



Title IX Annual Report
Academic Year 2023-2024

Prepared by:
Christy Galatis
Director of Title IX

Director's Summary

Title IX of the Education Amendments of 1972 defines and ensures sex and gender equity in education. The law prohibits all forms of sex or gender-based discrimination in any educational program or activity that receives federal funding. Title IX applies to all Endicott College-sponsored educational programs or activities, including sponsored off-campus programs. 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."

In addition to Federal Title IX law, external data indicates sexual violence is significantly underreported on all college campuses. In response to the recommended best practices for prevention, in the Fall of 2022, Endicott College created the first stand-alone Title IX Office to provide specific oversight with regard to both compliance with the Federal Title IX regulations as well as to enhance the College's prevention of and response to sexual misconduct on campus. In doing so, we expected the number of incidents reported to increase and then remain consistent. In line with this projection, readers of this report will note an astounding 73% increase in reports of sexual misconduct to the Title IX Office between Academic Years 2021-2022 and 2023-2024. It is anticipated that this number will continue to rise as a result of the increased visibility of the College's Title IX grievance procedures. We are closely monitoring this trajectory.

The purpose of this report is to accurately convey reports of sexual misconduct made to the Title IX Office during the 2023-2024 academic year as well as to highlight the important initiatives we have undertaken as we strive to educate the community on matters of prevention. Although this report delves into numeric and aggregated information pertaining to sexual misconduct matters, it is imperative that we recognize that it does not adequately reflect the experiences of the individuals who engaged with our office over the course of this past year.

An essential purpose of any Title IX office is to engage the campus community in intentional and thoughtful conversations about sexual misconduct in a way that does not shy from individual responsibility. Every single one of us has an obligation to intervene when we see others in trouble. We continue to strive to be such a community.

Christy Galatis

Christy Galatis
Director of Title IX

The Title IX Team
(Revised on May 1st, 2024)

<u>Title IX Office</u>	
Christy Galatis	Director of Title IX
<u>Deputy Title IX Coordinators</u>	
Steve Rossi Kerry Ramsdell	Director of Student Engagement Chief of Police, Endicott
<u>Title IX Decision Makers/Appeals</u>	
Marlin Nabors Michelle Mustone	Asst. Vice President and Dean of Students Director of Educational Licensure
<u>Title IX Advisors</u>	
John Dustin Warren Jaferian Brandi Johnson Brittany Potter Sean Quirk Aileen Torrence Amy Wilichoski	Head Strength and Conditioning Coach Dean of International Education VP and Chief Diversity Officer Associate Dean, ECTL Associate Director of Athletics Faculty, Curtis L. Gerrish School of Business Asst. Director of Recreation and Club Sports
<u>Title IX Confidential Advisors</u>	
Rev. Gail Cantor Brianna Tricomi-Smith Endicott Counseling Staff	Director of Belonging and Spiritual Life Outreach Counselor 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 Title IX Policy including reports of Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking. These definitions reflect the entire set of laws governing Institutions of Higher Education (IHE's) as they relate to sexual misconduct including Title IX, The Cleary Act, and the Violence Against Women Act (See APPENDIX A).

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, are considered "Mandatory Reporters" and are required to report incidents of sexual misconduct to the College's Title IX Coordinator or their Deputy IX Coordinators. Members of the Residential Life Staff including Resident Assistants, Assistant Residence Directors and Residence Directors are also considered "Mandatory Reporters" thus required to report any alleged incidents of sexual misconduct within 24 hours of the initial disclosure (or less if medical intervention is needed or requested). Students also have options to report outside of Endicott.

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 directly 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 38 total cases reported to the Title IX Office during the 2023-2024 Academic Year. Academic Year refers to the time period from the beginning of Summer Session 1 to the end of Spring Semester 2024 which are between the following dates: May 30th, 2023 – May 18th, 2024. Chart 1 provides the number of reports broken down by type of misconduct. This information is based on the initial report received. Each unique report may include one or more factors as the basis of conduct/harassment.

Most reports are made to one of the many mandatory reporters employed on campus through both email and in-person meetings. The remaining reports are typically submitted through the college’s on-line reporting platform, Maxient. 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 1

Category	Number of Reports
Sexual Assault	16
Sexual Harassment	19
Dating Violence	4
Stalking	4
Non-Jurisdictional*	0

* 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

Type of Violation	Student Respondent	Employee Respondent	Non-Endicott Respondent	Unknown Respondent
Sexual Assault	15	0	1	1
Sexual Harassment	17	2	0	0
Dating Violence	4	0	0	0
Stalking	4	0	0	0

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 Informal Resolution Facilitators. 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 Coordinators, Investigators, Decision-Makers, and Informal Resolution Facilitators 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 2023-2024 Training for the Endicott College Title IX Team:

Director of Title IX:

- *Autism Training for Sexual Assault Counselors* presented by Boston University's Sergeant College of Health and Rehabilitation Services
- *Best Practices for Higher Education* presented by Time with IX-ATIXA
- *Compliance 101 – Nondiscrimination Laws and What They Mean for Colleges and Universities* presented by Husch Blackwell
- *Developing and Implementing Sexual Violence Response Initiatives* presented by NASPA
- *Higher Education Resolution Agreements Sessions 1 and 2* presented by ATIXA
- *Informal Resolution Foundations* presented by ATIXA
- *Intake and Jurisdiction Seminar* presented by ATIXA
- *Investigations and Report Writing* presented by ATIXA
- *Navigating the Rise of Technology Facilitated Sexual Abuse* presented by ATIXA
- *New Title IX Regulations; Key Decision Points* presented by ATIXA
- *Stalking and Intimate Partner Violence* presented by Peace Over Violence
- *Title IX Double Take: A Side by Side Comparison of the New and Old Regulations* presented by Thompson and Horton
- *2024 Title IX Regulations Webinar for Higher Education Institutions* presented by ATIXA
- *2024 Regulations Series; Key Decision Points and Model Policies* presented by ATIXA

- 2024 DHE hosted Campus Safety and Violence Prevention (CSVP) training offerings: *Applying Trauma-Informed Restorative Justice to Your Cases; Confidential Resource Providers: Overview of Victim Services; Trauma-Informed and Inclusive Investigations; Report Writing and Investigations*

Deputy Title IX Coordinators:

- ATIXA Informal Resolution Facilitator Certification

Title IX Confidential Resource Advisors:

2024 DHE hosted Campus Safety and Violence Prevention (CSVP) training offerings: *Confidential Resource Providers: Overview of Victim Services*

Title IX College Advisors:

- Half Day workshop – presented internally by the Office of Title IX (summer of 2023)

Professional Residential Staff and Peer Orientation Leaders:

- Presentation by the Endicott Title IX Coordinator; (summer of 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 (9/1/23)

Prevention and Awareness Programming

First-Year Orientation: The Office of Student Transitions and Family Programs, along with the Dean of Students Office sponsored a presentation by Mya Kermelewicz of MK Prevention Services. Topics of discussion included 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).

Stalking Awareness Campaign: In line with January's Stalking Awareness Month campaign, The Office of Title IX in collaboration with campus police held a presentation called "Talking Stalking". This educational lecture covered the legal definition of stalking, the facts surrounding this illegal behavior, and what students need to know about cyber stalking (See APPENDIX D).

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 outside of Callahan Dining Hall.

Take Back the Night - During the month of April 2024, partnerships between the Office of Title IX, The Counseling Center, and the Office of Community Services participated in Take Back The Night campus event. Both events were open to the entire Endicott Community and focused on discussing prevention and survivor support (See APPENDIX E).

Sexual Assault Awareness Month discussion: Mya Kermelewicz from MK Prevention Services facilitated a workshop for students wanting to share their stories of unhealthy relationships and how to begin the healing process (See APPENDIX F).

Policy Work & Upcoming Legislation

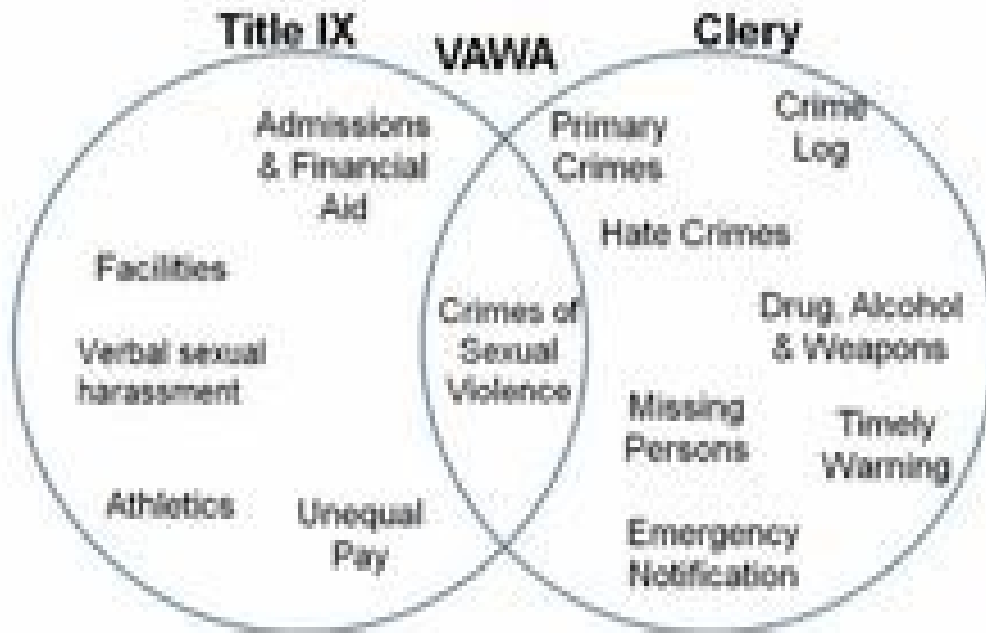
Status of 2024 Amendments to the Title IX Regulations (See APPENDIX G).

The U.S. Department of Education released its Final Rule under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs or activities receiving Federal financial assistance.

The final regulations promote educational equity and opportunity for students across the country by restoring and strengthening vital protections for students, and provide schools with information to meet their Title IX obligations while offering appropriate discretion and flexibility to account for variations in school size, student populations, and administrative structures. The final regulations also promote accountability by requiring schools to take prompt and effective action when notified of conduct that reasonably may constitute sex discrimination in their education programs or activities. The final regulations also reaffirm the Department's core commitment to fundamental fairness for all parties, the rights of parents and guardians to support their minor children, and respect for complainants' autonomy.

In addition to the Final Rule, the Department has released a fact sheet, a summary of the major provisions of the final regulations, and a resource for drafting Title IX nondiscrimination policies, notices of nondiscrimination, and grievance procedures. The Final Rule will be effective on August 1, 2024, and apply to complaints of sex discrimination regarding alleged conduct that occurs on or after that date. The Department is committed to supporting schools in implementing the final regulations and will provide technical assistance and additional resources to schools to support implementation and compliance.

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

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!

PLEASE CONSIDER YOUR OPTIONS LISTED ON THE FRONT AND BACK SIDE OF THIS CARD

REPORTING

24-Hour Reporting and Support:

Endicott College Public Safety and Police
24-Hour Access to Trained Sexual Assault
Investigators - Ext. 2222

Residence Life
Residence Director - Ext. 2222

Business Hours:

Christy Galatis, Director of Title IX
cgalatis@endicott.edu - Ext. 7746

CONFIDENTIAL RESOURCES

24-Hour Support:

Endicott College
Counselor On Call
Contact Public Safety @ ext. 2222 and request
to speak with the counselor on call.

Business Hours:

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

Endicott College

Off-Campus Title IX Resources

Evidence Collection

- After a sexual assault, it is important to get medical care to treat any injuries and to help prevent a Sexually Transmitted Infection (STI) including HIV. You can also choose to be tested for STI's.
- If the assault occurred within the past 5 days, you may also choose to have a medical forensic examination and forensic evidence collection kit (Rape Kit) completed.
- It is recommended that individuals seeking medical care do so by a **Sexual Assault Nurse Examiner (SANE)**. These are trained, certified professionals skilled in performing quality forensic medical exams (see next section for contact information)

Designated SANE Site Hospitals (North Shore & Boston Regions)

Beverly Hospital (TeleSANE)

85 Herrick Street
Beverly, MA 01915
(978) 922-3000

Lowell General Hospital Saints Campus

1 Hospital Drive
Lowell, MA 01852
(978) 458-1411

Massachusetts General Hospital

55 Fruit St.
Boston, MA 02114-2622
(877) 424-5678

24-HOUR HOTLINES

(For those looking to discuss next
steps before seeking medical
assistance)

North Shore Rape Crisis Center

877-509-9922

Boston Area Rape Crisis Center

617-492-7273

RAINN

800-656-4673

www.rainn.org

APPENDIX D



The infographic features a dark blue background with light blue and white text and icons. In the top left, a light blue police officer icon stands next to a light blue figure pointing towards the right. In the top right, the text 'FEWER THAN 1 IN 3 STALKING VICTIMS REPORT TO LAW ENFORCEMENT' is displayed. In the bottom left, the text 'FEWER THAN 1 IN 5 STALKING VICTIMS SEEK OUT VICTIM SERVICES' is shown. In the bottom right, a light blue door icon has a sign that says 'SAFE HORIZONS' with a purple ribbon symbol, and a light blue figure stands next to it. A large ampersand icon is positioned between the two main statistics.

FEWER THAN
1 IN 3
STALKING VICTIMS
REPORT TO **LAW
ENFORCEMENT**

&

FEWER THAN
1 IN 5
STALKING VICTIMS
SEEK OUT **VICTIM
SERVICES**

SAFE HORIZONS

**NATIONAL
STALKING
AWARENESS MONTH**
2023
KNOW IT. NAME IT. STOP IT.

Truman, J.L., & Morgan, R.E. (2022). Stalking Victimization, 2019. Washington, DC: US DOJ, Bureau of Justice Statistics, Special Report.



March & Rally

**IT TAKES A COMMUNITY TO
END SEXUAL VIOLENCE**

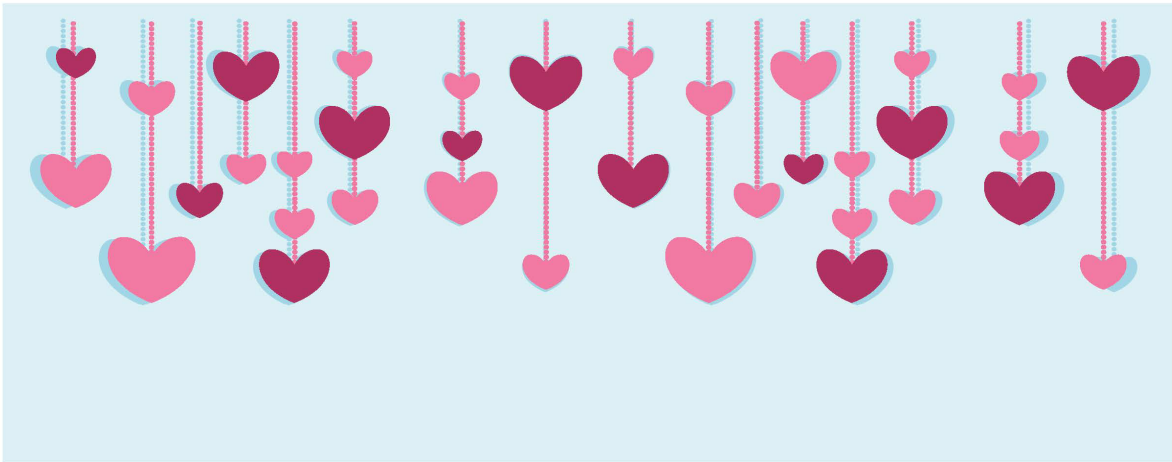
Gather at the Amphitheater for a short march around The Lakes. Event to follow with speakers, survivor stories, and entertainment by the Endicott Choir and ECHO.

Hot cider and snacks will be provided.

**Tuesday,
April 23
6 p.m.
Amphitheater**
(by The Lakes)



APPENDIX F



Relationship Coach, Mya Kermelewicz

Presents....

Relearning Love & Healing Your Way

What happens after the relationship ends? Join Mya to learn about the journey to recovery, relearning what it means to be in a healthy relationship, coping tools, and grounding practices to become the best version of yourself again.

All while making your own Sundaes!!



Space is limited ~ Reserve your spot today ~ [RSVP to cgalatis@endicott.edu](mailto:cgalatis@endicott.edu)

THURSDAY, APRIL 11

6:30PM TO 8:00PM

CUMMINGS BLDG ROOM 462

APPENDIX G

U.S. Department of Education Releases Final Title IX Regulations, Providing Vital Protections Against Sex Discrimination

APRIL 19, 2024

Contact: Press Office, (202) 401-1576, press@ed.gov

Department Advances Educational Equity and Opportunity

For more than 50 years, Title IX has paved the way for tremendous strides in access to education for millions of students across the country. Every student deserves educational opportunity free from discrimination. That is why today the U.S. Department of Education (Department) released its Final Rule under Title IX, which prohibits discrimination on the basis of sex in education programs or activities receiving federal financial assistance. The final regulations promote educational equity and opportunity for students across the country as well as accountability and fairness, while empowering and supporting students and families.

“For more than 50 years, Title IX has promised an equal opportunity to learn and thrive in our nation's schools free from sex discrimination,” said U.S. Secretary of Education Miguel Cardona. “These final regulations build on the legacy of Title IX by clarifying that all our nation's students can access schools that are safe, welcoming, and respect their rights.”

The final regulations advance Title IX's promise of ensuring that no person experiences sex discrimination, including sex-based harassment or sexual violence, in federally funded education. The final regulations restore and strengthen vital protections for students, and provide schools with information to meet their Title IX obligations while offering appropriate discretion and flexibility to account for variations in school size, student populations, and administrative structures. The final regulations also require schools to take prompt and effective action when notified of conduct that reasonably may constitute sex discrimination in their education programs or activities. The final regulations also reaffirm the Department's core commitment to fundamental fairness for all parties, the rights of parents and guardians to support their minor children, and respect for complainants' autonomy.

The final regulations:

- **Protect against all sex-based harassment and discrimination.** The final rule protects all students and employees from all sex discrimination prohibited under Title IX, including by restoring and strengthening full protection from sexual violence and other sex-based harassment. The rule clarifies the steps a school must take to protect students, employees, and applicants from discrimination based on pregnancy or related conditions. And the rule protects against discrimination based on sex stereotypes, sexual orientation, gender identity, and sex characteristics.
- **Promote accountability and fairness.** The final rule promotes accountability by requiring schools to take prompt and effective action to end any sex discrimination in their education programs or activities, prevent its recurrence, and remedy its effects. The final rule requires schools to respond promptly to all complaints of sex discrimination with a fair, transparent, and reliable process that includes trained, unbiased decisionmakers to evaluate all relevant and not otherwise impermissible evidence.
- **Empower and support students and families.** The final rule protects against retaliation for students, employees, and others who exercise their Title IX rights. The rule requires schools to communicate their nondiscrimination policies and procedures to all students, employees, and other participants in their education programs so that students and families understand their rights. The rule supports the right of parents and guardians to act on behalf of their elementary school and secondary school children. And the rule protects student privacy by prohibiting schools from making disclosures of personally identifiable information with limited exceptions.

“These final regulations clarify Title IX's requirement that schools promptly and effectively address all forms of sex discrimination,” said Assistant Secretary for Civil Rights Catherine E. Lhamon. “We look forward to working with schools, students, and families to prevent and eliminate sex discrimination.”

The Department's rulemaking process is still ongoing for a Title IX regulation related to athletics. The Department proposed amendments to its athletics regulations in April 2023, and received over 150,000 public comments, which by law must be carefully considered.

The unofficial version of the final regulations is available [here](#). In addition, the Department has released a [fact sheet](#), a [summary](#) of the major provisions of the final regulations, and a [resource](#) for drafting Title IX nondiscrimination policies, notices of nondiscrimination, and grievance procedures.