Sexual Misconduct Prevention and Response

AILG Plenary
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Agenda

• Resources: VPR & T9BR
• Sexual Misconduct 101
• MIT’s Response
• MIT’s Prevention Efforts
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
Case Breakdown

- Most common cases we receive:
  - Sexual Misconduct
  - Sexual Assault
  - Sexual Harassment
  - Intimate Partner Violence
  - Stalking
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 through force, threats of harm, or incapacitation (AAU, 2015)

**UNDERGRAD MEN**
- 5% Completed sexual assault 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)

**UNDERGRAD TGQN**
- 24% Completed sexual assault through force, threats, or incapacitation in college (AAU, 2015)

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

**38.5% Completed sexual assault through force, threats, incapacitation, or verbal coercion (Mellins et al., 2017)**
<table>
<thead>
<tr>
<th>Category</th>
<th>Undergrad Women</th>
<th>Undergrad Men</th>
<th>Grad Women</th>
<th>Grad Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attempted or completed sexual assault (through force or incapacitation)</td>
<td>19%</td>
<td>5%</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>Completed sexual assault (includes attempted and completed)</td>
<td>32%</td>
<td>12%</td>
<td>13%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Data from MIT Community Attitudes on Sexual Assault Survey 2014.
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**

Data from MIT Community Attitudes on Sexual Assault Survey 2014.
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)

2015 Association of American Universities Campus Climate Survey on Sexual Assault & Sexual Misconduct.
MIT: Offenders or Perpetrators

Data from MIT Community Attitudes on Sexual Assault Survey 2014.

<table>
<thead>
<tr>
<th>Relationship</th>
<th>Undergrad %</th>
<th>Grad %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friend</td>
<td>76%</td>
<td></td>
</tr>
<tr>
<td>Acquaintance, peer or colleague</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No prior relationship</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current dating or sexual partner or spouse</td>
<td></td>
<td>54%</td>
</tr>
<tr>
<td>Former dating or sexual partner or spouse</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

INDICATED THAT ANOTHER MIT STUDENT WAS RESPONSIBLE (UNDERGRAD)

INDICATED THAT ANOTHER MIT STUDENT WAS RESPONSIBLE (GRAD)
National: Reporting to Law Enforcement

- <3% to 2.6% contacted Campus PD (AAU, 2015)
- 0.2% to 2.6% contacted Campus PD
- 0.1% to 2.1% contacted Local PD
- 20%* (BJS 2013)

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

Undergrad Women: 5%
Undergrad Men: 0%
Grad Women: 6%
Grad Men: <3%

Includes confidential resources

Data from MIT Community Attitudes on Sexual Assault Survey 2014.
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

2015 Association of American Universities Campus Climate Survey on Sexual Assault & Sexual Misconduct.
Thoughts or concerns when deciding whether or not to share experience: Respondents by Type & Gender

- Didn't want to get the person in trouble
- Incident was not on campus or associated with school
- Felt ashamed, embarrassed, or that it would be too emotionally difficult
- Didn't think it was serious enough to report
- Did not think anything would be done

<table>
<thead>
<tr>
<th>Concern</th>
<th>Undergrad Females</th>
<th>Undergrad Males</th>
<th>Grad Females</th>
<th>Grad Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Didn't not think it was serious enough to share</td>
<td>72%</td>
<td>75%</td>
<td>60%</td>
<td>68%</td>
</tr>
<tr>
<td>Not clear harm was intended</td>
<td>59%</td>
<td>52%</td>
<td>55%</td>
<td>53%</td>
</tr>
<tr>
<td>Did not want any action to be taken (i.e. arrests, legal charges, disciplinary action)</td>
<td>45%</td>
<td>41%</td>
<td>39%</td>
<td>35%</td>
</tr>
<tr>
<td>Felt that I was at least partly at faulty or it wasn't totally the other person's fault</td>
<td>51%</td>
<td>26%</td>
<td>46%</td>
<td>46%</td>
</tr>
<tr>
<td>Felt embarrassed or ashamed, didn't want anyone to know what happened</td>
<td>41%</td>
<td>28%</td>
<td>46%</td>
<td>46%</td>
</tr>
<tr>
<td>Did not want the person who did it to get into trouble</td>
<td>46%</td>
<td>35%</td>
<td>24%</td>
<td>27%</td>
</tr>
</tbody>
</table>

MIT
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.
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

1. Title IX Investigation
2. Title IX Office writes report
3. Committee on Discipline
4. Finding
2017-18

TITLE IX DATA SUMMARY
2017-18 Total Reports N=156

- Sexual Mis.
- Sexual Har.
- IPV
- Stalking
- Other GB
- Other

2016-17 vs. 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
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)


