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


There were four formal complaints brought under the Policies Against Sexual Misconduct during academic year 2007-2008. There were five informal complaints that were either dealt with in some manner prior to the complainant initiating a formal complaint, or the complainant was contemplating a formal complaint, but decided not to pursue it prior to the end of spring term. There were also a number of allegations of sexual misconduct that are made to a confidential source, and 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.

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

I. Sexual Misconduct Statistics

<table>
<thead>
<tr>
<th>REPORT</th>
<th>INITIAL POINT OF CONTACT</th>
<th>ACTION TAKEN</th>
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<tr>
<td>Fall Term</td>
<td>A student complained of sexual assault by another Carleton student. The student brought a formal complaint under the policy.</td>
<td>Dean of Students</td>
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<td>A student complained of general harassment by a Carleton employee.</td>
<td>Dean of the College</td>
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<td></td>
<td>A staff member complained of sexually inappropriate action by a</td>
<td>Dean of the College</td>
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Carleton faculty member. The staff member brought a formal complaint under the policy.

d) A student complained of sexually inappropriate conduct by another Carleton student. Wellness Center: confidential resource. Residential Life staff. After initial discussions with an investigator, the student decided not to pursue a formal complaint.

2. **Winter Term**

a) A student on an off campus study program complained of sexual assault by a stranger. Off Campus Study Department The Off-Campus studies department worked with the student and advisors to identify support within the local community and encouraged the student to file a complaint with the authorities. The student decided not to pursue a formal complaint as the respondent was not a Carleton student or other student within the program.

b) A student complained of sexual assault by another Carleton student. The student decided not to pursue a formal complaint, but may initiate one at a later date.

3. **Spring Term**

a) A student complained of sexual assault by another Carleton student. The student brought a formal complaint under the policy. Dean of Students A determination was made that there was a violation of Carleton’s sexual assault policy and the respondent was suspended. Both the respondent and the complainant appealed the decision to the SMRB. After a hearing, the SMRB upheld the determination and the sanctions.

b) A student complained of inappropriate sexual behavior and stalking. The student brought a A determination was made that there was a violation of Carleton’s sexual harassment policy and the respondent was given a “stay away” letter, had to
formal complaint under the policy.

attend counseling, and was put on probation, which means that the case is being monitored for compliance.

c) A student complained of sexual assault by another Carleton student.

Dean of Students The student is not pursuing a formal complaint at this time, but may pursue a complaint fall term 2008.

The College also became aware of other incidents that may not have risen to the level of sexual misconduct, but were still monitored. These incidents included an issue between a staff member and the persons he/she supervised, an incident regarding a staff member and another staff member he/she supervised and an issue regarding a student and a faculty member.

II. Programming and other Information

On September 9th, 2007, the Sexual Misconduct Consultant, in conjunction with the Gender and Sexuality Center, the Wellness Center and the Department of Residential Life, sponsored a program “It’s Not All about Sex” (INAAS) for first year students. There were two performances of the program on that day.

Throughout the year the Gender and Sexuality Center (GSC) sponsored many healthy relationship programs and also programs regarding sexual violence prevention. They sponsored the national 1 in 4 Rape Prevention Education Team which trained a group of Carleton men to create a Carleton 1 in 4 Chapter. In winter term, they presented the Vagina Monologues. The program calls attention to the realities of sexual violence, and also sponsored the Pink Party, an annual Men against Sexual Violence program. In spring term the GSC sponsored the Not on Our Campus week, providing a variety of discussions, presentations, walks and survivor support events surrounding sexual violence.

The SHARE committee advised the College on matters relating to sexual misconduct. The committee also finalized Carleton College’s Sexual Misconduct Education Plan which outlined the educational components of Carleton College’s programming and training regarding the issues of sexual misconduct. The Plan was presented to the Administrative Council at the end of spring term. The 2007-2008 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, staff and student representation and included faculty members Weisberg, Deborah Gross; staff members Marit Lysne and Jean Goss; and students Jedda Foreman and Robert Matera. Joanne Jirik Mullen, Sexual Misconduct Consultant and Kaaren Willamson, 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 Willamson or Professor Weisberg.
Northfield Hospital added staff so that a Sexual Assault Forensic Examiner (SAFE) nurse is available at all times to work with victims of sexual assault. This includes performing evidentiary examinations, and also offering other methods of immediate support.

III. Trainings

The following Carleton College community members participated in Sexual Misconduct training immediately preceding, or during academic year 2007-2008: Resident Advisors, athletic teams, new faculty members, new staff members, first year students, INAAS actors and facilitators, pre-Freshman trip camp counselors, New Student Week leaders, Language Associates, Security Services staff, Student Wellness Associates, Gender & Sexuality Center Associates, Intercultural Affairs peer leaders, CAASHA members, Astronomy teaching assistants, Sexual Misconduct Review Board panels, Custodial and Shop employees, Sodexho employees, continuing education sessions 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 (645-4475), the Department of Security Services (x4444), or the Northfield Hospital (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 practitioner 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).