

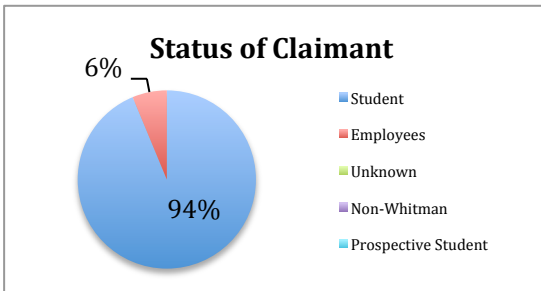
Whitman College - Annual Title IX Report – 2014-15

Introduction

Whitman College is an institution receiving federal financial aid, and as such is subject to the provisions of Title IX. Whitman College is committed to addressing all incidents of sex- or gender-based harassment, discrimination, and violence, such that the prohibited behaviors stop, are unlikely to reoccur, and that to the best of our ability we provide resources, support, and remedy for individuals involved and the community at large. This report details the nature of the reports that the College received during the 2014-15 academic year as well as opportunities for education and training for all campus constituents.

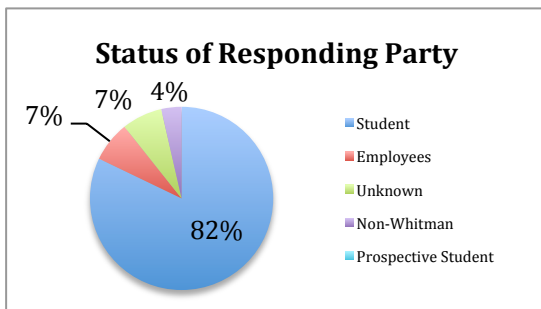
Incident Reporting

During the 2014-15 academic year, the College was on notice for 32 incidents of behavior that fell under the purview of Title IX (behaviors that created a barrier to one’s education caused by sex- or gender-based harassment, discrimination, or violence).¹ Reports were made in person, through a third-party or through the College’s anonymous reporting tool (<http://whitman.edu/assist>). Eight individuals accessed support from the Walla Walla Police Department; four individuals filed a formal police report.²



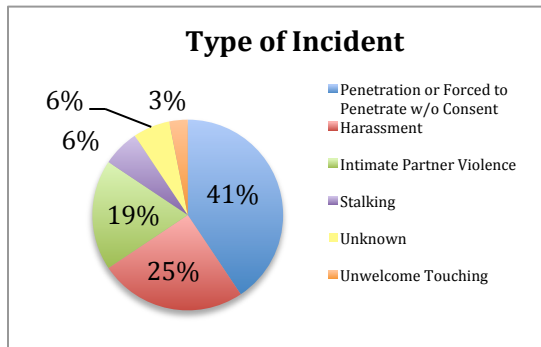
Status of Claimant

In nearly all cases (94%) the claimant was a current student. Across the cases involving students, cases involved non-athletes and athletes, Greek-affiliated students and non-affiliated students, as well as students in all years of school. Cases involved both male and female students as claimants. Cases included incidents between persons of different genders and between persons with the same gender.



Status of Responding Party

While the bulk of cases (82%) involved students as the responding party, employees (staff and faculty) represent responding parties in 7% of the reported cases. In the remaining cases, the responding parties were identified as either being “non-Whitman” people or the identities of the responding parties were unknown.



Type of Incident

Incidents under the purview of Title IX fell into six categories, including instances of penetration or forced to penetrate without consent (13), sexual harassment (8), intimate partner violence³ (6), stalking (2), and unwelcome touching of a sexual nature (1); two reports alluded to an incident occurring, but did not specify the specific behavior.

Investigated and Informally Resolved Cases

Of the four cases investigated during the 2014-15 academic year, two involved penetration or forced penetration without consent and two involved intimate partner violence. Of the two cases involving penetration or forced penetration without consent, the College found one individual responsible for a violation of College policy and the individual was separated from the College; in the other case the responding party was found not responsible for a violation of College policy. Of the two cases involving intimate partner violence, the College found one individual responsible for a violation of College policy and the individual was separated from the College; in the other case the responding party was found not responsible for a violation of College policy.

Seven cases were informally resolved. In three of the cases, employees were reprimanded for their behavior (sexual harassment). In the remaining four cases (2 stalking and 2 intimate partner violence), no-contact directives were put in place to ensure that the behaviors stopped, would not reoccur, and that the claimants were able to pursue their education without concern.

Case flow

To the greatest extent possible, the decision about how to proceed with a report was left to the claimant. The only times in which this was not the case was when the behavior reported posed an ongoing safety concern for others within our community or the person reported was being reported for a second occasion thus indicating concerns about patterns of behavior. During the 2014-15 academic year, twenty-one cases were closed either at the request of the claimant / claimant’s preference⁴ (9), or because the College did not have enough information⁵ (11), or in one case because the allegation was unfounded. The eleven remaining

¹ By comparison, in 2012-13 there were 9 reported cases and in 2013-14 there were 18 reported cases.

² Aggregate data provided by the Walla Walla Police Department. These individuals might or might not have reported same incident to the College.

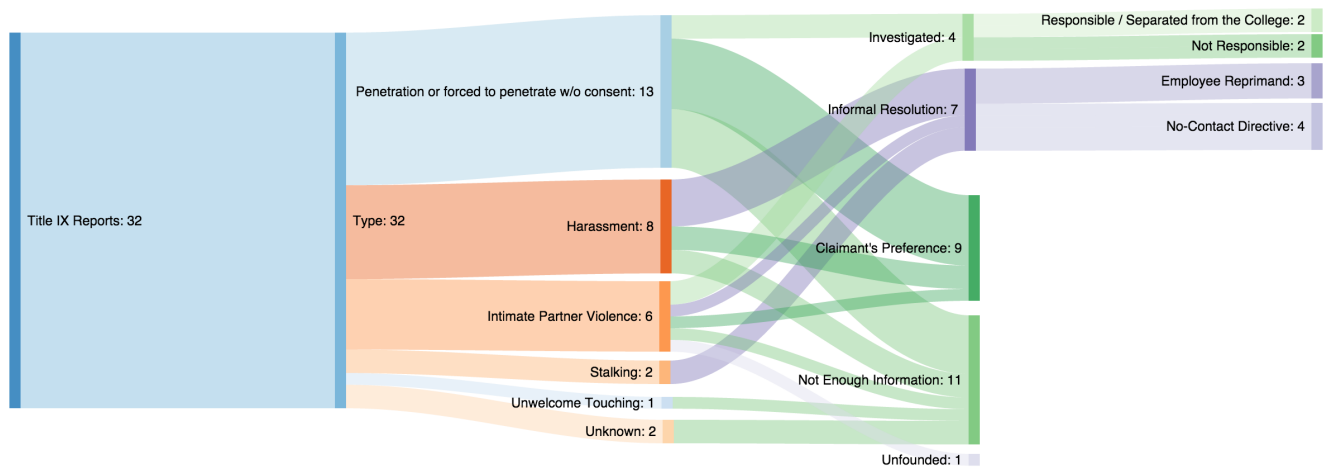
³ Domestic or dating violence.

⁴ To the greatest extent possible, the decision of whether to proceed with an investigation, if appropriate, lies with the claimant. When the claimant decides not to proceed with an investigation, the case is closed and those cases are noted as being closed due to a “claimant’s preference.” The College will reopen the case at a later date if a claimant changes their mind or the safety of the campus community is compromised.

⁵ Cases that are reported anonymously or by third-party reporters often do not have enough information (i.e. name of claimant or name of respondent) for the College to provide any further response; these cases are closed due to “not enough information.”

[Note: This report contains information about sexual assault and/or violence which may be triggering to those that have been the target of such behavior.]

reports were either investigated (4) or handled through an informal resolution process⁶ (7). Incidents involving penetration or forced penetration without consent cannot be informally resolved and thus underwent an investigation if the claimant sought further action from the College.



Resources and Support

Regardless of whether a claimant chooses to proceed with an investigation, the College is committed to ensuring that that individual has the available resources and support to pursue their education without further barriers caused by their incident of harassment, discrimination or violence. Although only 33% of the cases involved additional action by the college, more than 60% of known claimants accepted ongoing resources and support including, by not limited to, safe housing, counseling, medical support, work schedule adjustments, academic relief, safety planning, and no-contact directives.

Education and Training

Required Title IX / Campus SaVE Act training for all new employees was provided four times during the academic year. Additionally in-person training was provided to specific groups including Residence Life, Greek Leaders, Club President, Club Sport captains, the Athletic department, and Development. Whitman also hosted a regional Title IX conference for Title IX administrators at all levels of education (K12 – Higher Education).

Office for Civil Rights (OCR) Update

In April 2015, the Department of Education's Office for Civil Rights sent a team to conduct a campus audit. The visit occurred on April 22-24, 2015. The visit included 22 individual interviews, four focus groups, and 11 hours of open office hours. According to the investigators, all aspects of their visit were well attended. The College has received no further communication from the OCR since their visit. Further, the College has satisfied the requests for information in letters sent by the OCR in April and November of 2014. Since submitting all the requested information, there has been no further communication from the OCR regarding these letters and contained requests.

If you need resources or support, please contact one of the individuals or organizations listed below:

<p>Sexual Assault Victim's Advocate Barbara Maxwell Reid Campus Center (509) 527-5208 or (509) 529-1082 maxwelba@whitman.edu</p>	<p>Whitman Student Health Center Merriam Street (509) 527-5295</p> <p>Whitman Counseling Center Boyer Avenue (509) 527-5195 or (509) 527-5295</p> <p>Whitman Security 117 Memorial (509) 527-5777</p>	<p>Local Hospitals Providence Saint Mary Hospital 401 W. Poplar Street (509) 525-3320</p> <p>Walla Walla General Hospital 1025 S. Second Avenue (509) 525-0480</p> <p>YWCA of Walla Walla 24-hour hotline (509) 529-9922</p>
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If you have questions, comments or concerns about this report, please direct them to:

Julia Dunn
Associate Dean of Students
Title IX Administrator
Whitman College
dunnjl@whitman.edu
titleix@whitman.edu
509.527.5158 (general line)
509.524.2049 (Title IX complaint line)

⁶ When desired by the claimant and appropriate under Title IX, some cases are resolved informally through mediation or other means; appropriate resources and support are provided and sanctions or directives are put in place when appropriate.