When IU launched the Student Welfare Initiative in 2014, reinforcing its commitment to addressing, preventing and responding to sexual misconduct, it also established the Office of Student Welfare & Title IX, to provide strategic coordination and to guide this Initiative. From the start, one of our highest priorities has been to inform, educate and train all members of our community so that we may collectively combat sexual misconduct and its harmful impacts. Through this work, we’ve witnessed students, faculty and staff gain in their understanding of sexual misconduct, and gain increased confidence in how to prevent and respond to such conduct, where to report incidents, and how support those affected. These are positive impacts, but with new students arriving to our campuses every year, as well as new faculty and staff, the work to educate, inform and train is ongoing. In that spirit, we have utilized these annual reports as a tool to provide insight into our work and specific information about the incidents reported across our campuses. We hope you find the 2017-2018 Annual Report useful and informative. As always, we invite you to learn more and access additional information online at stopsexualviolence.iu.edu.

I am delighted to share that in August 2018, our Office of Student Welfare & Title IX merged with IU’s Office of Affirmative Action, creating a newly titled and structured Office of Institutional Equity (OIE). OIE harnesses the resources under each former office for greater coordination and efficiency in overseeing the University’s Non-Discrimination/Affirmative Action/Equal Opportunity efforts and the University’s Student Welfare Initiative. Our work includes:

- Guiding the University in its compliance with federal, state and local affirmative action and equal opportunity laws;
- Providing education and training to the IU community with regard to equity, diversity and the prevention of harassment and discrimination, including sexual misconduct;
- Receiving and responding to complaints of discrimination and harassment alleged against faculty, staff or third parties on the IUB campus;
- Providing coordination and consultation to the entire University community on all matters arising under the University’s Non-Discrimination/Equal Opportunity/Affirmative Action policy, the Sexual Misconduct Policy, and the ADA policy.

We look forward to sharing more information about all of OIE’s work in future annual reports. In the meantime, I invite you to explore our new website, equity.iu.edu, to learn about the breadth and work of the Office of Institutional Equity.

Emily Springston
University Director of Institutional Equity
Title IX Coordinator
ADA Coordinator
Non-Discrimination/Equal Opportunity/Affirmative Action Policy

Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.

As required by Title IX of the Education Amendments of 1972, Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office for Civil Rights or the University Title IX Coordinator.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

-Last updated June 2018

Student Welfare Statement

To address the unacceptable incidences of sexual assault and similar crimes on U.S. college campuses, Indiana University is committed to:

- Taking vigorous steps to prevent sexual assault and similar crimes through education and training, including education on the effects of alcohol on consent.
- Helping build in our community a robust culture that rejects such conduct and associated behaviors.
- Encouraging bystanders to intervene to prevent a sexual assault from occurring or to report such crimes to university officials or local authorities, and to fully account for such reports under federal law.
- Supporting victims with full information about available resources, assisting victims in accessing resources, and at all times exhibiting personal care and concern to victims.
- Investigating thoroughly and objectively all reports of sexual assault and other crimes, and cooperating fully with local law enforcement and prosecutors.
- Conducting university proceedings arising from sexual assault and other crimes with the highest degree of professionalism, assuring fairness and dignity to all participants.

-Board of Trustees, 2014

University Sexual Misconduct Policy

The University’s Sexual Misconduct Policy, UA-03, prohibits all forms of sexual misconduct by members of the University community. Sexual Misconduct includes sex- and gender-based discrimination and sexual harassment, as well sexual assault, sexual exploitation, dating violence, domestic violence, and stalking, as defined in the policy. The Office of Institutional Equity is responsible for the appropriate and effective implementation of this policy. It is important that all members of the University community understand what conduct is prohibited and how the University’s processes govern the response to reports of sexual misconduct.
Each IU campus offers robust prevention programming and events to students, faculty and staff. The programs offered on each campus vary to meet the individual needs of their specific community. Highlights of the various programs offered during the 17-18 academic year include:

**GRADUATE STUDENT TRAINING**

The “Sexual Misconduct Policies, Procedures, & Resources for Graduate Students” training module was developed and piloted on the Bloomington campus during the 17-18 academic year. The purpose of the training is to help graduate students understand how University policies and procedures apply to them as students, and potentially University employees, as well as to learn about available resources and support. A campus specific course was created for each IU campus to be available for use during the 18-19 academic year.

“This training was very beneficial and I believe it was very effective in equipping me with the skills needed to face the new responsibilities as a teaching instructor.”

- IU Bloomington Graduate Student

**IT’S ON US WORKSHOP**

**IU BLOOMINGTON**

In the fall of 2017, the Bloomington campus, through the Office for Sexual Violence Prevention and Victim Advocacy, launched the “It’s On Us Alcohol and Consent Bystander Intervention Workshop” program for first-year students.

The primary focus of the 120-minute workshop is to help the student participants practice ways to respond to real-life scenarios through role play, and engage them in discussion about how alcohol and drug use influences a person’s ability to give and get consent. This interactive program is led by peer educators, and also includes an overview and discussion of IU policies, the definition of consent, and campus and community resources for reporting and support.

Participants reported that the program increased their confidence in their ability to safely help someone, and to recognize the signs in a situation that could lead to sexual assault and when someone has had too much alcohol to drink.

182 workshops

5,500+ first-year IUB students reached
ATHLETICS TRAINING

IUPUI

All IU campuses conduct training with their Athletics programs. As an example, IUPUI facilitates training for coaches and staff in the IUPUI Athletics Department that focuses on University policy and process, as well as the role and reporting obligations of coaches and athletics staff as Responsible Employees. Throughout the training, coaches and staff are also provided with information to give them the confidence to respond to reports of sexual misconduct in a helpful and meaningful way.

During the 17-18 academic year, trainings were facilitated for more than 250 IUPUI student athletes covering important information about consent and recognizing healthy and unhealthy relationships. The students were also trained on safe and effective bystander intervention options, as well as available resources on the IUPUI campus.

250+ IUPUI student athletes

SEX SIGNALS
(A CATHARSIS PRODUCTION)

Each IU regional campus hosted the Sex Signals program during the 17-18 academic year. Sex Signals is an interactive sexual assault prevention program that has been used on college campuses across the nation. This popular program uses highly-trained facilitators to lead the audience through culturally relevant semi-improvised scenes and dialogue focused on the role each student can play in preventing sexual assault by being an active bystander. Sex Signals was created by Catharsis Productions.

I really liked that the event relied on audience participation. Consent and sexual relationships can be an awkward topic even for a college audience but the two presenters did a great job about providing relevant situations for the audience to analyze. I think the event created a safe space for a candid discussion about what consent looks like in different situations that many college students could identify with. I think the biggest takeaway was how easy and necessary it is to create a culture of consent on college campuses.

-IU Southeast Junior
MAKING A REPORT: At IU, there are multiple ways to make a report of sexual misconduct to the University. Information regarding an incident of sexual misconduct may be reported to:

- IUPD
- Campus Deputy Title IX Coordinator
- Online at StopSexualViolence.iu.edu

NEXT STEPS: Once a report is received, the person who may have experienced sexual misconduct (the Complainant) is provided information on IU’s policies and procedures, as well as resources available both on campus and from community partners. This includes information on available advocates, counseling and other potential supportive measures. All incidents of possible sexual misconduct are brought to the attention of the University Title IX Coordinator and Deputy Title IX Coordinator for the respective campus. These Title IX officials coordinate with appropriate offices on campus to:

- Gather preliminary information
- Offer appropriate and available resources
- Implement appropriate support measures
- Assist in contacting local law enforcement if desired by the Complainant
- Explain University procedures if the Respondent is a student or employee
- Determine the Complainant’s wishes

COMPLAINANT’S WISHES: If the Complainant does not choose to move forward with an investigation, the University must determine, based on the information available, if it can maintain a safe, non-discriminatory environment for the entire University community without a formal investigation. If the University determines that an investigation is necessary based on the nature of the report, University procedures will be initiated. If a formal investigation is not requested, the University may still work to address concerns proactively.

INITIATE FORMAL PROCEDURES & RESOLUTION PROCESS: When the Complainant requests the University move forward with an investigation, or the University determines it must move forward with an investigation, the procedures used are determined by the status of the Respondent as either a University student or employee. These procedures can be found in the University’s Sexual Misconduct Policy. More information about these procedures can be found on StopSexualViolence.iu.edu.
This section provides data, by campus, on reports of sexual misconduct made to IU between July 1, 2017 and June 30, 2018. The data reflect reports of incidents that occurred on campus or off campus, as well as anonymous reports and reports where very little information was shared with the University. The data that follow are classified into the categories below:

**REPORTS NOT WITHIN THE SCOPE OF THE SEXUAL MISCONDUCT POLICY**
Reports that were determined to not be within the scope of the Sexual Misconduct Policy.

**REPORTS NOT MOVING FORWARD: UNKNOWN PARTY**
Reports where the identity of one or both parties is unknown and unable to be determined by the University. This includes reports where the Respondent is unknown to the Complainant and/or is otherwise unable to be ascertained by the Complainant or University. In such instances, the University is limited in its ability to move forward in the investigation at that time.

**REPORTS NOT MOVING FORWARD: REQUEST FOR NO UNIVERSITY ACTION**
Reports where the potential Complainant did not respond to University outreach, would not disclose details about the incident or the identity of the Respondent, and/or where they specifically requested “No University Action,” and the University has determined that it can honor the request.

**REPORTS MOVING FORWARD: INFORMAL ALTERNATIVE UNIVERSITY ACTION OR RESOLUTION**
Reports that were addressed and resolved using alternative processes or responses.

**REPORTS MOVING FORWARD: FORMAL UNIVERSITY RESOLUTION**
Reports where i) the University made a determination as to the Respondent’s responsibility according to the student procedures set forth in the Sexual Misconduct Policy, ii) reports resolved through Respondent’s Acceptance of Responsibility, iii) reports that resulted in a summary suspension, or iv) reports resolved through a formal alternative resolution that was agreed upon by the Complainant and Respondent according to the Sexual Misconduct Policy.

*No University Jurisdiction: The University also receives reports that are confirmed to be outside of the University’s jurisdiction because either i) the misconduct was committed by an individual not affiliated with the University, or ii) the misconduct occurred prior to attending the University. Data on these reports are denoted with an asterisk (*) on the following pages. In all such instances, the University responds to provide information, outreach and support through on and off campus resources.*
2017-2018 STUDENT SEXUAL MISCONDUCT DATA

IU Bloomington
Reports of Sexual Misconduct: 185

Sexual Exploitation: 6
- Reports Not Within the Scope of the Sexual Misconduct Policy: 1
- Reports Not Moving Forward: Unknown Party: 1
- Reports Not Moving Forward: Request for No University Action: 1
- Reports Moving Forward: Informal Alternative University Action or Resolution: 1
- Reports Moving Forward: Formal University Resolution: 3

Stalking: 13
- Reports Not Within the Scope of the Sexual Misconduct Policy: 1
- Reports Not Moving Forward: Unknown Party: 1
- Reports Not Moving Forward: Request for No University Action: 8
- Reports Moving Forward: Informal Alternative University Action or Resolution: 3
- Reports Moving Forward: Formal University Resolution: 1

Dating/Domestic Violence: 23
- Reports Not Within the Scope of the Sexual Misconduct Policy: 1
- Reports Not Moving Forward: Unknown Party: 1
- Reports Not Moving Forward: Request for No University Action: 15
- Reports Moving Forward: Informal Alternative University Action or Resolution: 2
- Reports Moving Forward: Formal University Resolution: 6

Sexual Assault/Contact: 95
- Reports Not Within the Scope of the Sexual Misconduct Policy: 11
- Reports Not Moving Forward: Unknown Party: 59
- Reports Not Moving Forward: Request for No University Action: 6
- Reports Moving Forward: Informal Alternative University Action or Resolution: 19

Sexual Harassment: 48
- Reports Not Within the Scope of the Sexual Misconduct Policy: 2
- Reports Not Moving Forward: Unknown Party: 5
- Reports Not Moving Forward: Request for No University Action: 12
- Reports Moving Forward: Informal Alternative University Action or Resolution: 27
- Reports Moving Forward: Formal University Resolution: 2

While 32 reports of sexual misconduct moved forward through the formal resolution procedures, two of the individual outcomes to the left correspond to four individual reports. This is due to multiple reports of similar behavior by the same Respondent. The outcomes to the left are the final outcomes following any appeal.

APPEALS: 12
- Decision and sanction affirmed: 12

REPORTS MOVING FORWARD:
FORMAL UNIVERSITY RESOLUTION

Sexual Assault/Contact
- Suspension: 6
- No Finding: 5
- No Charges Placed: 1
- Formal Alternative Resolution: 6

Sexual Harassment
- Deferred Suspension: 1
- Formal Alternative Resolution: 1

Dating/Domestic Violence
- Expulsion: 1
- Suspension: 3
- Probation: 1
- Formal Alternative Resolution: 1

Stalking
- Deferred Suspension: 1
- Formal Alternative Resolution: 1

Sexual Exploitation
- Suspension: 2
**IUPUI**

**Reports of Sexual Misconduct: 81**

<table>
<thead>
<tr>
<th>Category</th>
<th>Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Exploitation</td>
<td>6</td>
</tr>
<tr>
<td>Stalking</td>
<td>20</td>
</tr>
<tr>
<td>Dating/Domestic Violence</td>
<td>10</td>
</tr>
<tr>
<td>Sexual Assault/Contact</td>
<td>24</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>21</td>
</tr>
</tbody>
</table>

**Reports Not Within the Scope of the Sexual Misconduct Policy**

**Reports Not Moving Forward: Unknown Party**

**Reports Not Moving Forward: Request for No University Action**

**Reports Moving Forward: Informal Alternative University Action or Resolution**

**Reports Moving Forward: Formal University Resolution**

**IUPUI also received 31 reports where the University was confirmed to have no jurisdiction.**

**REPORTS MOVING FORWARD:**

### FORMAL UNIVERSITY RESOLUTION

<table>
<thead>
<tr>
<th>Category</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sexual Assault/Contact</strong></td>
<td></td>
</tr>
<tr>
<td>Suspension: 1</td>
<td></td>
</tr>
<tr>
<td>Expulsion: 1</td>
<td></td>
</tr>
<tr>
<td>No Charges Placed: 1</td>
<td></td>
</tr>
<tr>
<td><strong>Sexual Harassment</strong></td>
<td></td>
</tr>
<tr>
<td>No Charges Placed: 1</td>
<td></td>
</tr>
<tr>
<td>No Finding: 1</td>
<td></td>
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<tr>
<td><strong>Dating/Domestic Violence</strong></td>
<td></td>
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<tr>
<td>Suspension: 1</td>
<td></td>
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<tr>
<td><strong>Stalking</strong></td>
<td></td>
</tr>
<tr>
<td>Suspension: 3</td>
<td></td>
</tr>
<tr>
<td>No Charges Placed: 1</td>
<td></td>
</tr>
<tr>
<td><strong>Sexual Exploitation</strong></td>
<td></td>
</tr>
<tr>
<td>Suspension: 1</td>
<td></td>
</tr>
<tr>
<td>Expulsion: 1</td>
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</tbody>
</table>

While 14 reports of sexual misconduct moved forward through the formal resolution procedures, two of the individual outcomes to the left corresponds to four individual reports. This is due to multiple reports of similar behavior by the same Respondent. The outcomes to the left are the final outcomes following any appeal.

**APPEALS: 5**

- Decision and sanction affirmed: 4
- Expulsion changed to suspension: 1

IUPUC had 1 report of Stalking reflected above in the IUPUI data and 1 report of Sexual Assault/Contact where the University was confirmed to have no jurisdiction.
**2017-2018 STUDENT SEXUAL MISCONDUCT DATA**

**IU East**

REPORTS OF SEXUAL MISCONDUCT: 10

- **Stalking:** 1
- **Dating/Domestic Violence:** 4
  - Sexual Assault/Contact: 3
  - Sexual Harassment: 2

Of the 2 reports that moved through the Formal University Resolution process, 1 resulted in a Suspension and 1 was resolved through a Formal Alternative Resolution.

*IUE also received 12 reports where the University was confirmed to have no jurisdiction.

**IU Kokomo**

REPORTS OF SEXUAL MISCONDUCT: 4

- **Stalking:** 1
- **Dating/Domestic Violence:** 1
- **Sexual Assault/Contact:** 1
- **Sexual Harassment:** 1

No charges were placed for the 1 report that moved through the Formal University Resolution process.

*IUK also received 6 reports where the University was confirmed to have no jurisdiction.

**IU Northwest**

REPORTS OF SEXUAL MISCONDUCT: 4

- **Dating/Domestic Violence:** 2
- **Sexual Harassment:** 1

Of the 3 reports that moved through the Formal University Resolution process, 1 resulted in an Acceptance of Responsibility and 2 had No Charges Placed.

*IUN also received 7 reports where the University was confirmed to have no jurisdiction.
IU South Bend

REPORTS OF SEXUAL MISCONDUCT: 24

- Sexual Exploitation: 1
- Stalking: 6
- Dating/Domestic Violence: 4
- Sexual Assault/Contact: 3
- Sexual Harassment: 10

The 1 report that moved through the Formal University Resolution process resulted in a No Finding.

*IUSB also received 9 reports where the University was confirmed to have no jurisdiction.

IU Southeast

REPORTS OF SEXUAL MISCONDUCT: 7

- Dating/Domestic Violence: 2
- Sexual Assault/Contact: 5

*IUS also received 2 reports where the University was confirmed to have no jurisdiction.

- Reports Not Within the Scope of the Sexual Misconduct Policy
- Reports Not Moving Forward: Unknown Party
- Reports Not Moving Forward: Complainant Request for No University Action
- Reports Moving Forward: Informal Alternative University Action or Resolution
- Reports Moving Forward: Formal University Resolution
2017-2018 Reports of Sexual Misconduct against IU Faculty or Staff

This section provides specific information and data, by campus, on reports of potential sexual misconduct made against University faculty or staff, between July 1, 2017 and June 30, 2018. For information on IU’s Sexual Misconduct Policy, including faculty and staff procedures, please visit StopSexualViolence.iu.edu.

**Reports:** Reports to the University include formal complaints, requests for consultation, third party reports, and other information that is brought to the attention of the University regarding possible sexual misconduct by faculty, staff, or affiliated individuals (e.g., volunteers, contractors, retirees).

The 2017-2018 data are classified according to the following categories:

**Corrective Action:** Following an investigation of the report, corrective action was taken. This may include, but is not limited to, reprimand, required training, suspension, and/or termination.

**No Finding of Policy Violations:** Following an investigation of the report, it was determined that there were no violations of the University Sexual Misconduct Policy. In some instances, additional education, training, and/or remedial action may still be provided.

**Alternative University Action or Response:** Following an initial investigation of the report, an alternative university action or response was pursued. This may include, but is not limited to: providing consultation, facilitating conversation between those involved, providing information about or assistance with support resources, administering training, and addressing issues that fall under other applicable University policies and procedures when appropriate.

This category also includes:

- Reports where the potential Complainant did not provide enough information to the university or requested no University action.
- Reports where an employee alleged to engage in sexual misconduct resigned or retired prior to the conclusion of an investigation and/or sanction.
- Reports where the University does not have jurisdiction, but action was taken to address any overall climate concerns.

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1In some instances where there are multiple reports regarding the same faculty or staff member, each report is represented individually in the data herein, though the reports may have been handled through one coordinated University response or investigation.
**IU Bloomington: 33 Reports**

**Sexual Harassment/Gender Discrimination:** 26
- Alternative University Action or Response: 23
- Corrective Action: 3
  - Level One Sanction: 2
  - Level Two Sanction: 1
**Stalking:** 3
- Alternative University Action or Response: 2
- Corrective Action: 1
  - Level Two Sanction: 1
**Sexual Assault/Contact:** 4
- Alternative University Action or Response: 2
- Corrective Action: 2
  - Level Two Sanction: 2

- **79%**

- **9%**

- **12%**

**IUPUI: 32 Reports**

**Sexual Harassment/Gender Discrimination:** 24
- Alternative University Action or Response: 24
**Stalking:** 1
- Alternative University Action or Response: 1
**Sexual Assault/Contact:** 7
- Alternative University Action or Response: 4
  - Corrective Action: 1
  - Level Two Sanction: 1
- No Finding: 2

- **75%**

- **22%**

- **3%**

**IU East: 2 Reports**

**Sexual Harassment/Gender Discrimination:** 1
- Alternative University Action or Response: 1
**Retaliation:** 1
- Alternative University Action or Response: 1

**IU South Bend: 2 Reports**

**Sexual Harassment/Gender Discrimination:** 2
- Alternative University Action or Response: 2

**IU Northwest: 3 Reports**

**Sexual Harassment/Gender Discrimination:** 2
- Alternative University Action or Response: 2
**Stalking:** 1
- Alternative University Action or Response: 1

*There were no reports of Sexual Misconduct during the 17-18 academic year on the IU Kokomo and IU Southeast campuses.*
For more information about the new Office, visit our website at equity.iu.edu.

Our mission

The Office of Institutional Equity’s mission is to protect the rights of each individual and to ensure their equal access in all aspects of employment, education, and participation within the university.

As part of that work, we:

• Investigate and respond to complaints of discrimination and harassment against IU faculty, staff, and students.
• Provide information, consultation, and training regarding diversity, equity, equal opportunity, disability awareness, Title IX, and discrimination and harassment prevention.
• Monitor the university’s affirmative action and equal opportunity employment practices.
• Coordinate the university’s compliance with its Non-Discrimination/Affirmative Action/Equal Opportunity policy, as well as Title IX, the Americans with Disabilities Act, and all other relevant laws and regulations.