

The cover features a background image of a field of small blue flowers with yellow centers. A large, semi-transparent purple arrow points from the top right towards the bottom left. In the upper right corner, the text 'RIT' is displayed in a white serif font, with a horizontal line underneath it. Below this line, the words 'Title IX' are written in a smaller, white sans-serif font. In the lower right area, there is a large, light gray arrow pointing left, and an orange-outlined arrow pointing right, both overlapping the purple arrow.

RIT

Title IX

Rochester Institute  
of Technology

2021 Annual Report on  
Sex Discrimination

## Table of Contents.

I.	Letter from Stacy DeRooy, Director of Title IX and Clery Compliance.....	1
II.	Framework for Addressing Sex Discrimination.....	2
III.	Oversight, Organization, and Management of Sex Discrimination.....	3
	A. The Title IX Office	
	B. Key Campus Partners	
	C. Key Policies	
IV.	Awareness, Prevention, and Campus Culture.....	6
V.	Summary of Complaints of Sex Discrimination for Calendar Year 2020.....	8
	A. Student Complaints of Sex Discrimination	
	B. Employee Complaints of Sex Discrimination	
VI.	Areas of Continuous Improvement and Focus for 2021.....	12
	A. Using Data to Identify and Respond to Trends	
	B. Enhancing the Parties' Experience in the Title IX Process	
VII.	Conclusion.....	14
	Appendices.....	15
	I. List of Education, Prevention, and Awareness Activities for the 2020 Calendar Year	
	II. Letter to the RIT Community from Dr. Munson, September 28, 2021	
	III. Reporting Options and Resources	

## LETTER FROM STACY DEROOY, DIRECTOR OF TITLE IX AND CLERY COMPLIANCE

Three years ago, the Title IX Office issued its first Annual Report to provide more transparency into the university's efforts to maintain a safe and healthy educational and work environment free from sex discrimination, including sexual harassment, sexual violence, intimate partner violence, gender-based harassment and discrimination, and stalking (hereinafter, "sex discrimination"). Every year since, the Title IX Office has provided the RIT community with vital information about our progress. This year, we provide our regular updates on efforts and statistics, but we note two significant impacts on our campus and therefore our data: the COVID-19 pandemic and a complete overhaul of federal Title IX regulations released in 2020. We are pleased to share the strategies RIT implemented to ensure accessibility to resources, reporting, and programs for the RIT community during turbulent times.

This year's Annual Report reflects data and information pertaining to calendar year 2020. The Annual Report (1) provides an overview of RIT's framework for addressing concerns related to sex discrimination; (2) outlines RIT's prevention education, advocacy, response, support, and community engagement initiatives on sex discrimination for this past academic year; and (3) summarizes the complaints of sex discrimination received by RIT in calendar year 2020.

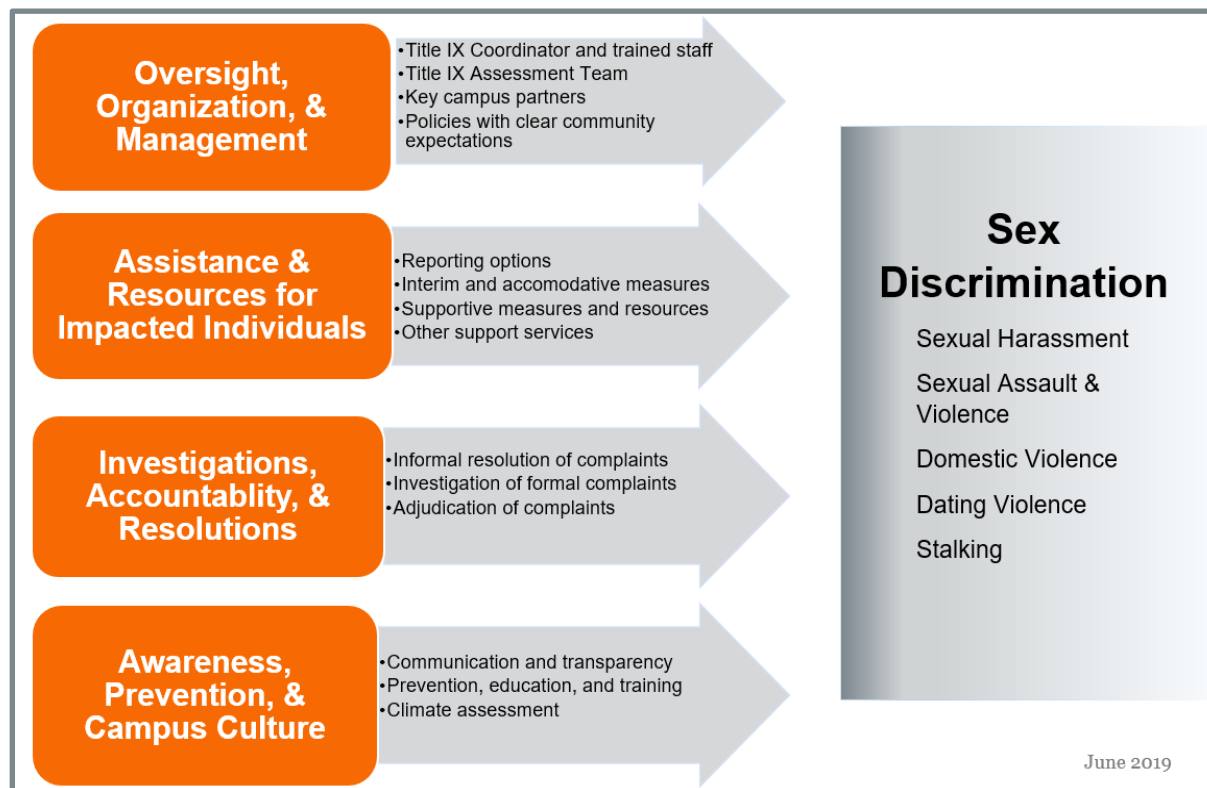
Of course, successful outreach, education, and prevention efforts are only possible with the support of RIT's senior leadership, our campus partners, and the rest of the RIT community. We thank you for your continued efforts to make our campus a safe and inclusive environment for all to work and learn. We look forward to renewed and additional partnerships to further this mission.



**Stacy DeRooy**  
**Director of Title IX and Clery Compliance**

## FRAMEWORK FOR ADDRESSING SEX DISCRIMINATION

RIT takes allegations of discrimination based on sex, including sexual harassment and sexual violence, very seriously. Allegations of sex discrimination are promptly addressed to **end** the discrimination, **prevent** its recurrence, and **remedy** its effects on the individual(s) and the RIT community. The Title IX framework, which guides RIT's response to sex discrimination, is divided into four distinct areas: (1) Oversight, Organization, and Management; (2) Assistance and Resources for Impacted Individuals; (3) Investigations, Accountability, and Resolutions; and (4) Awareness, Prevention, and Campus Culture. The full framework is available online: <https://www.rit.edu/fa/compliance/title-ix>



# RIT | Title IX

## OVERSIGHT, ORGANIZATION, AND MANAGEMENT OF SEX DISCRIMINATION

### The Title IX Office

The Title IX Office, which is part of the Office of Compliance and Ethics, serves as a resource for every person in the RIT community, including students, parents or guardians, employees, alumni, community partners, and visitors.



**Stacy DeRooy (She/Her)**

Director of Title IX and Clery Compliance ("Title IX Coordinator")

Stacy is responsible for coordinating the university's response to all complaints involving sex discrimination. This includes monitoring processes and outcomes to ensure consistency, identifying and addressing any patterns, and assessing the effects on the campus climate.



**Darci Lane-Williams (She/Her)**

Assistant Director of Title IX and Clery Compliance

Darci supports the Title IX Coordinator in implementing the university's responses to sex discrimination. She is the primary liaison with campus partners on training, education, prevention, and awareness.



**Catherine Farina (She/Her)**

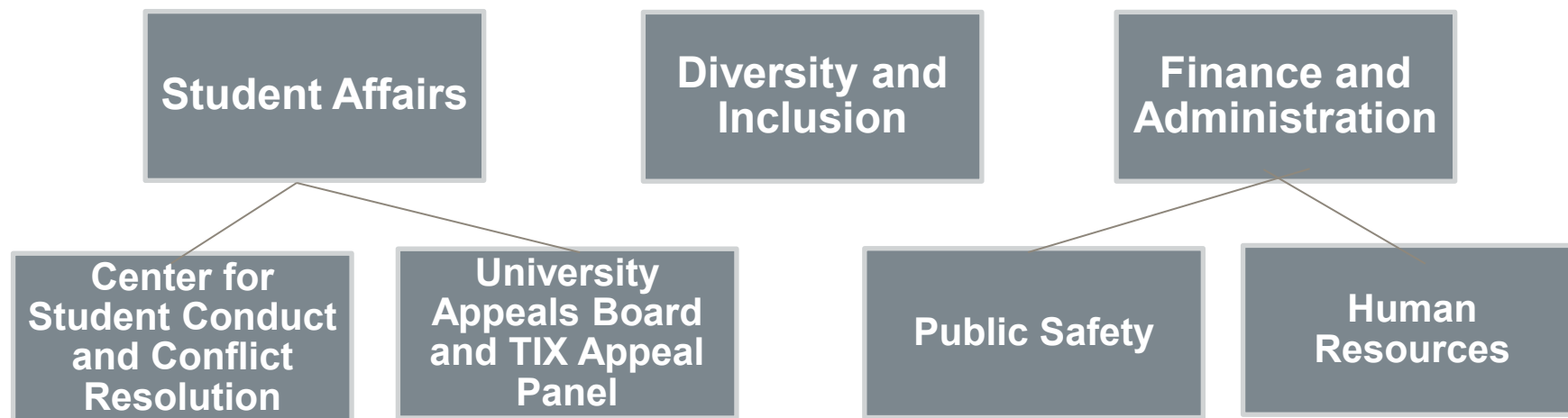
Title IX Investigator

Cathy conducts investigations of sex discrimination claims made against any employee of the university and drafts investigation reports for sex discrimination investigations. She also serves as the point of contact for Public Safety, who is tasked as the primary investigative body for investigations regarding claims made against students.

## Key Campus Partners

The Title IX Office's initiatives are fortified by relationships with key campus partners. The Board of Trustees and the senior leadership at RIT recognize that a safe and supportive learning environment is fundamental to a positive campus climate. The Board and senior leadership receive regular updates on policies, processes, incidents, trends, and mitigation strategies concerning sex discrimination at the university. President Munson recently reaffirmed RIT's commitment to protect its students and employees from sex discrimination, including sexual harassment, sexual violence, intimate partner violence, gender-based harassment and discrimination, and stalking (hereinafter, "sex discrimination") in a campus-wide communication. A copy of the Letter to the RIT Community from Dr. Munson is attached to this Annual Report. (Appendix II)

Key campus partners integral to RIT's response to sex discrimination include:



Additional campus partners include, but are not limited to, offices that provide confidential and non-confidential resources, the Office of Legal Affairs, Global Risk Management Services, the AdvanceRIT Leadership Team, Enrollment Management, and academic advisors.



## Key Policies

Over the last several years, the university has revised its sex discrimination and harassment policies consistent with the regulatory changes from both the federal and state government. Most recently, on May 6, 2020, the Department of Education (“ED”) released new regulations governing sexual harassment and discrimination under Title IX. The changes from the new regulations required universities to alter the way they investigate and adjudicate Title IX claims. The Title IX Office led the university’s cross-departmental and divisional efforts to revamp RIT’s policies as mandated by the new regulations. The result of the months-long work is [Policy on Title IX Sexual Harassment for Faculty, Staff, and Students \(C27.0\)](#), effective as of August 2020. The key changes based on the regulations include:

- **New jurisdiction and scope for conduct prohibited under Title IX.** Title IX now only covers behavior that occurs in university programs and activities and only in the United States.
- **New definition of sexual harassment under Title IX.** Under the new regulations, prohibited sexual harassment means conduct on the basis of sex that (1) conditions a service or benefit on an individual’s participation in unwelcome sexual conduct, (2) is unwelcome conduct that is so severe, pervasive, and objectively offensive that it denies a person equal access to an education program or activity, or (3) sexual assault, dating or domestic violence, or stalking.
- **Requirements for cross-examination of parties and witnesses during a live hearing.** The new regulations allow the parties to test the credibility of parties and witnesses through cross-examination conducted by advisors (not by parties personally) at such hearings.
- **New procedural requirements.** These requirements include requirements for investigations, hearings, supportive measures for impacted individuals, appeals, and anti-retaliation provisions.
- **Informal resolution options.** In a departure from long-standing ED guidance, the new regulations permit universities to facilitate the resolution of sexual assault reports through informal processes within certain parameters.
- **New training requirements.** The new regulations place a heavy emphasis on the importance of fair and neutral training.

Despite the changes to Title IX regulations, RIT remains committed to addressing the same conduct addressed prior to the regulatory changes. RIT continues to hold the community accountable under related policies, including the [Student Gender-Based and Sexual Misconduct Policy \(Policy D19.0\)](#), which applies to all students; and [RIT’s Policy Prohibiting Discrimination and Harassment \(Policy C06.0\)](#), which applies to all faculty, staff, and visitors.

## AWARENESS, PREVENTION, AND CAMPUS CULTURE

Providing training for members of the RIT community is a priority for the Title IX Office to reduce incidents of sex discrimination on campus. Training also serves to: (1) communicate behavioral expectations, including those behaviors that are prohibited on campus, and (2) inform the community of the full range of reporting and resolution options, as well as all of the resources available to individuals impacted by sex discrimination.

Although in-person programming was limited in 2020 due to COVID-19 safety protocols, the Title IX Office redirected in-person educational initiatives to adapt to the new virtual environment. Despite the challenges presented by COVID-19, over 97% of employees, including part-time employees and adjuncts, completed an online sex discrimination training module. In addition, President Munson convened The Sexual Harassment and Discrimination Taskforce to further assess the overall status and climate of the university regarding sexual harassment and discrimination.

Students were presented with numerous opportunities to participate in educational and community events throughout the year, such as panel discussions, workshops, and other prevention and awareness activities. Notably, the Assistant Director for Title IX and Clery Compliance created role-specific online training modules with new completion tracking methods to prevent content redundancy for students. New modules included:

- Education for student-athletes that comply with all regulations and the NCAA Policy on Campus Sexual Violence.
- Comprehensive training and education for Residence Advisors (RAs) based on their visible role on campus.
- Accessible training modules tailored to various underrepresented populations on campus, including programs and training for Deaf and Hard of Hearing students, international students adjusting to the cultural norms of the RIT community, and neurodivergent students enrolled in RIT programs.





## Featured Events

- Relationship Goals Workshop
- Resident Advisor Training
- Women in Computing
- Facts and Myths about Interpersonal Violence
- Cute or Creepy?
- Fraternity and Sorority Life Virtual Training
- Climate Survey Tabling
- Title IX Training
- Public Safety Guard Law Training

## Online Modules

Program	Date	Attendees
New Employee Orientation Early Intervention Training	Jan-Dec 2020	84
New Student Title IX Module Enrollment	Aug 2020- May 2021	4200
Annual Title IX Student Training Module Enrollment (Student Leaders and Athletes)	Jan-Dec 2020	910
Annual Sexual Discrimination and Harassment On-line Modules for Employees	Jan-Dec 2020	3527
Annual Sexual Discrimination and Harassment On-line Modules for Student Employees	Jan-Dec 2020	5529



## SUMMARY OF COMPLAINTS OF SEX DISCRIMINATION FOR CALENDAR YEAR 2020

The information below includes all reported incidents of all forms of sex discrimination reported in calendar year 2020. Reports represent a broad range of conduct, from unwanted comments or sexual advances, to unwanted touching, reports of relationship violence, stalking, and sexual assault. Complaints of sex discrimination are sorted in broad categories based on the complainants' allegations. Due to privacy and confidentiality obligations, specific details and complexities of the complaints cannot be shared. For key definitions, refer to the policies above or the [Title IX website](#) for information. Complaints received against non-RIT community members are included in the total number of complaints received for information purposes. Although RIT may not always conduct a full investigation or take action against a non-RIT community member, it will make resources available to any impacted individuals who are members of the RIT community.

It is important to note that the data found in this Annual Report does not align with the data in the [Annual Security and Fire Safety Report](#) published by RIT (the "Clery Report") in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"). The Clery Act requires reporting for specific categories of crimes that occur within the university's Clery geography. The data contained in this Annual Report reflects allegations of conduct prohibited by RIT's [Policy on Title IX Sexual Harassment for Faculty, Staff, and Students \(C27.0\)](#), the [Student Gender-Based and Sexual Misconduct Policy \(Policy D19.0\)](#), and [RIT's Policy Prohibiting Discrimination and Harassment \(Policy C06.0\)](#). This Annual Report includes conduct reported to have occurred on or off campus, including during university-sanctioned activities or programs abroad. This report also includes allegations against individuals not affiliated with the university. While some of this data may also be included in the Clery Report, the Clery Report has a different and more limited scope. Nonetheless the information published in both the Clery Report and this Annual Report together provide the RIT community with comprehensive information concerning, among other things, sexual assault, intimate partner violence, and stalking.

### Student Complaints of Sex Discrimination

The following information reflects (1) complaints that were brought to the Title IX Coordinator or Deputy Title IX Coordinators in 2020 (directly or indirectly) involving students, and (2) outcomes of the complaints when the respondent is an RIT student, or the accused is not a member of the RIT community, but the alleged conduct was perpetrated against an RIT student. Although complaints often contain multiple allegations with multiple policy violations, complaints involving more than one allegation of sex discrimination are only listed once. If a complaint produces one or more charges and results in a finding of responsibility, the chart will reflect the most severe of the sex discrimination charges. This data reflects the number of distinct complainants and outcomes.

## Student Data: 2020

Charge	Alcohol or Other Drugs*	Left with Charges Pending	Accused Non-Member	Accused Unknown	Complaint Withdrawn	Outcome – Informal Resolution	Outcome - Hold	Outcome - Warning	Outcome – Not Responsible	Outcome - Probation	Outcome - Suspension	Outcome - Expulsion	Total Number of Complaints
Dating or Domestic Violence	0	0	1	0	1	2	0	0	0	0	0	0	4
Stalking	0	0	2	0	2	6	0	0	4	0	0	0	14
Sexual Assault - Intercourse	6	0	3	0	6	0	0	0	1	1	3**	0	14
Sexual Assault - Contact	6	0	0	0	2	2	0	0	2	2	0	0	8
Sexual Assault - Unknown	0	0	0	0	3	0	0	0	0	0	0	0	3
Gender Discrimination	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Harassment	0	1	2	0	4	10	0	0	0	0	0	0	17
Sexual Exploitation	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Harassment	0	0	0	0	0	1	0	0	0	0	0	0	1
Violation of No Contact Order	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>12</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>18</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>61</b>

\*Alcohol and Other Drugs is not counted in addition to the total number of incidents. Alcohol was a reported factor in 43% of sexual assault/intercourse complaints and 75% of sexual assault/contact complaints in 2020.

\*\*3 complaints, 2 respondents (1 respondent found responsible and suspended for both cases)

In 2020, the Title IX Office processed a total of 61 complaints, which is a 48.3% drop from 2019 when the Title IX Office processed 118 complaints. The Title IX Office assessed five (5) additional cases ultimately determined outside the scope of a Title IX complaint. From 2019 to 2020, dating or domestic violence cases decreased 75%, Sexual assault/intercourse cases remained the same, sexual assault/contact cases decreased 55.5%, stalking decreased 12%, and sexual harassment decreased by 58%. In 2020, the additional category of gender harassment was included in the data.

Of the 61 student complaints, approximately 23% of the cases involved Deaf or Hard of Hearing students in 2020. The complaints identified in the foregoing table were primarily made by students against other students. There were no reports made by faculty or staff against students in 2020.

## Withdrawn Cases of Student Complaints: 2020<sup>1</sup>

Third-party reporters are individuals who either witness alleged misconduct, individuals to whom an incident is reported, or individuals who simply seek counsel from the Title IX Office regarding potential violations of policy. Of the 23 cases reported by third parties in 2020, 18 were withdrawn last year. Nonetheless, the Title IX Office continues to encourage third parties and other bystanders to report any misconduct or concerns.

Type of Incident	Complaint Withdrawn <sup>1</sup>	Reported by 3 <sup>rd</sup> party	Percentage
Dating/ Domestic Violence	1	2	50%
Stalking	2	4	50%
Sexual Assault	11	11	100%
Sexual Harassment	4	6	67%
Total	18	23	%

The withdrawn reports from third-party reporters were received from the following individuals:

- Residence Life (RA, RC, Community Leaders): 6 (26%)
- Staff Members: 3 (13%)
- Friends: 4 (17.4%)
- Faculty: 3 (13%)
- Advisors: 3 (13%)
- Non-member: 3 (13%)
- Student: 1 (4.3%)

<sup>1</sup> The incidents withdrawn in 2020 were cases within the scope of Policy D.19. Under Policy D.19, any complainant can “withdraw a complaint or involvement from the RIT process at any time.” (Policy D19.0, V.C.8). RIT will only proceed with an investigation without the complainant’s consent in limited circumstances. (Policy D19.0, VII.C).

## Employee Complaints of Sex Discrimination

The following table reflects (1) complaints received by either Human Resources or by the Title IX Office, and (2) outcomes of the complaints where the Respondent is an RIT employee. The outcomes in the tables do not reflect those cases in which the conduct fell outside of the scope of Policy C06.0 and may have resulted in corrective action under another RIT policy.

### Employee Data: 2020

Charge	Respondent Non - Member	Respondent Unknown	Administratively Closed/ Complaint Withdrawn	Outcome – Not Responsible	Outcome - Warning	Outcome - Probation or Demotion	Outcome - Suspension	Outcome - Terminated	Number of Complaints
Dating or Domestic Violence	0	0	0	0	0	0	0	0	0
Gender Discrimination	0	0	0	2	0	0	0	0	2
Sexual Harassment	0	0	0	4	3	0	0	1*	8
Sexual Assault/ Misconduct	0	0	0	2	0	0	0	1**	3
Stalking	0	0	0	0	1	0	0	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>14</b>

\*One temporary employee terminated for sexual harassment in 2020.

\*\*One employee terminated after an investigation. The employee was found not responsible for sexual assault but responsible for sexual harassment.

In 2020, the university received 14 complaints of sex discrimination involving an employee. This represents a 50% decrease in reported incidents from 2019. Notably, most of the faculty and staff worked remotely during a majority of 2020, which likely accounts for the decrease in incidents. In addition, another 9 cases were assessed and determined outside the scope of the Title IX Office. The majority of the employee-related cases alleged sexual harassment, which is consistent with the data from 2019.

### Complainant and Respondent Demographics of Employee Complaints: 2020

Complainant	Respondent	Incidents
Staff	Staff	7
Student	Staff	4
Faculty	Faculty	0
Student	Faculty	3
Alumni	Faculty	0
Staff	Faculty	0
Staff	Non-member	0
Non-member	Faculty	0
<b>Total</b>		<b>14</b>

## AREAS OF CONTINUOUS IMPROVEMENT AND FOCUS FOR 2021

### Using Data to Identify and Respond to Trends

The Title IX Office uses data collected as part of the program to examine trends and strategize prevention education efforts in targeted areas of the campus, and the university as a whole. For example, in the Student Sexual Misconduct Climate Survey conducted in spring of 2020, 20% of RIT student survey takers indicated they felt frightened, concerned, angered, or annoyed by a variety of stalking and harassing behaviors. The majority of those students reported receiving unwanted phone calls or messages, most often from an acquaintance or peer. A majority of the reported stalking incidents at RIT reflect incidents that toe the line between what constitutes acceptable behaviors and inappropriate behaviors which reasonably induce fear or distress in other students.

### Student Reports of Stalking Reportable Under Title IX and the Clery Act

Year	Title IX Reported Stalking Incidents	Clery Reported Stalking Incidents
2016	26	23
2017	17	17
2018	28	30
2019	16	13
2020	14	13

The cases in this table met the definition of stalking per RIT policy, and as required by federal and state legislation. The incidents that were reported but ultimately determined to be outside of the definitional scope of stalking are not included. Note that while there is a perception of an increase in stalking cases, the number of reported incidents of stalking on campus has actually decreased since 2018.

Students reported that certain behaviors that make people (primarily women) uncomfortable may be normalized by accepting the behaviors as merely socially awkward.

Nonetheless, the Title IX Office endeavors to address both incidents of student behavior that meets the definition of stalking and behavior attributable to students who lack communication or social skills to pursue partners. In response to students' concerns, Title IX partnered with Spectrum Support Services to provide workshops that identified stalking behaviors. Topics included: "How many texts are too many?" and "How many times should you ask someone out?" The workshops also covered interpreting social cues when an individual is approached and how to discern when an individual is not



## RIT | Title IX

interested. They shared the importance of interpreting non-verbal cues, especially with neurodivergent students who may have difficulty when not given a clear and direct “no” during interactions. In 2020 the Title IX Office created infographics for the community on [how to avoid causing others social discomfort](#) and [five ways to exit a conversation](#). The infographics are available online and have received positive feedback from the community.

In addition, the data identified an overrepresentation of stalking incidents among the students in Golisano College of Computing and Information Sciences (GCCIS). In response, Title IX met with the dean of the college, and GCCIS agreed to appoint and embed a Deputy Title IX Coordinator in the college in a pilot program.<sup>2</sup> Lana Verschage was appointed the Deputy Title IX Coordinator for GCCIS in spring 2019. Verschage has been instrumental in connecting the dots, examining the culture of the college from an inside perspective, and serving as a source of information on the culture to inform programming initiatives. Increased programming in collaboration with ADVANCE, GCCIS Software Engineering, and other college sponsors have raised awareness on problem behaviors, assertive communication, and reporting.

Moreover, a group of women students from GCCIS enrolled in the Game Design and Development program created an award winning simulation game, “Gamer Girl,” which takes a second year woman student in Game Design and Development program through various self-selected scenarios of harassment and discrimination. Title IX partnered with the faculty advisors and students in GCCIS to review and discuss the game and the types of experiences that inspired its development. “Gamer Girl” was presented to one section of RIT 365 in spring 2021. After positive reception from first year students, the game will now be offered throughout the entire RIT 365 program and accessible to all first-year students.



### Enhancing the Parties' Experience in the Title IX Process

In response to the regulatory changes and new processes in 2020, the Title IX Office created the Title IX Partner Program, a university initiative designed to fill the need for faculty and staff to actively participate throughout the RIT Title IX process. As part of the Title IX Partner Program, the Title IX Office collaborated with university deans, the Academic Senate, and Staff Council to identify a pool of faculty and staff to serve as hearing officers for employee cases, advisors of choice for a complainant or respondent in employee cases, or as appeal panel members for employee cases. RIT appointed participants for three years and extensively trained them for various roles in the Title IX process.

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<sup>2</sup> The Title IX Office experienced success in embedding a Deputy Coordinator in NTID when that college was also overrepresented in Title IX statistics several years ago. In 2016, Amy Stornello was appointed the NTID Deputy Title IX Coordinator. Since then, NTID representation in overall Title IX complaints has dropped from 50% to approximately 23%.

## CONCLUSION

This was a year full of adjustments and flexibility for RIT, the Title IX Office, and its partners. Even during the challenges of COVID-19 in 2020, the Title IX Office collaborated with several campus stakeholders to enforce policy and adjusted existing policies for the RIT community. Fundamental to these efforts and changes is the university's commitment to the community to stop, prevent, and remedy sex discrimination by actively working on developing a culture that discourages such behavior at the forefront. Fostering a respectful environment requires an ongoing effort from all members of the RIT community. Indeed, all RIT community members share a responsibility to take prompt action, including notifying the appropriate individuals after becoming aware of conduct reasonably believed to violate the university's sex discrimination policies. We encourage all RIT Community members to review the university's policies and to take advantage of the numerous resources on campus to prevent and address sex discrimination. Through collective efforts, RIT can achieve the goal of embracing a respectful, harassment-free environment for all members of the RIT community.

## APPENDIX I

### I. LIST OF EDUCATION, PREVENTION, AND AWARENESS FOR THE 2020 CALENDAR YEAR.

Name of Program	Date of Program	Host	Total Number Attended
#Relationship Goals Workshop	January 2020	Center for Women and Gender	61
Resident Advisor Training	January 2020	Center for Residence Life Title IX Office	25
Women in Computing (WiC) Title IX Training	January 2020	Women in Computing (WiC) Title IX Office	45
Facts and Myths About Interpersonal Violence Tabling Outreach	February 2020	Center for Women and Gender	22
Write Yourself a Love Letter Tabling Outreach	February 2020	Center for Women and Gender RESTORE Sexual Assault Services	40
Is My Relationship Healthy? Tabling Outreach	February 2020	Center for Women and Gender	31
Cute or Creepy? Tabling Outreach	February 2020	Center for Women and Gender	56
Consent-O-Grams Tabling Outreach	February 2020	Center for Women and Gender	60
LGBTQ Health Fair Tabling Outreach	February 2020	Center for Women and Gender Title IX Office	Unknown
I Love Female Orgasm Workshop	February 2020	Center for Women and Gender	125
Fraternity and Sorority Life Training	February 2020	Women and Gender Title IX Office Fraternity and Sorority Life	85
Climate Survey Tabling	February 2020	Title IX Office	Unknown
Fraternity and Sorority Life Training	March 2020	Women and Gender Title IX Office Fraternity and Sorority Life	35
Title IX Training	March 2020	Center for Women and Gender Title IX Office	41

# RIT | Title IX

Name of Program	Date of Program	Host	Total Number Attended
Confidential Office Training Counseling and Psychological Services	March 2020	Title IX Office Counseling and Psychological Services	9
#RelationshipGoals Workshop	April 2020	Center for Women and Gender	14
#30DaysofSAAM Social Media Campaign	April 2020	Title IX Office	Unknown
Under the Surface: A Trauma-Informed Response to Survivors Training	April 2020	Title IX Office	36
Who are you? Addressing bystander intervention related to alcohol consumption and consent Training	April 2020	Health Promotion Athletics	56
Public Safety Guard Law Training	July 2020	Public Safety Title IX Office	20
Public Safety Guard Law Training	July 2020	Public Safety Title IX Office	20
Orientation Leaders Training	August 2020	Women and Gender Title IX	190
SVP Healthy Relationships Virtual Program	August 2020	Women and Gender (formerly Center for Women and Gender)	80
RIT Life Off! Day Virtual Orientation Program	August 2020	Women and Gender RIT 365	400
Special Interest Houses Executive Board Virtual Training	August 2020	Women and Gender Residence Life	44
Multicultural Center for Academic Success Professional Development Conference	September 2020	MCAS Title IX	9
Special Interest Houses Executive Board Virtual Training	September 2020	Women and Gender Residence Life	100
RIT 365 Experience Virtual Interactive Programs	September 2020	Women and Gender RIT 365	150
Fraternity and Sorority Life Virtual Training	September 2020	Women and Gender Title IX Office Fraternity and Sorority Life	46
RIT 365 Experience Interactive Programs	October 2020	Women and Gender RIT 365	25

# RIT | Title IX

Name of Program	Date of Program	Host	Total Number Attended
Fraternity and Sorority Life Virtual Training	October 2020	Women and Gender Title IX Office Fraternity and Sorority Life	112
Fraternity and Sorority Life Virtual Training	October 2020	Women and Gender Title IX Office Fraternity and Sorority Life	95
20+RIT 365 Experience Interactive Programs	November 2020	Women and Gender RIT 365	50
<b>Online Modules:</b>			
New Employee Orientation Early Intervention Training	January-December 2020	Center for Professional Development	84
New Student Title IX Module Enrollment	August 2020-May 2021	Women and Gender New Student Orientation Title IX Office	4200
Annual Title IX Student Training Module Enrollment (Student Leaders and Athletes)	January-December 2020	Title IX Office	910
Annual Sexual Discrimination and Harassment On-line Modules for Employees	January-December 2020	Title IX Office	3527
Annual Sexual Discrimination and Harassment On-line Modules for Student Employees	January-December 2020	Title IX Office	5529
<b>TOTAL EVENTS</b>	January-December 2020	<b>38</b> programs, workshops, and trainings	<b>16,332</b> <b>(14,250 online)</b>

## APPENDIX II

### II. LETTER TO THE RIT COMMUNITY FROM DR. MUNSON, SEPTEMBER 28, 2021.

Dear RIT students, faculty, and staff:

As a new academic year begins, I want to take a moment to highlight an important issue for RIT: preventing sexual assault and all forms of sexual and gender-based harassment and discrimination. Our concept of community at RIT is based, in part, on principles of integrity and respect for others. Sexual and gender-based harassment and discrimination have no place here in our community.

In recent years, RIT students, faculty, and staff have undertaken many initiatives to strengthen our approach to prevention and response to sexual and gender-based harassment and discrimination. We have enhanced educational programming, administered additional training for faculty and staff on prevention and response, strengthened our policies, and hired additional staff in the Title IX office to support the community. These efforts all support initiatives that have been undertaken at the federal and state levels to address sexual assault and other forms of sex and gender-based discrimination and harassment.

I encourage you to review the university's relevant policies, including [C27.0 Title IX Policy for Faculty, Staff and Students](#), [D19.0 Student Sexual Misconduct Policy](#) and [C06.0 RIT Policy Prohibiting Harassment and Discrimination](#), applicable to the university community. I also recommend that you familiarize yourselves with the numerous resources on campus that support the effort to prevent and address sex and gender-based harassment and discrimination.

Through our collective efforts, we can achieve our goal of fostering a respectful, harassment-free environment for all members of the RIT community. We all play an active role in preventing sexual assault, and sex and gender-based harassment and discrimination, and ensuring the safe, respectful campus community that we all value. We must not view these issues simply as an issue for "others," but one that we each play a role in preventing. Doing so means embracing the standard of affirmative consent, intervening rather than being a bystander, directing individuals in need of care and support to the proper resources, and reporting incidents when they occur.

RIT prohibits discrimination and harassment on campus, or at any off campus RIT activity, by its administrators, faculty, staff, students, and student organizations, as well as external organizations and individuals in their work with the university. Reported incidents are addressed and taken very seriously at the university. Retaliation for any such reports is strictly prohibited. For more information or assistance, on RIT's programs to address sexual and gender-based harassment and discrimination, please visit the [Title IX website](#).

Thank you for your attention to this very important topic and your continued commitment to creating a safe and vibrant campus community.

David C. Munson, Jr.

President, RIT



## APPENDIX III

### III. REPORTING OPTIONS AND RESOURCES

#### REPORTING CHANNELS

In an emergency or in cases of sexual misconduct, individuals should contact Public Safety immediately at (585) 475-3333.

The following individuals are trained to help the campus community with reports or concerns of sex discrimination, and can help the reporting individual obtain resources to end sex discrimination, prevent its recurrence, and address its effects:



Stacy DeRooy  
Director of Title IX and Clery Compliance  
Compliance and Ethics  
Finance and Administration  
585-475-7158  
[sadcpsa@rit.edu](mailto:sadcpsa@rit.edu)



James Macchiano  
Director of Multicultural Center for Academic Success  
Multicultural Center for Academic Success  
Diversity and Inclusion  
585-475-2290  
[jjmcs@rit.edu](mailto:jjmcs@rit.edu)



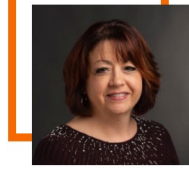
Darci Lane  
Assistant Director of Title IX and Clery  
Compliance  
Compliance and Ethics  
Finance and Administration  
585-475-7383  
[drlcae@rit.edu](mailto:drlcae@rit.edu)



Amy Stornello  
Director of Summer Vestibule Program  
First Year Experience  
National Technical Institute for the Deaf  
585-391-9990VideoPhone  
[Amy.Stornello@rit.edu](mailto:Amy.Stornello@rit.edu)



Catherine Farina  
Title IX Investigator/Compliance  
Coordinator  
Compliance and Ethics  
Finance and Administration  
585-475-2297  
[cmfcae@rit.edu](mailto:cmfcae@rit.edu)



Lana Verschage  
Director of Women in Computing  
Dean's Office (GCCIS)  
Goliso College of Computing and Information  
Sciences  
585-475-7155  
[ltvse@rit.edu](mailto:ltvse@rit.edu)

Reports made against faculty and staff will be investigated by the Title IX investigator. Public Safety will investigate any claims or concerns made against any student and campus visitors. Title IX and Public Safety work together to support each other's investigations as appropriate. In all cases, individuals may also contact external law enforcement.

## REPORTING OPTIONS, CONFIDENTIAL AND NON-CONFIDENTIAL OFFICES, AND ON CAMPUS AND OFF CAMPUS RESOURCES.

**RIT's Title IX Coordinator and Other Responsible Administrators** (See page 20)

### Education and Training

All university employees are required to complete mandatory training which is available online through Talent Roadmap. The completion of this training is a required by law and university policy.

### Assistance from on-campus Confidential Resources for students can be obtained from:

RIT Counseling and Psychological Services (CaPs)  
585-475-2261

[www.rit.edu/counseling/](http://www.rit.edu/counseling/) Services provided at no cost.

NTID Counseling & Academic Advising 585-475-6400

<https://www.rit.edu/ntid/sas/ntid-counseling-academic-advising-services>

Services provided at no cost.

RIT Student Health Center 585-475-2255

[http://www.rit.edu/studentaffairs/student\\_health/](http://www.rit.edu/studentaffairs/student_health/)

Services provided at no cost

### Assistance from on-campus Confidential Resources for employees can be obtained from:

Spirituality and Religious Life 585-475-2137

<http://www.rit.edu/studentaffairs/religion> Services provided at no cost.

RIT Ombuds Office

585-475-7357 or 585-475-6424

585-286-4677 (VP)

<http://www.rit.edu/ombuds/contact-us> Services provided at no cost.

**In addition to the Title IX Coordinator and the Responsible Administrators, other non-Confidential Resources on campus that can provide assistance include:**

RIT Public Safety  
(24 hours a day, 7 days a week) 585-475-2853, 585-205-8333 (text)

[www.rit.edu/fa/publicsafety/](http://www.rit.edu/fa/publicsafety/) Services provided at no cost.

Center for Student Conduct & Conflict Resolution  
585-475-5662

[www.rit.edu/studentconduct/](http://www.rit.edu/studentconduct/) Services provided at no cost.

RIT Human Resources 585-475-2424

[www.rit.edu/humanresources/](http://www.rit.edu/humanresources/) Services provided at no cost.

The Division of Diversity and Inclusion  
585-475-6546

[www.rit.edu/diversity/](http://www.rit.edu/diversity/)  
Services provided at no cost.

[The Disability Services Office](#)

585-475-2023

<https://www.rit.edu/disabilityservices/dso@rit.edu>

Services provided at no cost.

RIT Advocacy Program 585-475-7668

[www.rit.edu/studentaffairs/studentconduct/rights-responsibilities/rit-advocacy-program](http://www.rit.edu/studentaffairs/studentconduct/rights-responsibilities/rit-advocacy-program)

Services provided at no cost.

Student Financial Services 585-475-6186

[www.rit.edu/fa/sfs/](http://www.rit.edu/fa/sfs/) Services provided at no cost.

Office of Financial Aid & Scholarships 585-475-2186

[www.rit.edu/emcs/financialaid/contact.html](http://www.rit.edu/emcs/financialaid/contact.html)

Services provided at no cost.

RIT Student Government Office 585-475-4043

[www.rit.edu/studentgovernment/](http://www.rit.edu/studentgovernment/) Assistance with legal services provided at no cost

## Assistance from non-campus community resources includes:

Willow Center  
24-Hour Hotline 585-222-SAFE (7233)  
[willowcenterny.org/](http://willowcenterny.org/) Services provided at no cost.

Lifeline  
585-275-5151  
[www.211lifeline.org/](http://www.211lifeline.org/)  
Services provided at no cost.

Monroe County Sheriff's Office (24 hours a day, 7 days a week) 585-753-4178  
[www.monroecounty.gov/sheriff](http://www.monroecounty.gov/sheriff) Services provided at no cost.

IGNITE (Hotline) [DeafIGNITE@gmail.com](mailto:DeafIGNITE@gmail.com)  
585-286-2713 VP  
[deafignite.org/](http://deafignite.org/)  
Services provided at no cost.

NYS Police Sexual Assault Hotline 844-845-7269  
Services provided at no cost

National Domestic Violence Hotline (24 hours a day, 7 days a week) 800-799-7233  
[www.thehotline.org](http://www.thehotline.org) Services provided at no cost.

National Dating Abuse Helpline (24 hours a day, 7 days a week) 866-331-9474  
[www.loveisrespect.org](http://www.loveisrespect.org) Services provided at no cost.

New York State Office of Victim Services  
800-247-8035  
Services provided at no cost.

Resolve of Greater Rochester  
[www.resolve-roc.org](http://www.resolve-roc.org)  
585-425-1580  
Services provided at no cost.

RESTORE  
24-HOUR HOTLINE  
Monroe County: 1-585-546-2777  
Genesee, Livingston, Orleans & Wyoming Counties: 800-527-1757  
RAINN: 800-656-4673  
[restoresas.org/](http://restoresas.org/)

## Information on sexually transmitted infections and sexual assault forensic examinations:

RESTORE Sexual Assault Services Monroe County 585-546-2777  
24 hour hotline

Monroe County STD Testing  
585-753-5391  
[www.monroecounty.gov/health-nursing-STD-HIV](http://www.monroecounty.gov/health-nursing-STD-HIV)

National Sexual Assault Hotline (24 hours a day, 7 days a week) 800-656-4673  
[www.rainn.org/get-help/national-sexual-assault-hotline](http://www.rainn.org/get-help/national-sexual-assault-hotline)  
Services provided at no cost.

