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October 12, 2009

MEMORANDUM

TO: The Carleton Community: Students, Staff and Faculty
FROM: SHARE (Sexual Harassment Assault Resource Education) committee and Joanne Jirik Mullen, Advisor & Consultant on Sexual Misconduct
RE: Carleton College Report on Complaints of Sexual Misconduct: 2008-2009

There were seven formal complaints brought under the Policies Against Sexual Misconduct during 2008-2009. There were two informal complaints that were resolved to the satisfaction of the complainant prior to the complainant initiating a formal complaint and one complainant who contemplated bringing a formal complaint, but chose not to pursue the complaint. There was also one student who falsely told others she brought a complaint to the college and that she suffered retaliation as a result. She did not bring a complaint, nor did she suffer any retaliation regarding any complaints. There were also several allegations of sexual misconduct made to confidential sources that are not outlined in this report.

When a community member chooses to bring a formal complaint, the complaint is investigated and then an adjudicator determines whether there is a violation of policy. If the complaint involves a student complainant and a student respondent, either the complainant and/or the respondent may appeal the determination to the Sexual Misconduct Review Board (SMRB), a panel made up of a Carleton student, staff and faculty member. There were three SMRB reviews arising out of determinations.

Carleton's Policies against Sexual Misconduct provides that this report be in general, non-identifying terms.

I. Sexual Misconduct Statistics

REPORT	INITIAL POINT OF CONTACT	ACTION TAKEN
FALL 2008		
a) A student complained of sexual misconduct by a faculty member. The student brought a formal complaint under the policy.	Chaplain's office: confidential resource	A determination was made that there was violation of Carleton's sexual harassment policy and the respondent was disciplined.
b) A student complained of sexual misconduct by another Carleton student. The student brought a formal complaint under the	Dean of Student's office	A determination was made that the respondent violated Carleton's sexual assault policy and the respondent was expelled. The respondent appealed the sanction to the SMRB who heard the case and changed the sanction to a

	policy.		suspension.
c)	A staff member complained of sexual misconduct by another staff member. The staff member brought a formal complaint under the policy.	Department of Human Resources	A determination was made of no violation of policy.
d)	A student complained of sexual misconduct by another Carleton student. The student brought a formal complaint under the policy.	Wellness Center: confidential resource. Residential Life staff.	After initial discussions with an investigator but prior to determination, an informal resolution was reached between the two students.
e)	A student complained of sexual misconduct by another Carleton student.	Dean of Students office	Prior to bringing a formal complaint, an informal resolution was reached between the two students.
f)	A student complained of sexual misconduct by another Carleton student.	Sexual Misconduct Consultant	At the time, the student had not yet determined whether he/she wished to bring a formal complaint.

WINTER 2009

a)	A student complained of Sexual Misconduct by another Carleton student. The student brought a formal complaint under the policy.	Wellness Center: confidential resource	A determination was made that the respondent violated Carleton's Sexual Assault policy and the respondent was expelled.
b)	A student complained, informally of Sexual Misconduct by another Carleton student. Although the student told others she had filed a complaint, she had not.	Wellness Center: confidential resource. Dean of Student's office	No determination was made as there was no complaint. However, the student is currently on leave.
c)	A student complained of Sexual Misconduct by	Dean of Students' office	A determination was made that the respondent violated Carleton's Sexual

another Carleton student. The student brought a formal complaint under the policy.

Harassment policy and the respondent was given a variety of sanctions including changing living arrangements, and restricting movement on campus

SPRING 2009

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| a) A student complained of Sexual Misconduct by another Carleton student. The student brought a formal complaint under the policy. | Wellness Center: confidential resource | A determination was made that the respondent violated Carleton's Sexual Assault policy and was suspended. The respondent appealed the determination and sanction to the SMRB who heard the case and changed the sanction to a limited suspension with ability to attend classes, but no other engagement on campus. |
| b) A student complained of retaliation against him/her based on a previous complaint. He/She brought a formal complaint under the policy against the two students who allegedly retaliated against him/her based on the former complaint. | Dean of Students office | A determination was made against both students based on the retaliation claim. Both were sanctioned. Both appealed the sanction to the SMRB which upheld the sanction. |
| c) A student complained of Sexual Misconduct by a visitor to campus. | Wellness Center: confidential Resource and Dean of Students office | The College followed up with the Northfield Policy and Rice County Attorney's office, who initiated a criminal investigation. |

II. Programming and Policy Review

In the early fall of 2008, the Gender and Sexuality Center (GSC), in conjunction with the Sexual Misconduct Consultant, the Wellness Center and the Department of Residential Life, sponsored a program "Not on Our Campus" for first year students. A week later, GSC Associates met with freshman to review Carleton's Policies against Sexual Misconduct and discuss the performance. Throughout the entire school year,

the Gender and Sexuality Center (GSC) sponsored many healthy relationship programs and also programs regarding sexual violence prevention.

The SHARE committee advised the College on matters relating to sexual misconduct. The 2008-2009 committee was chaired by Joel Weisberg, Herman and Gertrude Mosier Stark Professor of Physics and Astronomy and the Natural Sciences. Members of the committee were appointed in the fall term by the president of the college and included faculty members Weisberg and Deborah Gross; staff members Marit Lysne and Jean Goss; and students Robin Viele and Ishraf Ahmad. Joanne Jirik Mullen, Sexual Misconduct Consultant and Kaaren Williamsen, Director of the Gender and Sexuality Center, are *ex-officio* members of the committee. Any questions about SHARE may be answered by contacting Joanne Jirik Mullen, Kaaren Williamsen or Professor Weisberg.

After a variety of community discussions, the Carleton Community decided to undertake a review of the Sexual Misconduct policy and procedures. A committee chaired by Associate Dean Julie Thornton will be meeting and then making recommendations to the College Counsel regarding the same.

III. Trainings

The following Carleton College community members participated in Sexual Misconduct training immediately preceding, or during the calendar year: Resident Advisors, new faculty members, new staff members, first year students, Not on Our Campus freshman orientation actors and facilitators, New Student Week leaders, Language Associates, Security Services staff, Student Wellness Advisors, Gender & Sexuality Center Associates, Intercultural Affairs peer leaders, CAASHA members, Astronomy teaching assistants, off-campus study faculty directors, the entire Carleton staff at the fall Quarterly Meeting, and a continuing education session for faculty and staff on a rotating basis.

IV. Resources

Sexual Assault. Individuals who have been sexually assaulted should seek immediate medical, emotional or other assistance. Assistance is available by calling 911, the Northfield Police (507-645-4475), the Department of Security Services (x4444), or the Northfield Hospital (507-646-1101).

Sexual Misconduct: Students who feel they have been the victim of any form of sexual misconduct which includes sexual assault, sexual harassment and/or other sexually inappropriate sexual conduct may wish to seek confidential counseling or support from members of the Wellness Center (x4080), which includes nurse practitioners and psychologists; or the Chaplain (x4003). These are confidential sources (Confidential Sources).

Faculty members and staff members may seek such support from the College Chaplain (x4003) or the Employee Assistance Program (800-554-6931 or 612-943-9800). Assistance is also available from the 24 hour crisis and information Hope Center (Rice County help line) 800-607-2330, including referrals to sexual assault counselors. Support

is also available through CAASHA (Campus Advocates Against Sexual Harassment & Assault). CAASHA consists of peers trained to respond to sexual misconduct:

Students who feel they may have committed sexual misconduct may seek confidential counseling from the staff in the Wellness Center (x4080) or the Chaplain (x4003). Faculty members or staff members who feel they may have committed sexual misconduct may seek confidential counseling from the Chaplain (x4003).