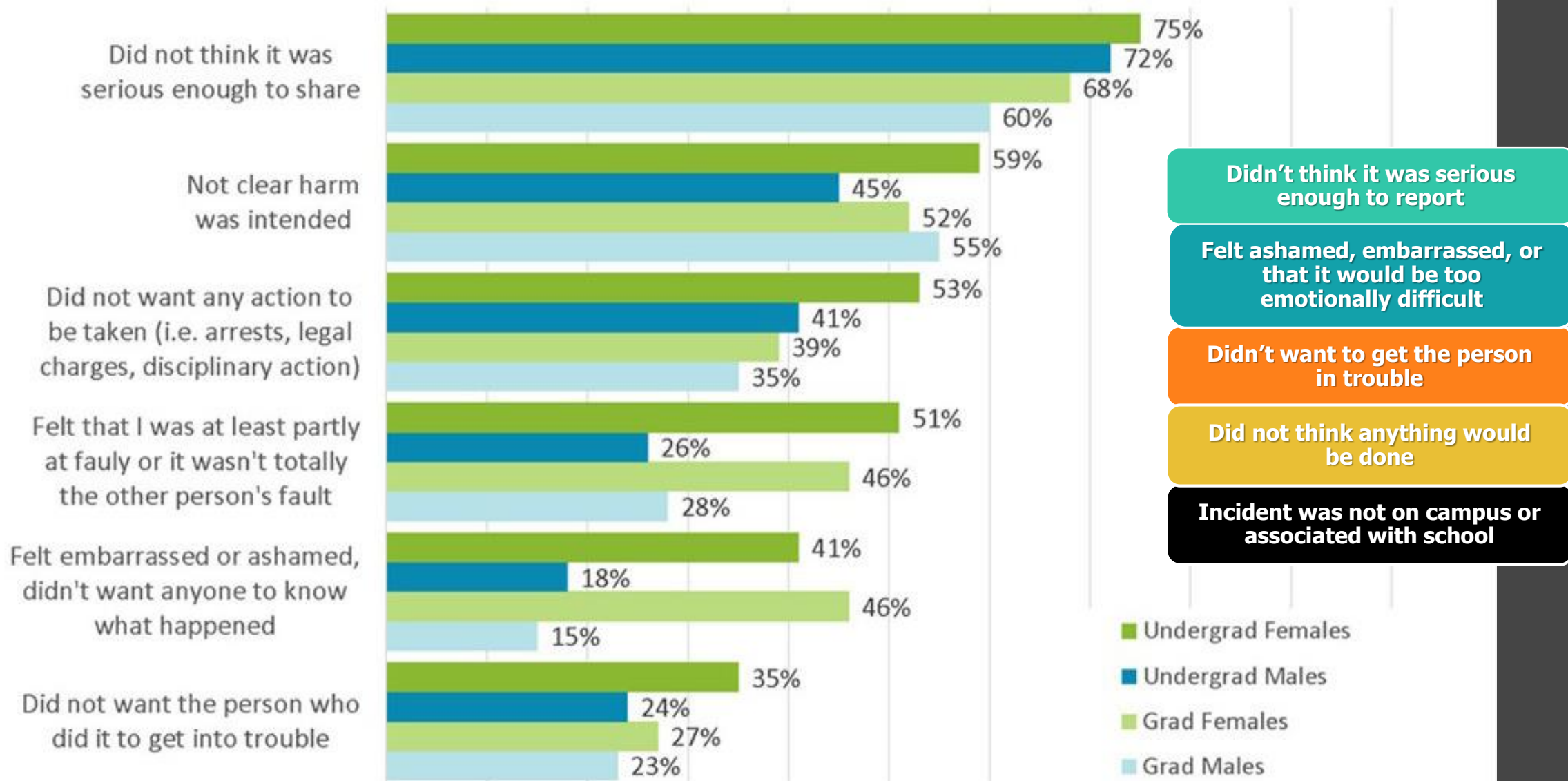
**Didn't want to get the person in trouble**

**Did not think anything would be done**

**Incident was not on campus or associated with school**



# Thoughts or concerns when deciding whether or not to share experience: Respondents by Type & Gender





# **MIT'S RESPONSE**

## Confidential Resources

*"I want to think through my situation with someone who can keep my information as confidential as possible."*

Violence Prevention and Response (VPR)  
617-253-2300

24-hr support & information line

Mental Health and Counseling

MIT Chaplaincy

MIT Medical

Ombuds Office

Peers and Peer Groups

*These offices adhere to strict standards of confidentiality.*



## Private Resources

*"I need to confide in someone and it is okay if that person needs to tell the Title IX Coordinator."*

EVERYONE ELSE

Title IX Coordinator/Investigator

Student Life Staff | Residential Life Staff

Academic Adviser | Faculty | Coaches

Student Support Services, S3

OGE | OUE

*These offices will keep your information as private as possible, but will need to disclose what you tell them to designated administrators who are responsible for community safety.*



# What happens when the Title IX Coordinator Reaches Out?



**To: Student**  
**From: Sarah Rankin, T9BR**

Hi [Name],  
I'm reaching out because I've been made aware of a concerning experience you raised recently.

I would like to meet so we can discuss the situation and I can review your reporting options, explain your rights, connect you to campus resources, and answer any questions or concerns you might have.

If you are interested in meeting, please send me some good times and we'll get something scheduled as soon as possible.

If you choose to not meet at this time, please know you can change your mind in the future. There's a lot of information on our website, <http://titleix.mit.edu/>, including MIT's policies, procedures, and resources. Our ability to address the situation is limited without talking with you. However, as I said, you can do that at any point should things change.

Best,  
Sarah



# Informal Remedies

- **Academic support**
- **Housing transfer**
- **No-contact orders**
- **Educational Intervention**



# Formal complaint resolution

**Title IX Investigation**



**Title IX Office writes report**



**Committee on Discipline**

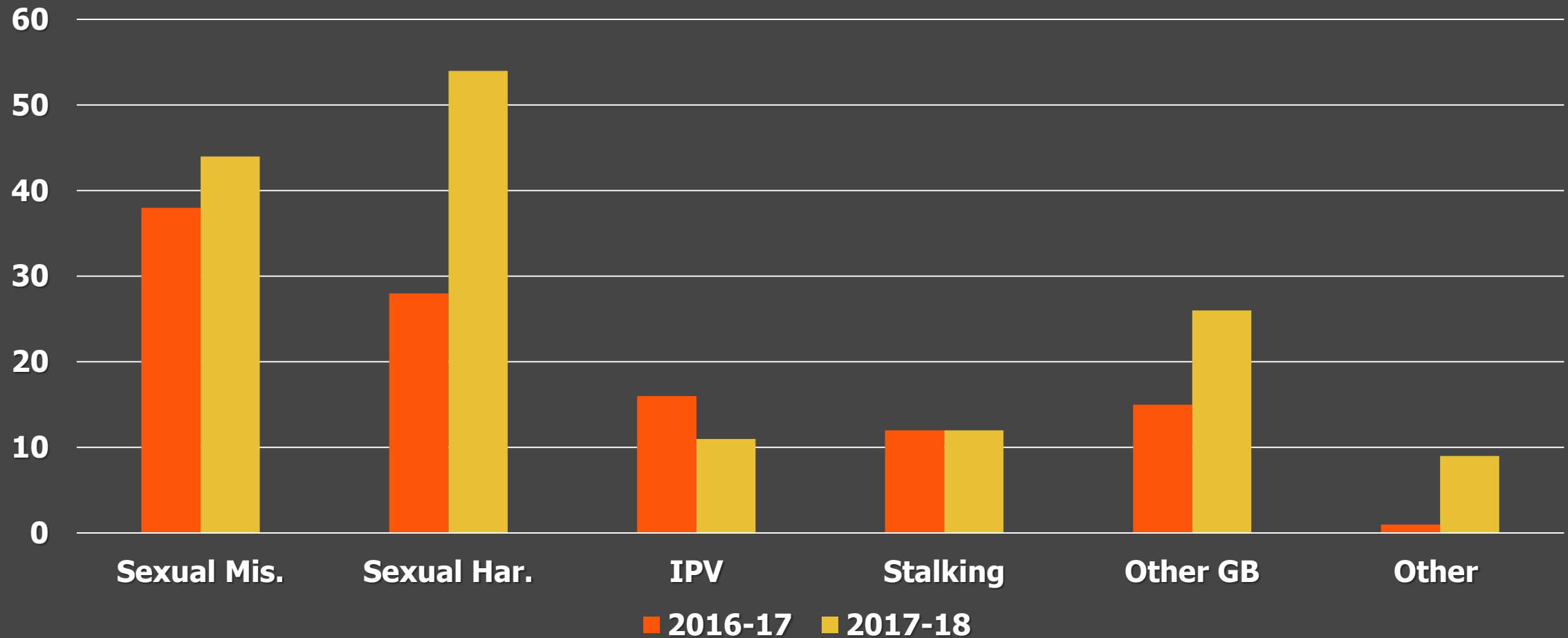


**Finding**

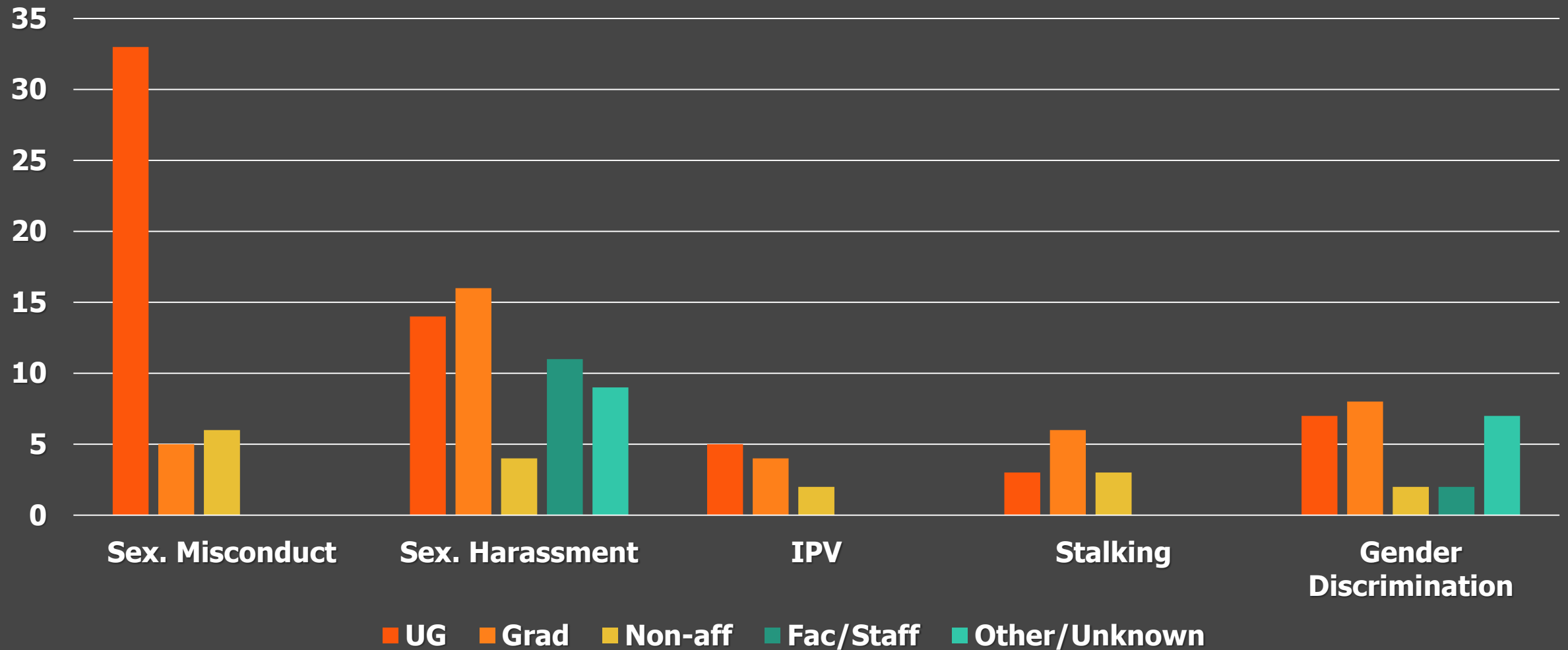
**2017-18**

# **TITLE IX DATA SUMMARY**

## 2017-18 Total Reports N=156

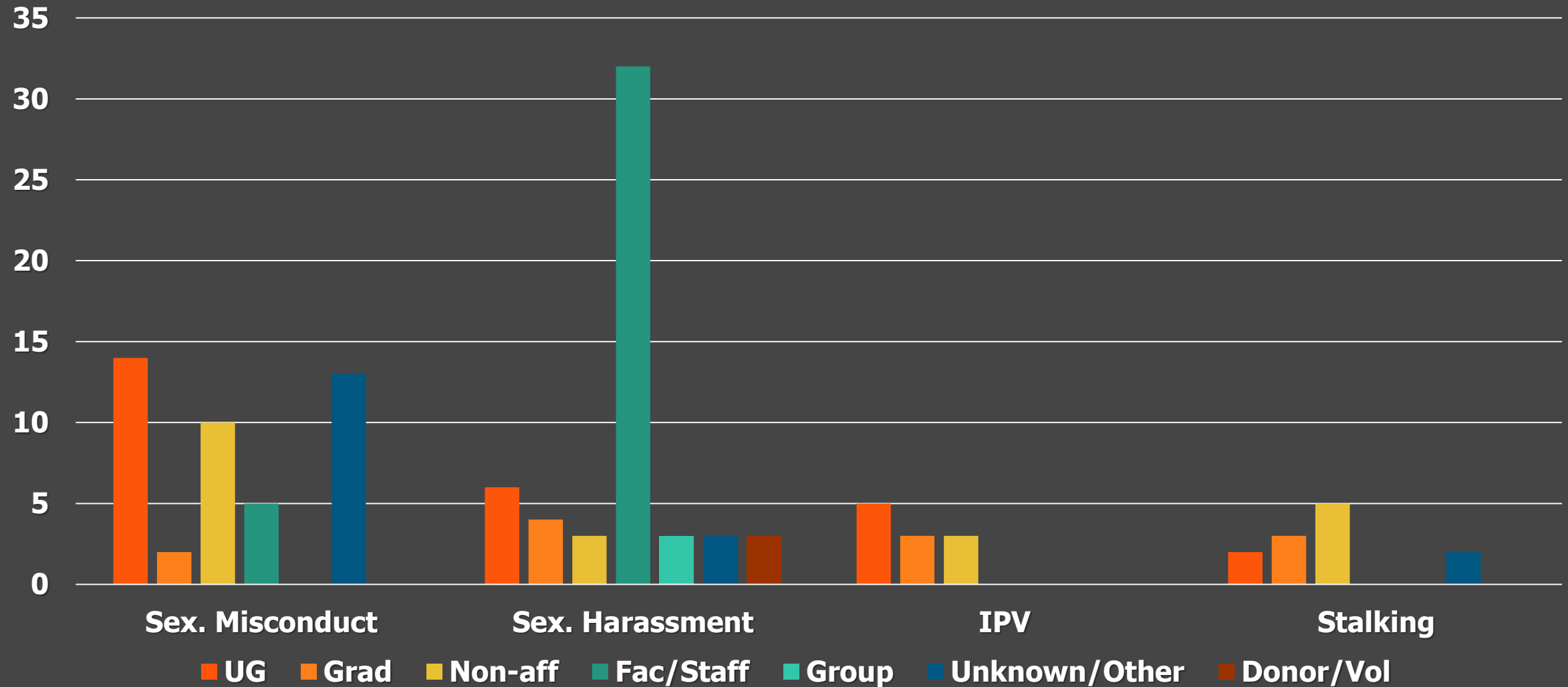


# Affiliation: Complainant 2017-18

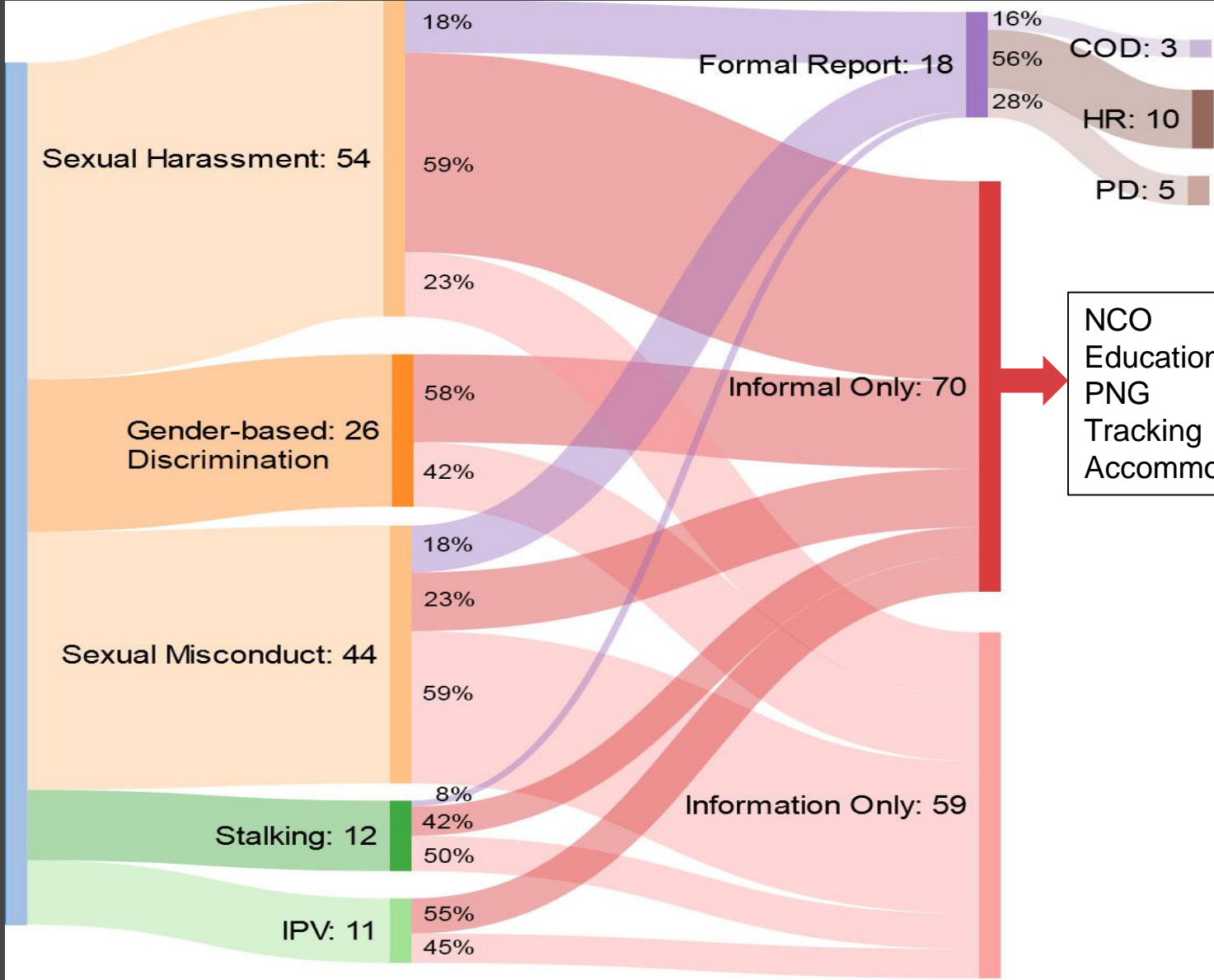




# Affiliation: Respondent 2017-18

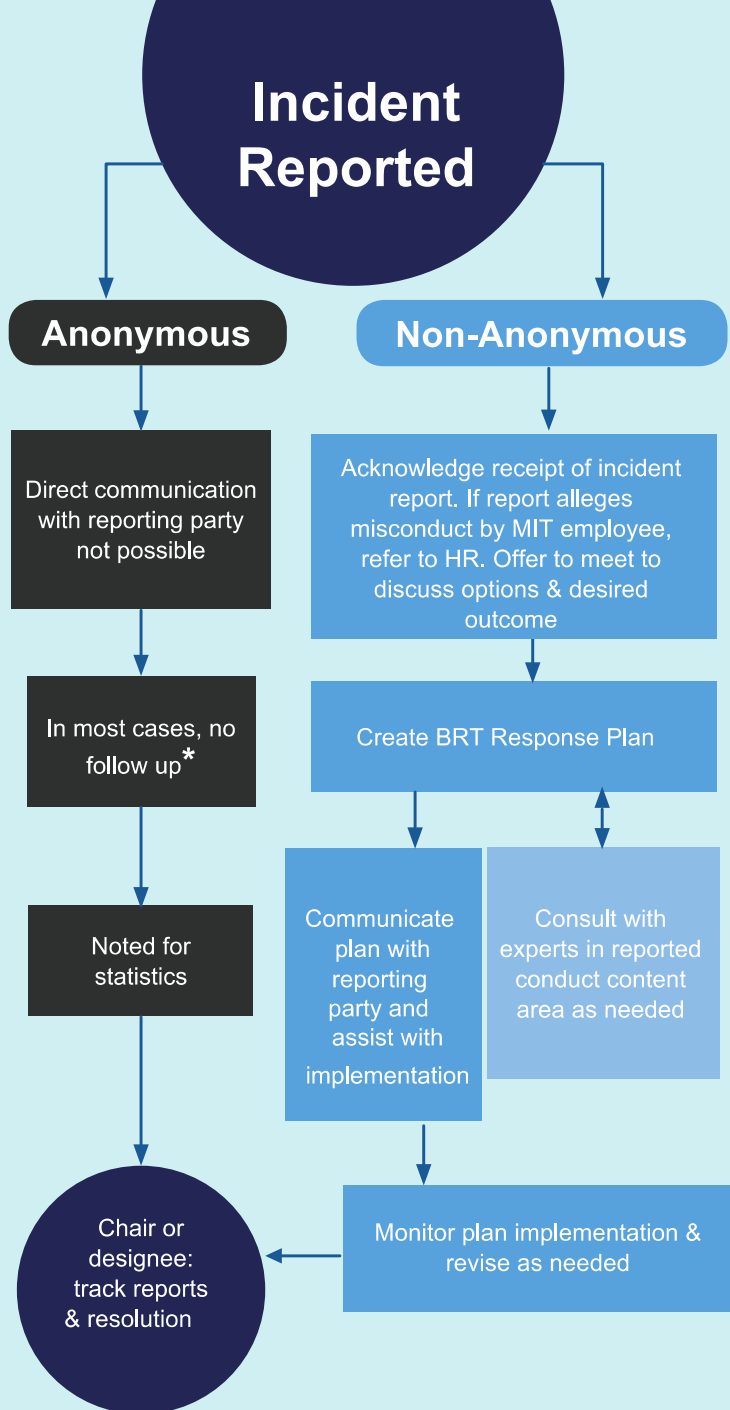


**T9BR: CASE RESOLUTION**



# Cases Brought to T9BR Office

**T9BR: BIAS RESPONSE**



# There are two ways to report an incident of bias and/or discrimination:

- Anonymous Reporting
- Non-Anonymous Reporting

\*An accused person named in an anonymous report will typically not be contacted by the BRT. Anonymous reports indicating a climate issue in a particular community (dorm, class, lab, club, etc.) may be responded to through an educational outreach or other.

# Reporting Form



**Massachusetts  
Institute of  
Technology**

## Harassment, Discrimination, Bias, and Hate Crime Reporting Form

This reporting form is for non-emergency incidents only. For emergencies, including safety concerns for members of the MIT community, call the MIT Police at 617-253-1212 or X100 from a campus phone.

For health concerns, call MIT Medical and Urgent Care at 617-253-4861.

### Background Information

#### What happens when we receive your report?

Upon receiving a report of bias or discrimination, the Discrimination Response Team's initial response will be determined based on the information immediately available. The timing and manner in which the Discrimination Response Team (DRT) addresses the report will vary depending on the initial information provided and whether you wish to remain anonymous. Generally, a member of the DRT, will follow up with you to discuss the situation, review formal and informal reporting options, and determine the desired outcome. Your request for resolution will be strongly considered by the DRT and honored whenever possible. In the event the DRT determines the reported conduct could be considered a "Hate Crime" under Massachusetts law, the MIT Police will be contacted and will create and coordinate the immediate response plan.

#### What happens if you decide to make an anonymous report?

In general, because we are unable to follow up with the reporting party, the Discrimination Response Team (DRT) will likely take no action regarding anonymous reports. These reports will be used for data gathering purposes. There are some situations where the DRT may take action on an anonymous report. When making this determination, the DRT will weigh the reporting party's request for anonymity with the Institute's commitment to provide a reasonably safe and non-discriminatory environment. In cases where the DRT determines action is needed, we will keep any potentially identifying information about the reporting party as confidential as



# **MIT'S PREVENTION EFFORTS**



# MIT Prevention & Education Initiatives

**New staff and faculty complete online training**

**Last year all current faculty and staff completed training**

**Incoming UG & G students complete online training**

**NCAA annual training requirement for student athletes**

**Social Host Training: groups hosting events, requirement for fraternities**

**FSILGs**

**STAR – Sorority Training Addressing Risk**

**IFC Sexual Misconduct Committee**

**CAP – Consent Awareness and Prevention education program**



# (Some) Research on Fraternity/Sorority Involvement

## Greek Life: Victimization Risk Factors

- **Sorority affiliation** (Krebs et al., 2007; Kalof, 1993)
- **Living in sorority house** (Mohler-Kuo et al., 2004)
- **Women more at risk for incapacitated rape if they often attend fraternity parties** (Krebs et al., 2007)
- **Fraternity or sorority participation** (OR: 1.46 for women, 1.82 for men; Mellins et al., 2017)

## Greek Life: Perpetration Risk Factors

- **Fraternity membership** (Greathouse et al., 2015; Foubert et al., 2007; Murnen & Kohlman, 2007; Bleeker & Murnen, 2005; Boeringer, 1999)
- **Assimilation rather than self-selection:**

"After controlling for attitudes, peer norms, and aggression before the males joined a fraternity, males who joined a fraternity showed increases in their perceptions of peer approval of forced sex, peer pressure to have sex, high-risk drinking, and number of sexual partners compared with men who had not joined a fraternity. Further, increases in peer approval of forced sex and high-risk drinking predicted the likelihood of sexual aggression 1 year later and high-risk drinking accounted for the association between joining a fraternity and sexual aggression, such that males who joined a fraternity increased their high-risk alcohol use and this in turn increased their likelihood of engaging in sexual aggression." (Kingree & Thompson, 2013, as cited in Thompson et al, 2014)

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