



Title IX Annual Report
Academic Year 2022-2023

Prepared by:
Christy Galatis
Director of Title IX

Executive Summary

Endicott College strives to create an environment in which all members of the community contribute in a way that promotes learning, personal growth, and active responsible citizenship. Sexual misconduct including Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking are antithetical to the standards and values of the College, violate College policy, and in most instances, state and federal law (See APPENDIX A). Sexual misconduct in all forms will not be tolerated.

The college's decision to hire a stand-alone Director of Title IX in October of 2022 occurred not only to ensure that the school remains legally compliant with Title IX, but also to provide an array of educational and awareness campaigns to foster prevention.

This inaugural annual report was developed to provide a transparent look into the (anonymized) data including the number and type of complaints of sexual misconduct received by this office as well as to increase the awareness of the specific prevention efforts and ongoing work of the Title IX Office. While data is important and can reveal important patterns of behavior to be learned and understood, it tells an incomplete story. We must remember that the numbers and charts included in this report reflect the real-life experiences of our students, employees, and community members.

With the purposes of this report in mind, I invite you to review this information with the goal of engaging in our shared objective of creating and maintaining an academic and workplace environment that is safe for all to grow and flourish.

Christy Galatis

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Director of Title IX

cgalatis@endicott.edu

The Title IX Team
(Revised on May 1st, 2023)

Title IX Office	
Christy Galatis	Director of Title IX
<u>Deputy Title IX Coordinators</u>	
Marlin Nabors	Associate VP and Dean of Students
Kerry Ramsdell	Chief of Police, Endicott
<u>Title IX Advisors</u>	
John Dustin Warren Jaferian Brandi Johnson Aaron Morrison Brittany Potter Sean Quirk Aileen Torrence Amy Wilichoski	Head Strength and Conditioning Coach Dean of International Education VP and Chief Diversity Officer VP, Human Resources Assistant Dean, ECTL Associate Director of Athletics Associate Dean, Curtis L. Gerrish School of Business Asst. Director of Recreation and Club Sports
<u>Title IX Confidential Advisors</u>	
Rev. Gail Cantor	Director of Belonging and Spiritual Life
Brianna Tricomi-Smith	Outreach Counselor
Endicott Counseling Staff	In role as Counselor/Therapist

Sexual Misconduct Allegations

The Office of Title IX is publishing the data in this report to enhance transparency and inform the campus community about the number of reports of prohibited conduct in violation of Endicott's Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence, Sexual Exploitation, and Stalking.

Individuals may self-report to the Office of Title IX or may be connected through a faculty or staff member. All Endicott College employees, except those designated as confidential, must report alleged incidents of sexual misconduct to the College's Title IX Coordinator or a deputy. Members of the Residential Life Staff including Resident Assistants, Assistant Residence Directors and Residence Directors are required to report any alleged incidents of sexual misconduct within 24 hours of the initial disclosure or more immediately if medical intervention is needed or requested. Students also have options to report outside of Endicott (See APPENDIX C).

When a report of sexual misconduct is made to the Title IX Office (this includes reports made either to the Director of Title IX or one of two Deputy Title IX Coordinators assigned by the Director), we offer to meet or speak with the impacted party to provide an overview of resources and supportive measures available, including medical care, counseling, crisis support, safety planning, academic and/or employment adjustments, and options to pursue a formal complaint. It is important to note that a report to the Title IX Office does not constitute the filing a formal complaint (which requires due process notification to the respondent). That may be an option, but it is not required for an individual to obtain the supportive measures mentioned above.

The following notes apply to the data in this section:

- Definitions of prohibited conduct are provided (See APPENDIX B).
- The data does not include reports made to confidential resources such as members of the Counseling Center, our Counselor-On-Call service, and the College's Health Center.
- To provide the most accurate portrayal of reporting, the data includes all cases in which at least one of the following applies:
 - The College knows the identity of the respondent, and the respondent is affiliated with the College.
 - The identity of the respondent is known to the complainant but is not provided to the College.

- The identity of the respondent is unknown to the complainant.
- If an incident involved more than one type of prohibited conduct (for example, sexual harassment and domestic violence), they are all reflected in this data.
- We did not include reports in which the respondent was identified and not affiliated with the College.

The Numbers

Overall, there were 32 total cases reported to the Title IX Office during the Summer of 2022, the Fall of 2022, and the Spring of 2023.

Chart 1 shows the number of cases in each category where either a student or an employee was involved. The categories represent how the incident was initially reported.

Chart1

Category	Number of Reports
Sexual Assault	12
Sexual Harassment	14
Dating Violence	2
Stalking	1
Sexual Exploitation	0
Non-Jurisdictional	3
* Non-jurisdictional means the allegations, even if substantiated, would not have been a violation of the College's Title IX Policy.	

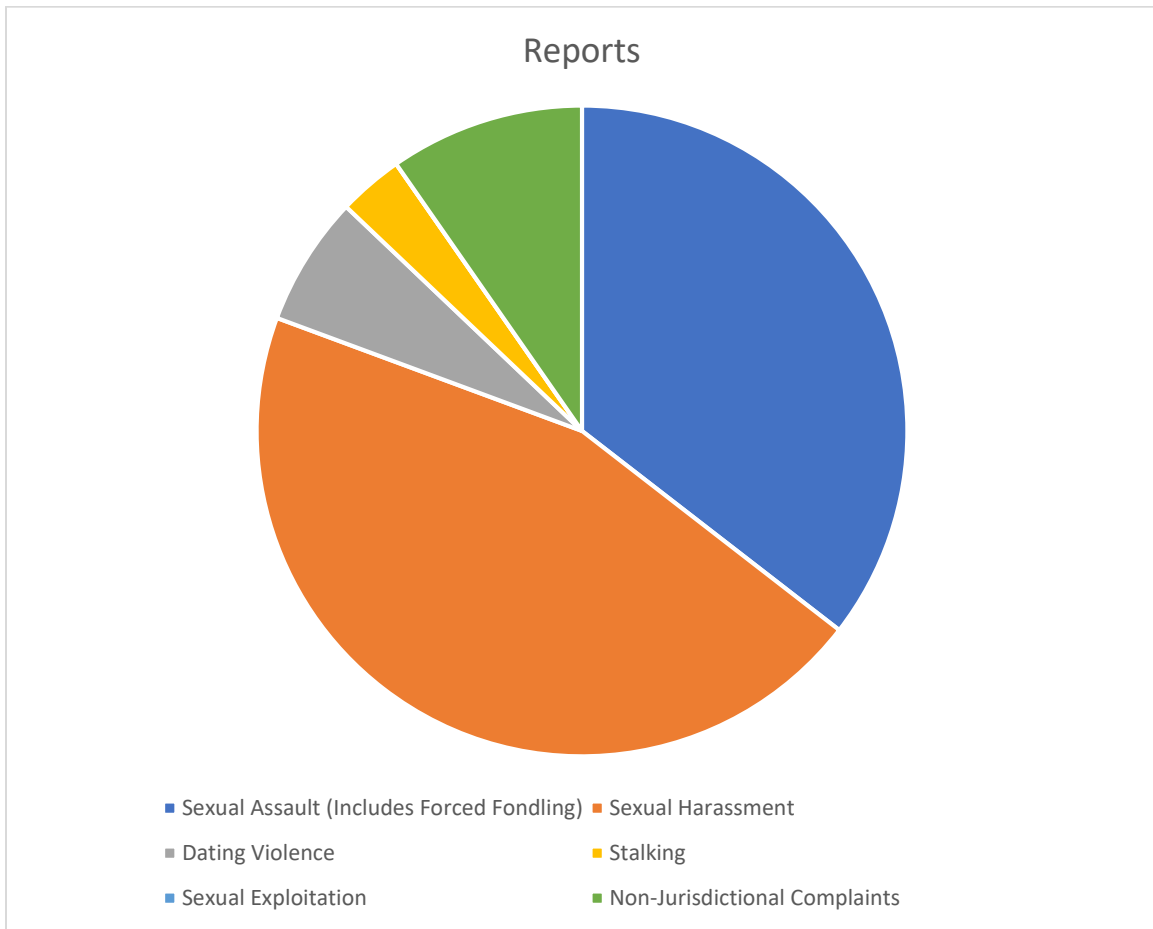
Chart 2 shows the number of cases broken down by category of the Respondent. In all but one case, the complainant was of student status at the time of the report.

Chart 2

Total	Student Respondent	Employee Respondent	Third Party Respondent	Unknown Respondent
Sexual Assault	10	0	0	1
Sexual Harassment	9	3	0	0
Dating Violence	2	0	0	0
Stalking	1	0	0	0
Sexual Exploitation	N/A	N/A	N/A	N/A

Chart 3 provides a visual of the alleged policy violation by category. For this past academic year, allegations of sexual harassment were the most prevalent reported policy violation. Second to the allegations of harassment were those of sexual assault with the majority of the parties involved (that being both complainant and respondent) being undergraduate, residential students.

Chart 3



Training, Prevention, and Awareness Campaigns

Endicott College provides training and programming throughout the academic year to foster awareness around the issue of sexual misconduct. Below is a description of the various trainings offered to the college community for the purposes of both regulatory compliance as well preventive programming offered and/or sponsored through the Title IX Office.

Training

(Mandatory and Elective)

Under the 2020 Title IX regulations, all Colleges and Universities are required to maintain for seven years, all materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. It also requires that institutions of Higher Education make all training materials publicly available on its website for no less than 7 (seven) years.

A. The individuals designated as a *Title IX Coordinator, informal resolution specialist, investigator, decision-maker, or hearing officer*, must receive specific training on their specific role in the process as well as training on:

- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.
- The definition of sexual harassment in § 106.30.
- The scope of the school's education program or activity.
- Trauma informed best practices.

B. *Investigators* specifically must receive training on issues of relevance in connection with the investigator's duty to create an investigative report that fairly summarizes relevant evidence.

C. *Decision-makers* specifically must receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. If live hearings are used/permitted, decision-makers must also receive training on any technology to be used at any live hearing.

AY 2022-2023 Training for the Endicott College Title IX Team:

Director of Title IX:

- ATIXA Title IX Coordinator & Administrator Level One and Two Certification
- ATIXA Time with IX: Investigative Strategy and Best Practices (Used in the April 2022 TIX Team Training)
- ATIXA Overview of Proposed 2022 Regulations
- DHE Hosted 2002 CSVP Annual Report Webinar
- Saint Anselm Stalking and Cyber Symposium
- 2023 DHE hosted Campus Safety and Violence Prevention (CSVP) training offerings: Sexual Assault on Campus: A Trauma Informed Response; Enhancing Safety Planning with Trauma-Informed Restorative Justice; Confidential Resource Providers: Incorporating Victim Advocacy in Trauma-Informed Campus Systems; Trauma-Informed and Inclusive Investigations; Report Writing and Investigations

Deputy Title IX Coordinators:

- ATIXA Informal Resolution Facilitator Certification
- DHE Hosted 2002 CSVP Annual Report Webinar

Title IX Confidential Resource Advisors:

- DHE Webinar- Confidential Resource Providers: Incorporating Victim Advocacy in Trauma-Informed Campus Systems

Title IX College Advisors:

- Half Day workshops scheduled for August 11, 2023

Professional Residential Staff and Peer Orientation Leaders:

- Presentation by the Endicott Title IX Coordinator; January, 2023

Staff and Faculty Training:

Live Presentation by Title IX Coordinator Monthly during New Employee Orientations.

Online Title IX Training Module for New Faculty and Staff: As of July 1st, 2023, all new faculty and staff will be required to take an online module through ZYWAVE Solutions which provides awareness regarding issues of quid pro quo sexual harassment and hostile environment in addition to explaining employee reporting obligations under Title IX and best practices in receiving disclosures and serving students in crisis.

Student Training:

Online Sexual Misconduct Training Module for Incoming Students: As of May 1st, 2023, it became policy that all first-year Endicott students and transfer students will be *required* to take an online module through VECTOR Solutions which provides awareness regarding issues of sexual assault, sexual harassment, intimate partner violence, stalking, and consent, and effective bystander technique.

Live Interactive Presentation for All first-year students: Mya Kermelewicz presented on the topics of healthy relationships, consent, and proactive bystander behaviors.

CRLA Peer Tutor Training: Collaborative training between Counseling Staff and the Office of Title IX on the importance of listening and mandatory reporting

Prevention and Awareness Programming

First Year Orientation: The Office of Student Transitions along with the Dean of Students Office sponsored a presentation by educational Group *Ruby Dietz* which focused on the topics of consent, alcohol awareness, and the importance of being an active bystander.

Title IX Resource Awareness Campaign: When entering restrooms across various campus buildings, students will now see resource cards on the inside of stalls containing important resource information including methods of reporting and 24/7 medical assistance. Also included is an accessible QR code which provides a direct link to college's entire Title IX policy (See APPENDIX C).

Bystander Prevention Poster/Flyer Campaign: In collaboration with The Office of Student Conduct and the Office of Title IX, the “Don’t Turn a Blind Eye” campaign kicked-off at the start of the Spring 2023 semester (See APPENDIX D). The print campaign consisted of posters and flyers highlighting the importance of the Pro-Social Gull Bystander Prevention Strategy.

Safe Spring-Break Tabling – In collaboration with the Student Government Association (SGA), SGA representatives provided information as well as resources including safe drinking “nite caps” as well as key chain drink testers at various times during the first week of March in the student center and school pub.

Sexual Assault Awareness Month - During the month of April 2023, partnerships between the Office of Title IX, The Counseling Center, and the Office of Community Services partnered for two key events; Take Back the Night and Denim Day. Both events were open to the entire Endicott Community and focused on discussing prevention and survivor support.

You Throw Like A Girl - Sponsored by the Center for Inclusion and Belonging, former NFL star and author, Don McPherson, spoke to students on the topic of “learning and helping other men learn how to be a better man” along with other important topics such as communication incompetence, gender-based violence, and other destructive behaviors.

Policy Work & Upcoming Legislation

Status of 2022-2023 Proposed Amendments to the Title IX Regulations:

On May 26, 2023, the U.S. Department of Education announced that it hopes to release final revisions to the Title IX regulations in October 2023. This is several months later than the previously announced target date. The Department's announcement actually applies to two separate sets of proposed regulations:

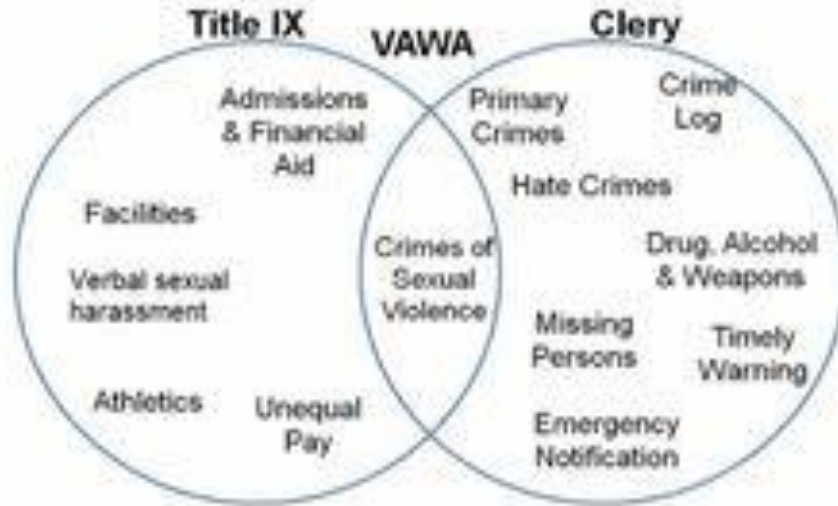
1. Proposed regulations that were officially published for public comment in July 2022. These regulations address the implementation of Title IX in regard to sex discrimination generally (including sexual harassment). The DOE has proposed substantial amendments to the requirements that currently apply to responding to complaints that include any allegations of prohibited sexual harassment.
2. Proposed regulations that will address the application of Title IX within school athletics programs, specifically relating to the issue of participation in athletics by transgender students.

According to the press release, the DOE's final release of the new Title IX regulations will go live in October which will allow all institutions of higher education time to review and change our respective policies and procedures to be in line with the new law after the New Year – 2024.

A full transcription of the DOE's May 26th Press Release is provided (See APPENDIX E).

APPENDIX A

Reviewing the Laws



APPENDIX B

Title IX Sexual Misconduct

Title IX Quid Pro Quo Sexual Harassment: Conduct on the basis of sex by which an employee of the University conditions the provision of an aid, benefit, or service of the University on a student's or employee's participation in unwelcome sexual conduct

Title IX Severe, Pervasive and Objectively Offensive Sexual Harassment: Conduct on the basis of sex that constitutes unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a student or employee equal access to the University's education program or activity.

Title IX Sexual Assault: Includes rape, fondling without consent, incest or statutory rape. Any act of vaginal or anal penetration, however slight, with any body part or object, or oral genital contact of another person, without consent. Touching of the private body parts of another person for the purpose of sexual gratification, without consent.

Title IX Domestic Violence: Conduct that constitutes a felony or misdemeanor crime 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/was cohabitating with the complainant; by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Title IX Dating Violence: Conduct that constitutes violence committed by a person who was/is involved in a sexual, dating, spousal, domestic or other intimate relationship with the Complainant.

Title IX Stalking: Conduct on the basis of sex that constitutes a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Sexual Exploitation: Any act where one person violates the sexual privacy of another or takes unjust or abusive sexual advantage of another, but that does not fall within the definition of Title IX Sexual Harassment. Sexual exploitation may include:

- surreptitiously observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
- recording, photographing, transmitting, showing, viewing, streaming, or distributing intimate or sexual images, audio recordings, or sexual information without the knowledge and consent of all parties involved;
- providing alcohol or drugs to a complainant with the intent to facilitate Prohibited Conduct;
- exposing one's genitals or inducing another to expose their own genitals in non-consensual circumstances; or
- knowingly exposing someone to or transmitting an STI or HIV.

APPENDIX C

Endicott College

On-Campus Title IX Resources

OVERVIEW

Title IX of the Education Amendments of 1972 prohibits sex discrimination in all education programs and covers sexual assault, sexual harassment, intimate partner violence, stalking, and sexual exploitation. Endicott encourages those who have been subjected to any sexual misconduct to report it; however, not every individual will be prepared to make a report to the College or law enforcement so there are several confidential resources as well.



Scan this to read
Endicott's full
Title IX Policy!

REPORTING

Director of Title IX Services
Christy Galatis
978-232-7746
cgalatis@endicott.edu

Residence Life
Resident Assistant or Residence Director
978-232-2222
reslife@endicott.edu

24 hour On-Campus Emergency Support
Dept of Public Safety Ext. 1111

CONFIDENTIAL RESOURCES

Wellness Center
Health Center or the Counseling Center
978-232-2104
wellness@endicott.edu

Director of Belonging and Spiritual Life
Gail Cantor
978-232-2163
gcantor@endicott.edu

Endicott College

Off-Campus Title IX Resources

MEDICAL SUPPORT

(Sexual Assault Nurse Examiner (SANE))

Regional SANE Coordinator
Deb Perry, MSN, BS, RN, SANE, CEN
978-478-8138
Deborah.Perry@state.ma.us

MDPH SANE Hospitals (24 hrs)

Lawrence General Hospital
1 General St.
Lawrence, MA 01842-0389
(978) 683-4000

Lowell General Hospital
295 Varnum Avenue
Lowell, MA 01854
(978) 937-6000

OTHER RESOURCES

Fenway Health Violence Recovery
Support for LGBTQ+ survivors
617-927-6250

1 in 6
Resources for male
survivors www.1in6.org

Local Planned Parenthood Centers
Greater Boston Health Ctr.
800-258-4448

24-HOUR HOTLINES

North Shore Rape Crisis Center
800-922-8772

Boston Area Rape Crisis Center
617-492-7273

RAINN
800-656-4673
www.rainn.org

APPENDIX D

Don't turn a blind eye



Don't assume they consented.
Intervene and get help.
Direct, Delegate, and Distract.
You can make a difference.

Public Safety
978-232-2222
safety@endicott.edu

Christy Galatis
Director of Title IX
978-998-7746
cgalatis@endicott.edu
WAX 140

**PROSOCIAL
GULL**



APPENDIX E

6/15/23, 4:27 PM

A Timing Update on Title IX Rulemaking - ED.gov Blog

HOMEROOM

THE OFFICIAL BLOG OF THE
U.S. DEPARTMENT OF EDUCATION
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From the Secretary (<https://blog.ed.gov/author/mcardona/>)

A Timing Update on Title IX Rulemaking

Posted by U.S. Department of Education (<https://blog.ed.gov/author/bloged/>) [May 26, 2023 \(2023-05-26T12:00:00-04:00\)](https://blog.ed.gov/2023/05/a-timing-update-on-title-ix-rulemaking/) (<https://blog.ed.gov/2023/05/a-timing-update-on-title-ix-rulemaking/>) [Headlines](https://blog.ed.gov/topic/headlines/) (<https://blog.ed.gov/topic/headlines/>), [News](https://blog.ed.gov/topic/news/) (<https://blog.ed.gov/topic/news/>), [Title IX](https://blog.ed.gov/topic/title-ix/) (<https://blog.ed.gov/topic/title-ix/>)

The Biden-Harris Administration is committed to ensuring all students are guaranteed an educational environment free from discrimination on the basis of sex. To that end, amending the Department of Education's (Department's) regulations that implement Title IX of the Education Amendments of 1972 (Title IX) is a top priority to ensure full protection against sex discrimination for all students in federally funded education programs and activities.

The Title IX proposed regulations that the Department released in July 2022 are historic. They would strengthen protections for students who experience sexual harassment and assault at school, and they would help protect LGBTQI+ students from discrimination. The Department received more than 240,000 public comments on the proposed rule – nearly twice as many comments as the Department received during its last rulemaking on Title IX. Carefully considering and reviewing these comments takes time, and is essential to ensuring the final rule is enduring. That is why the Department is updating its Spring Unified Agenda to now reflect an anticipated date of October 2023 for the final Title IX rule. In addition, the Department is updating its Spring Unified Agenda to reflect an anticipated date of October 2023 for its proposed Athletics regulation, which received over 150,000 comments during its recent public comment period from April 12 – May 15, 2023. The Department is currently reviewing each of these comments, and is grateful for the extensive public participation and comments received in this rulemaking process.

You can access the July 2022 NPRM [here](https://www.govinfo.gov/content/pkg/FR-2022-07-12/pdf/2022-13734.pdf) (<https://www.govinfo.gov/content/pkg/FR-2022-07-12/pdf/2022-13734.pdf>), view submitted comments [here](https://www.regulations.gov/docket/ED-2021-OCR-0166/comments) (<https://www.regulations.gov/docket/ED-2021-OCR-0166/comments>) and find a fact sheet about the July 2022 NPRM [here](#)

file:///C:/Users/cgalatis/Desktop/Title IX Resources for Christy/A Timing Update on Title IX Rulemaking - ED.gov Blog.html

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