



Office of Educational Equity:

# ANNUAL REPORT

2018-19





## ABOUT THE POSITION

The Director of Educational Equity is responsible for overseeing the College's response to reports of harassment and discrimination and compliance efforts relating to state and federal laws including Title IX of the Education Amendments Act of 1972 and Section 504 of the Rehabilitation Act of 1973. In addition, the Director of Educational Equity collaborates with offices across campus to train and educate the community on discrimination and harassment related issues.

## LETTER FROM THE OFFICE OF EDUCATIONAL EQUALITY

In my role as Director of Educational Equity, I'm often asked about the type of reports that are filed with my office and how the College handles each report of alleged sexual harassment or misconduct. The purpose of this report is to provide information to the college community on these issues, including the type and frequency of reports to the Educational Equity office.

I am always interested in discussing new ideas for sexual misconduct prevention education or how to encourage reporting. Feel free to reach out to me to discuss the same or to address any related questions or concerns.

**Jessica Brown**  
Director of Educational Equity (Title IX Coordinator)  
brownjes@lafayette.edu



# Reporting Options:

Making a report to the College is the act of notifying the Director of Educational Equity of an incident of sexual misconduct. A report may be accompanied by a request for resources, no further action, informal resolution, and/or to initiate a formal resolution process (all of these options may be discussed further with the Director of Educational Equity or a Deputy Title IX Coordinator after a report is made to the College).

If you believe a crime occurred, you always have the option to report to the police by calling 911 or the Department of Public Safety's emergency line at 610-330-4444 (regardless of whether or not the incident is reported to the College). For non-emergencies, Public Safety can be reached at: 610-330-5330.

## Reports to the College can be made in a variety of ways:

### ONLINE REPORTING

- Online reports can be made at any time at:  
**sash.lafayette.edu** (click on "Report Sexual Misconduct"); or  
**onepard.lafayette.edu** (click on "Fill Out a Universal Reporting Form")
- You have the option to report online anonymously (reporting requirements may differ for employees, as many employees are considered "responsible employees" and must report identifying information). Please note, the College is limited in its ability to respond to anonymous reports. You should not expect to receive a follow-up communication if you report anonymously; however, the College may attempt to gather additional information about any reported incidents. Anonymous reports will be kept on record, and if enough information is available, may be recorded in the school's crime statistics.

### IN-PERSON REPORTING:

In-person reports can be made to the Director of Educational Equity or to a Deputy Title IX Coordinator during normal business hours. Appointments are encouraged.

## Deputy Title IX Coordinators



**Jessica Brown**  
Director of  
Educational Equity  
(Title IX Coordinator)  
210 Feather House  
(610) 330-5338  
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**Jennifer Dize**  
Assistant Dean of Students  
204 Feather House  
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**Terrence Haynes**  
Assistant Director  
of Residence Life  
South College 125  
(610) 330-3290  
haynest@lafayette.edu



**Lisa Rex**  
Director of Human Resources  
12 Markle Hall  
(610) 330-3290  
rexl@lafayette.edu

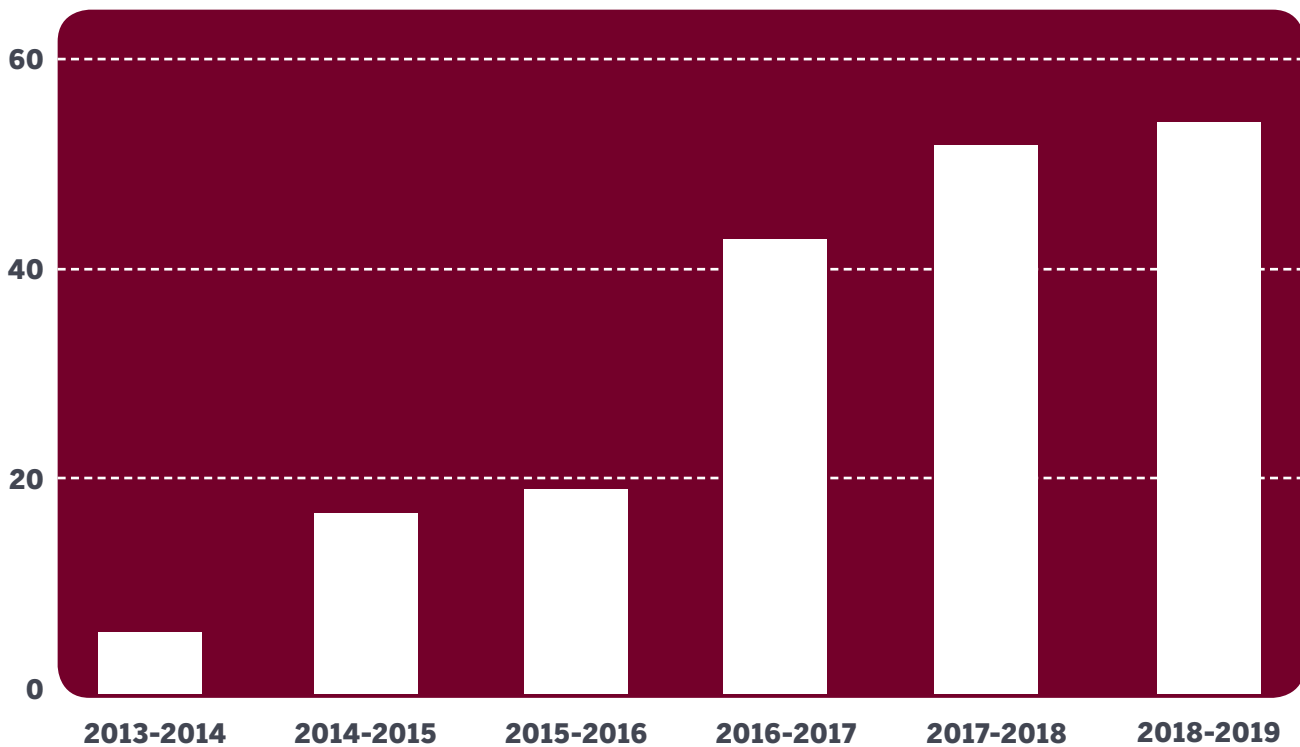
## REPORTS TO THE EDUCATIONAL EQUITY OFFICE:

The information contained in this report is based on information received by the Educational Equity Office during the 2018 – 2019 academic year. All reports to the office—whether online, by telephone, or in-person—are documented and logged for tracking purposes. The numbers contained in this report may vary from information in other office reports (such as the Annual Security Report) due to differing definitions of reportable conduct, geographic limitations, and other factors.

The data below is based on *reported* information. Not all reports received by the Office of Educational Equity are able to be verified and/or go through a formal investigation and grievance process. Whether a report is referred to the formal grievance process depends on a variety of factors including the wishes of the reporting party, the relationship of the responding party to the College, evidence of a pattern of conduct, and other factors. As noted below, there are times when a report does not contain enough information for the College to gather additional data about the incident.

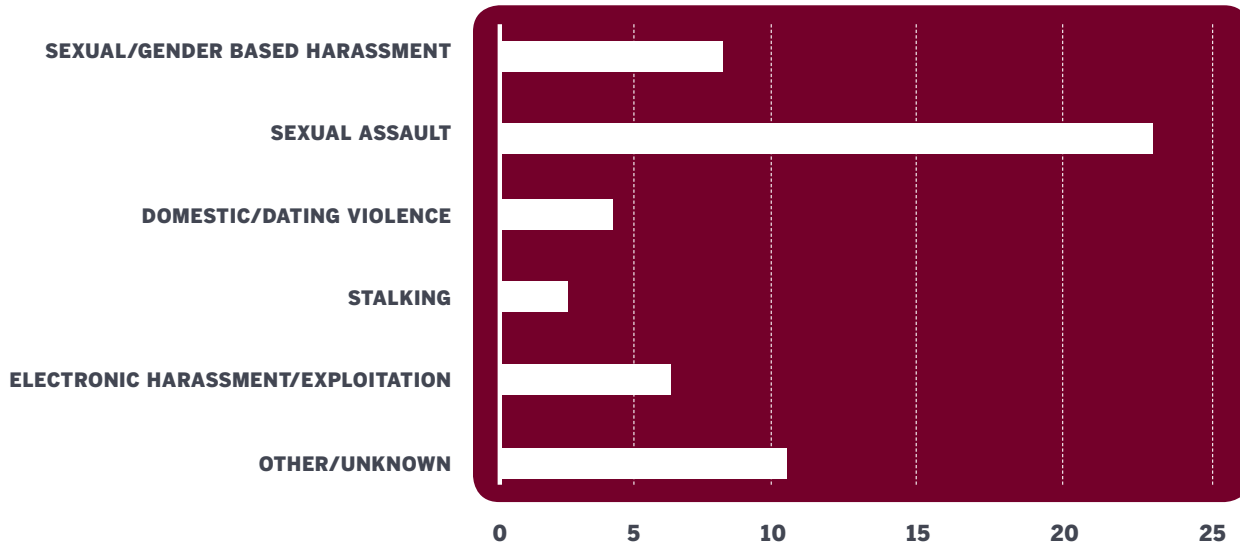
During the 2018 -2019 academic year, the Director of Educational Equity received 52 sexual misconduct reports (this includes reports of sexual and gender-based harassment, as well as sexual violence). The graph below compares the number of reports received by the College per academic year beginning in 2013. The College believes the increase in report numbers over the last three academic years represent a combination of national attention to sexual misconduct issues, creation of the Educational Equity Office at Lafayette, and increased ways to report sexual misconduct on campus. The College does not have evidence to indicate that the number of incidents on campus have increased in the last three academic years.

LAFAYETTE COLLEGE: SEXUAL MISCONDUCT REPORTS 2013-2019



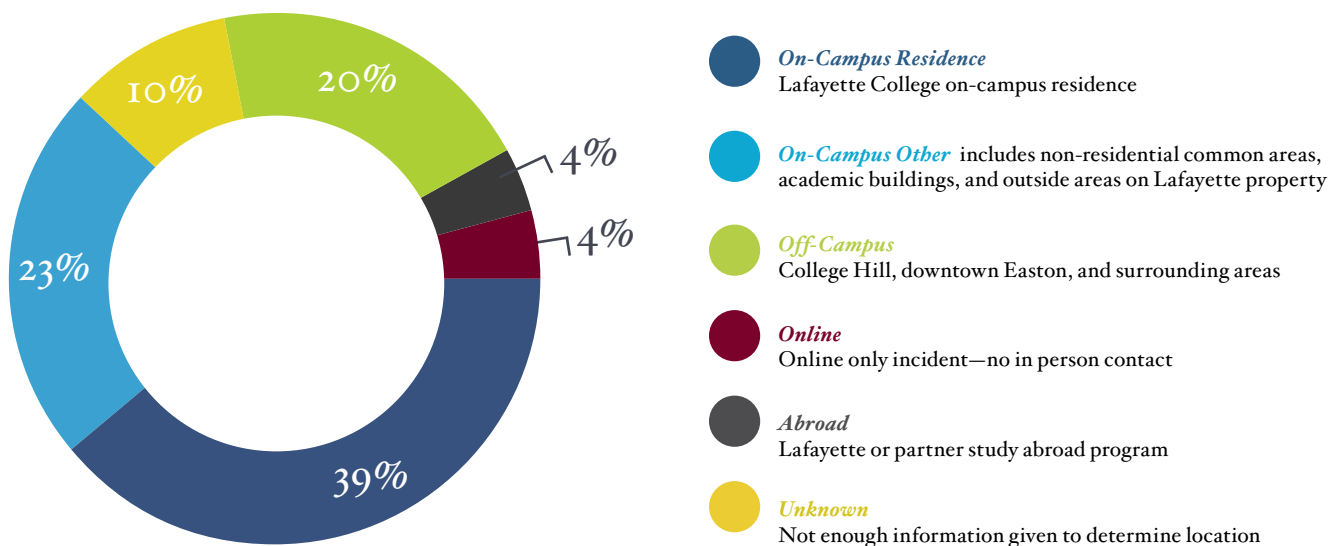
The reports received by the Educational Equity Office during the 2018-2019 academic year included reports of sexual and gender-based harassment, electronic harassment and exploitation, domestic and dating violence, stalking and sexual assault. The reports are broken down by category (as reported) in the graph below— The “Other/ Unknown” category below includes reports of conduct that do not fit within the other five categories and reports that did not contain enough information to assess the category in which they belong.

2018-2019 ACADEMIC YEAR: SEXUAL MISCONDUCT REPORTS BY TYPE



The Educational Equity Office receives reports of conduct that occurs both on and off campus. The chart below shows the location of incidents reported during the 2018 – 2019 academic year.

2018-2019 ACADEMIC YEAR: REPORT LOCATIONS



**RESOLUTION OF CASES:**

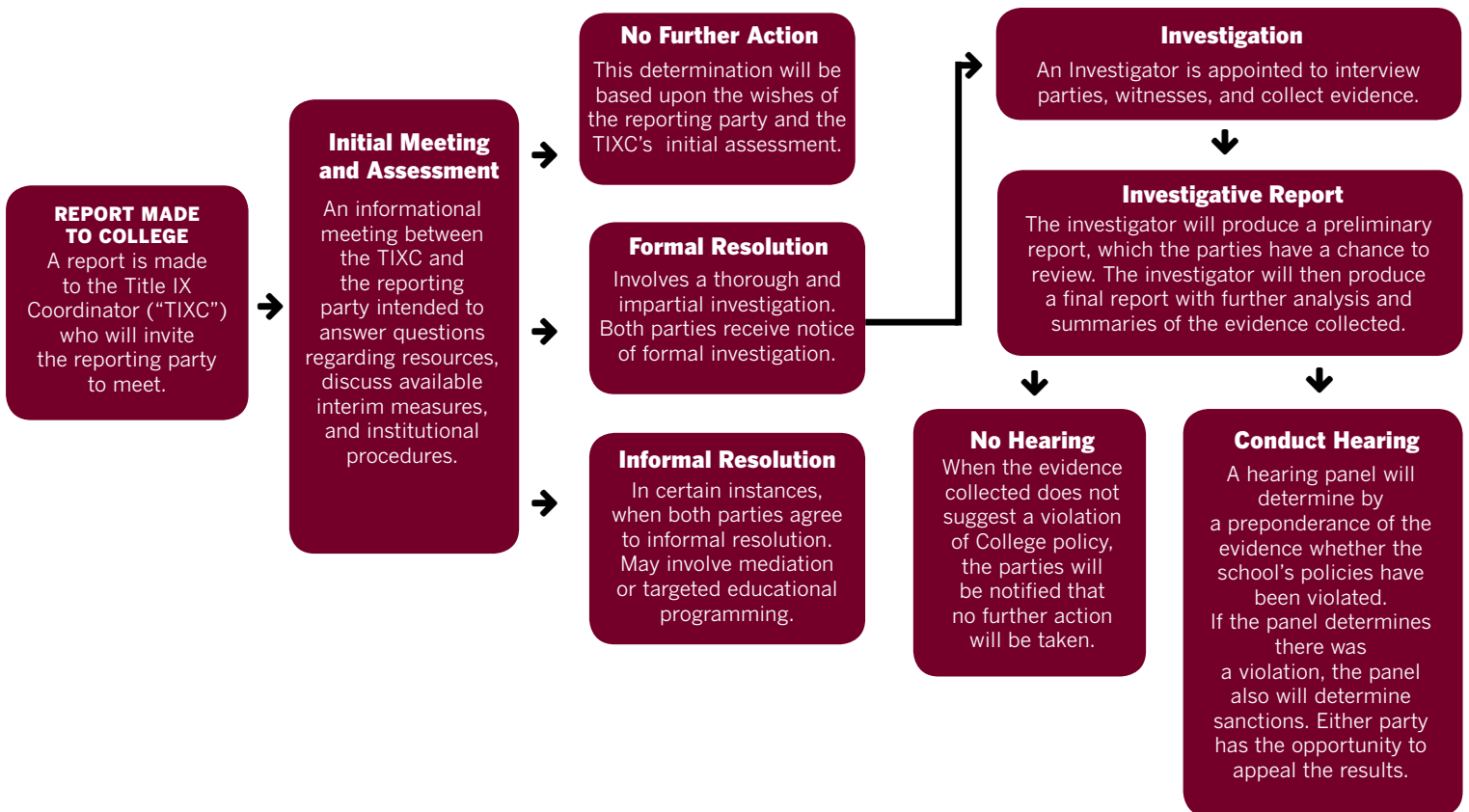
Reports to the Educational Equity Office are resolved consistent with the College’s Policies on Sexual Harassment and Sexual Misconduct (for full policies, visit [sash.lafayette.edu/get-informed/policies-laws/](http://sash.lafayette.edu/get-informed/policies-laws/)). These policies provide for informal or formal resolution of complaints. Many reports are not resolved through either of the processes outlined in the College policies. This decision is based on the wishes of the reporting party and assessment of the report by the Director of Educational Equity, or is sometimes due to insufficient information. In cases that do not proceed through either the informal or formal resolution processes, the reporting party may still seek resources and support measures from the College.

**For full policies visit**  
[sash.lafayette.edu/get-informed/policies-laws/](http://sash.lafayette.edu/get-informed/policies-laws/)

Informal resolution may be pursued when both the reporting and the responding parties consent to resolve a report through this process. Informal resolution varies on a case-by-case basis, but may include facilitated conversation, training and education, or other remedies designed to maintain the reporting party’s access to education or employment activities and eliminate a potential hostile environment at the College.

Formal resolution involves a fact-finding investigation of the complaint. This involves interviewing involved parties and witnesses and gathering evidence in an investigative report. For cases involving students (not faculty, staff, or non-college affiliated individuals), the investigation may result in the issuance of student conduct charges for violation of the College’s sexual harassment and/or sexual misconduct policies (procedures differ for faculty or staff responding parties, and may be found on the Human Resources website or in the Faculty Handbook). If student conduct charges are issued, a hearing panel will determine by a preponderance of the evidence whether the policies have been violated. If the panel determines a policy was violated, they will also determine sanctions.

The flowchart below is intended to provide an overview of procedural options for incidents involving students. Please consult the appropriate policy and procedures for a complete explanation of the available processes.



Due to the small number of sexual misconduct cases that go through the student conduct process each year, the following data represents an aggregate of data collected for the last five academic years (2014 – 2019). The following information is broken down by conduct charges issued. In many cases there are multiple charges against a single responding party (in instances where sexual assault is charged, there is likely also a sexual harassment charge). An individual may be found responsible for some charges and not responsible for others (for example, a responding party may be found responsible for sexual harassment but not responsible for sexual assault).



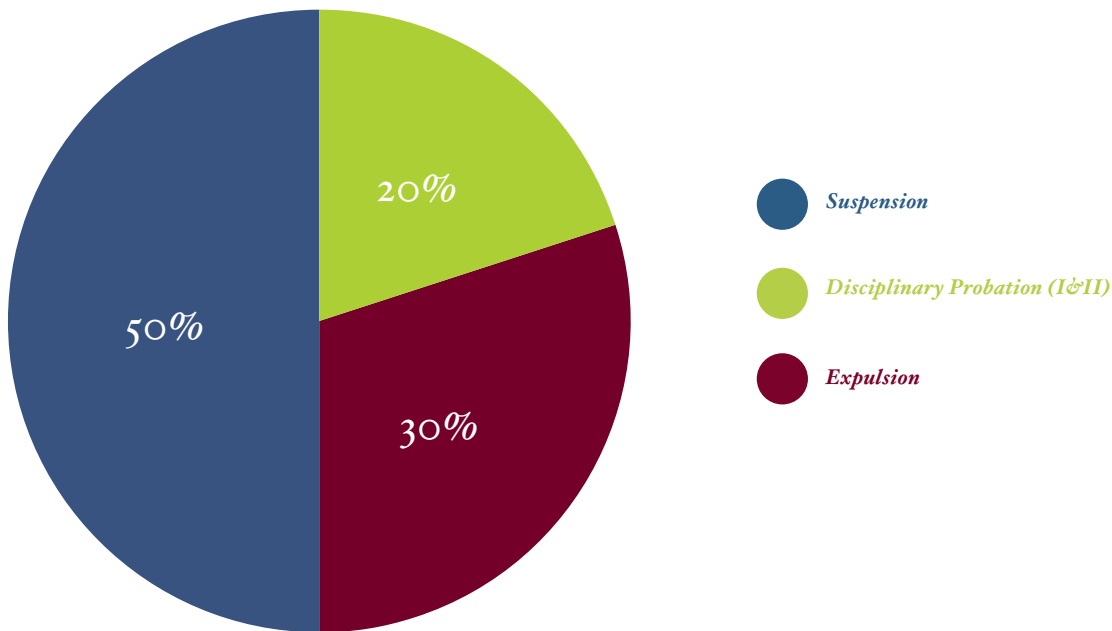
**For more information on student conduct cases and outcomes, visit**

[conduct.lafayette.edu](http://conduct.lafayette.edu)

Of the investigations through the formal resolution procedures that led to student conduct charges between 2014 -2019, approximately 33.3% of the student conduct charges issued were for sexual harassment policy violations, and 66.6% of the charges were for violations of the sexual misconduct policy, including sexual assault and dating violence. Of those charges, approximately 76% resulted in a responsible finding by a hearing panel.

The chart below represents sanctions in cases between 2014 -2019 for sexual harassment and sexual misconduct, in which there was a responsible finding:

SANCTIONS FOR RESPONSIBLE FINDINGS 2014-2019





## **Additional Information and Resources:**

The Educational Equity Office maintains a website at [sash.lafayette.edu](http://sash.lafayette.edu). Visit this site for more information on reporting sexual misconduct, campus and community support and resources, and educational material on Title IX and sexual misconduct.

There are a number of resources available to individuals who have experienced sexual or gender-based harassment or other forms of sexual misconduct. The list below contains information for campus, community, state and national resources.

### **CONFIDENTIAL RESOURCES: ON CAMPUS FOR STUDENTS:**

**COUNSELING CENTER**  
2nd floor Bailey Health Center  
610-330-5005 (After-hours crisis  
telephone support available)

**COLLEGE CHAPLAIN**  
**Rev. Alex Hendrickson**  
107 Farinon College Center  
610-330-5959  
[hendrica@lafayette.edu](mailto:hendrica@lafayette.edu)

### **ON CAMPUS FOR FACULTY AND STAFF:**

**EMPLOYEE ASSISTANCE PROGRAM**  
Visit: [hr.lafayette.edu/benefits/  
employee-assistance-program/](http://hr.lafayette.edu/benefits/employee-assistance-program/)  
for more information

### **COMMUNITY**

**CRIME VICTIMS COUNCIL  
OF THE LEHIGH VALLEY**  
[cvclv.org](http://cvclv.org)  
801 Hamilton St., Suite 300  
Allentown, PA  
610-437-6611 (24-hour hotline)

**TURNING POINT  
OF LEHIGH VALLEY**  
[turningpointlv.org](http://turningpointlv.org)  
444 E. Susquehanna St.  
Allentown, PA  
1-877-438-4957 (24-hour hotline)

**OTHER RESOURCES  
AT LAFAYETTE:**  
**ACADEMIC RESOURCE HUB**  
300 Scott Hall  
[hub.lafayette.edu](mailto:hub.lafayette.edu)  
610-330-5098

**ACCESSIBILITY SERVICES**  
[hub.lafayette.edu/disability-  
services/](http://hub.lafayette.edu/disability-services/)  
3rd Floor Scott Hall  
[Resourcehub@Lafayette.edu](mailto:Resourcehub@Lafayette.edu)

**BAILEY HEALTH CENTER**  
[healthcenter.lafayette.edu](http://healthcenter.lafayette.edu)  
607 High St.  
610-330-5001

**DEPARTMENT OF PUBLIC  
SAFETY**  
901 Bushkill Drive  
610-330-5330 (non- emergency)  
610-330-4444 (emergency)

**EDUCATIONAL EQUITY OFFICE**  
[sash.lafayette.edu](http://sash.lafayette.edu)  
610-330-5338  
[brownjes@lafayette.edu](mailto:brownjes@lafayette.edu)

**HUMAN RESOURCES**  
[hr.lafayette.edu](http://hr.lafayette.edu)  
12 Markle Hall  
(610) 330-5060

**OFFICE OF INTERCULTURAL  
DEVELOPMENT**  
[intercultural.lafayette.edu](http://intercultural.lafayette.edu)  
107 Farinon College Center  
(610) 330-5320

**OFFICE OF STUDENT CONDUCT**  
[conduct.lafayette.edu/](http://conduct.lafayette.edu/)  
204 Feather House  
(610) 330-5082

**ONEPARD**  
[onepard.lafayette.edu](http://onepard.lafayette.edu)

### **OTHER COMMUNITY, STATE, AND NATIONAL RESOURCES:**

**EASTON POLICE DEPARTMENT**  
48 N. 4th St, Easton, PA  
610-250-2282 (main number)  
911 (emergency)

**LEHIGH VALLEY  
HOSPITAL MUHLENBERG:**  
484 Schoenersville Rd., Bethlehem  
610-402-8000  
484-884-2521 (emergency room)  
**CEDAR CREST:** 1200 South Cedar  
Crest Blvd., Allentown  
610-402-8111 (emergency room)

**ST. LUKE'S HOSPITAL  
ANDERSON CAMPUS:**  
1872 Riverside Circle, Easton  
1-866-STLUKES (785-8537)  
484-503-3000 (emergency room)  
**WARREN:** 185 Roseberry Street,  
Phillipsburg, NJ  
908-859-6700 (emergency room)  
**BETHLEHEM:** 801 Ostrum Street,  
Bethlehem, 484-526-4000

**PENNSYLVANIA COALITION  
AGAINST Rape (PCAR)**  
[pcar.org](http://pcar.org)  
1-888-772-7227

**PENNSYLVANIA COALITION  
AGAINST DOMESTIC VIOLENCE  
(PCADV)**  
[pcadv.org](http://pcadv.org), 1-800-799-SAFE (7233)  
(National helpline)

**RAPE, ABUSE, AND INCEST  
NATIONAL NETWORK (RAINN)**  
[rainn.org](http://rainn.org), 1-800-656-HOPE (4673)  
(24-hour hotline)

**NATIONAL RESOURCE CENTER  
ON DOMESTIC VIOLENCE (NRCDV)**  
[nrcdv.org](http://nrcdv.org), 1-800-799-7233  
(National helpline)

**NATIONAL SEXUAL VIOLENCE  
RESOURCE CENTER (NSVRC)**  
[nsvrc.org](http://nsvrc.org)



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