

The logo for the Rochester Institute of Technology (RIT) is displayed in a bold, orange, sans-serif font. It is positioned in the upper left quadrant of the page, above a thin horizontal line.

RIT

**Compliance
and Ethics**

The main title of the report is centered on the page in a large, white, bold, sans-serif font. It is set against a background of a multi-level atrium with white railings and concrete pillars, which is overlaid with a semi-transparent purple filter.

**Annual Report
on Discrimination,
Harassment, and
Other Reported
Concerns**

Annual Report on Discrimination, Harassment, and Other Reported Concerns

Office of Compliance and Ethics	3
A Message from the Associate Vice President of Compliance and Ethics	3
The Title IX Office	6
A Message from the Director of Title IX and Clery Compliance	6
Education, Prevention, and Resources	7
Programs and Training in 2022	7
Summary of Complaints of Sex Discrimination for FY22	8
Student Complaints of Sex Discrimination	9
Employee Complaints of Sex Discrimination	11
Resolution of Employee Cases	12
Student Sexual Misconduct Biennial Climate Survey	13
Office of Compliance and Ethics	15
Summary of Complaints Received by Office of Compliance and Ethics	15
Conclusion	18
Appendix	19

Office of Compliance and Ethics

A Message from the Associate Vice President of Compliance and Ethics

The university must comply with many laws, regulations, and policies governing its various activities. The Office of Compliance and Ethics (OCE) administers RIT's Compliance and Ethics Program and assists the university in promoting a culture that encourages ethical conduct and a commitment to compliance with applicable laws, regulations, and policies. OCE aims to partner with the RIT community to create sustainable solutions that promote a culture committed to the highest standards of ethics, transparency, accountability, and respect.

Cornerstones of OCE's work include engaging with various university stakeholders on policies affecting behavioral expectations, building accountability by creating pathways for reporting, conducting unbiased investigations of reported incidents, and educating the community. Notably, OCE houses the Title IX Office, tasked primarily with stopping, preventing, and remedying the effects of sex and gender-based discrimination at the university for any person, regardless of their real or perceived sex, gender identity, or gender expression. In addition to investigating reports of sex and gender-based discrimination, OCE also investigates allegations of discrimination and harassment, involving race, religion, age, citizenship, color, creed, culture (including Deaf culture), disabilities, marital status, ethnic or national origin, political affiliation or preference, and military or veteran status. Other areas of investigation housed within OCE include allegations of retaliation and violations of certain university policies, such as conflict of interest, export control, and privacy-related matters.

This Annual Report features information concerning all reports of alleged misconduct received by OCE in fiscal year 2022. It includes the aggregate number of complaints reported to OCE, the type of reports received, and the outcomes of those cases. The Annual Report also includes details on community engagement, workshops, and trainings conducted to educate the RIT community on how to better recognize, respond, report, and ultimately prevent harassment and discrimination on campus and at campus-related activities.

Much of the work conducted by OCE, including the Title IX Office, depends on the collaboration of numerous campus and community partners who are dedicated to making RIT a safe working and learning environment for people of all races, religions, national origins, gender identities, ages, sexual orientations, abilities, and backgrounds. While this work is admittedly difficult, we remain committed to building a community that respects the dignity of all its members.



Erika J. Duthiers

A handwritten signature in black ink, appearing to read 'E. Duthiers'.

Associate Vice President, Compliance and Ethics and
Deputy General Counsel

In 2019, the New York Human Rights law was amended through the Gender Expression Non-Discrimination Act (GENDA) to expressly include gender identity and gender expression as a protected category.





The Title IX Office

A Message from the Director of Title IX and Clery Compliance

This year marks the 50th Anniversary of the passage of Title IX, the landmark legislation that profoundly changed the educational and athletic landscape in the United States by barring sex discrimination in federally funded education programs. The passage of Title IX meant equal access to education and federal financial aid, protection from sex and gender-based discrimination and harassment, and equality in sports and other extra-curricular activities, among other things.



As we take this moment in history to reflect on the profound impact of Title IX, we also recognize that we have a long way to go to achieve the aspirations of the amendment. Here in the Title IX Office we want to celebrate the strides we've made towards reducing sex and gender-based discrimination on campus, while bringing awareness to the work yet to be done. We are committed to working towards eliminating, preventing, and remedying the effects of sex discrimination for any

person, regardless of their real or perceived sex, gender identity, and/or gender expression. All individuals – women and men, and gender nonconforming faculty, staff, and students are protected from any sex discrimination, harassment, or violence. We recognize more resources and efforts are needed to address members of our community who are disproportionately affected by inequity. The Title IX Office will continue to engage all members of the RIT community during this time of cultural change. We look forward to working with our university partners and members of the RIT community with a shared commitment of moving an inclusive and equitable culture forward at RIT that is free from discrimination and harassment.

Stacy DeRooy

A handwritten signature in black ink that reads "Stacy DeRooy".

Director of Title IX and Clery Compliance

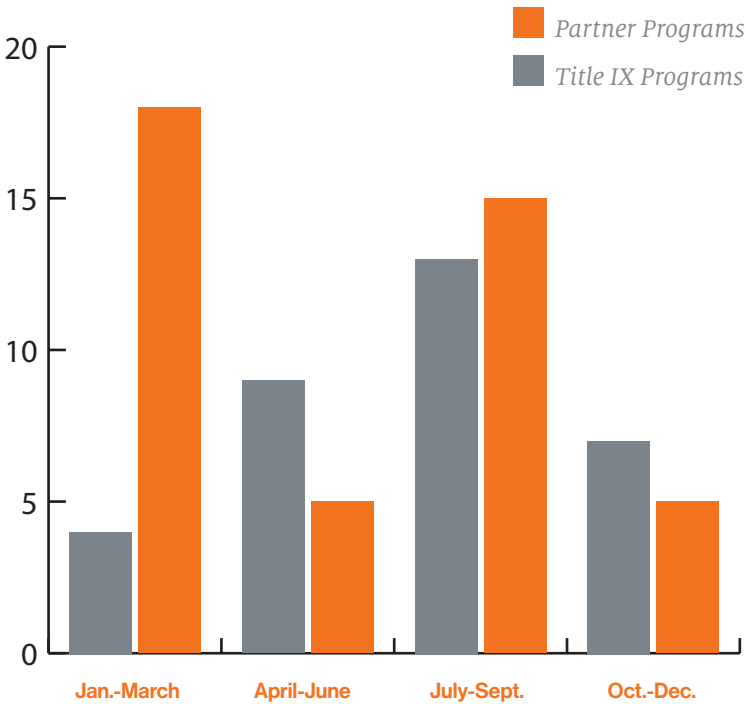
"Title IX Coordinator"



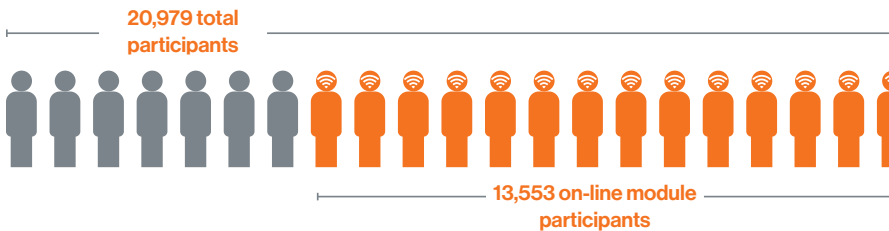
Education, Prevention, and Resources

In FY22, the RIT community was presented with numerous opportunities to participate in educational and community events, such as panel discussions, workshops, and other prevention and awareness activities conducted both in-person and virtually. The Title IX Office saw an increase of approximately 4,000 participants in both optional and mandatory Title IX programming for FY22.

76 Programs and Training in FY22



Participants in Prevention and Awareness Training



THE TITLE IX OFFICE

The Title IX Office serves as a resource for every person in the RIT community. This includes students, parents or guardians, employees, alumni, community partners, and visitors who have experienced or witnessed sex and gender-based discrimination or harassment, or who have questions or concerns about the same.



Stacy DeRooy
(She/Her)

Director of Title IX and Clery Compliance



Darci Lane
(She/Her)

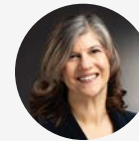
Assistant Director of Title IX and Clery Compliance



Catherine Farina
(She/Her)

Title IX Investigator

Title IX Deputies



Amy Stornello
(She/Her)

NTID Title IX Deputy Coordinator



Lana Verschage
(She/Her)

GCCIS Title IX Deputy Coordinator

THE TITLE IX OFFICE

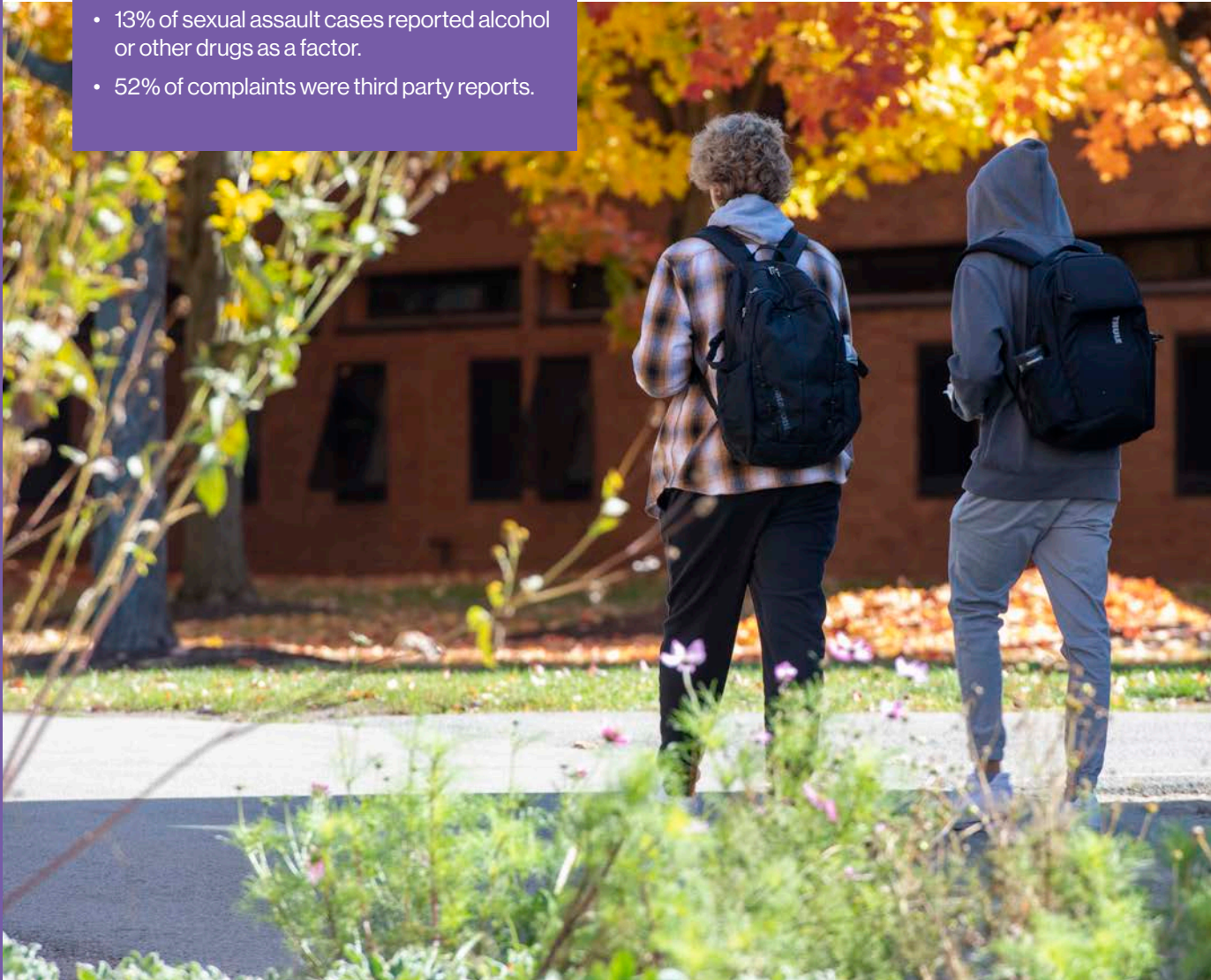
Summary of Complaints of Sex Discrimination for FY22

Reports represent a broad range of conduct, including but not limited to, unwanted comments or sexual advances, unwanted touching, relationship violence, stalking, and sexual assault. Complaints of sex discrimination are sorted into broad categories based on the complainants' allegations. Due to privacy and confidentiality obligations, specific details and complexities of the complaints cannot be shared.

Cases deemed "outside of scope" indicate reports that fell outside the scope of the office after assessment. After assessment, 66 cases were deemed outside of the scope of the Title IX Office and were either referred to or otherwise resolved by an office other than Title IX.

- 193 total complaints were made to the RIT Title IX Office in FY22.
- 66% of reports were deemed within scope of the Title IX Office.
- 13% of sexual assault cases reported alcohol or other drugs as a factor.
- 52% of complaints were third party reports.

Sex discrimination includes sex and gender-based harassment, sexual assault, relationship violence, and stalking.



Student Complaints of Sex Discrimination

The following information reflects complaints addressed by the Title IX Office in FY22 involving students, and outcomes of the complaints when the respondent is an RIT student. The information also includes complaints where the accused is not a member of the RIT community, but the alleged conduct was perpetrated against an RIT student. Although complaints may contain several 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 category reflected will be the most severe of the sex discrimination charges.

127 reports fell within the scope of the Title IX Office.

**Data found in this Annual Report does not align with 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. This Annual Report reflects allegations of conduct prohibited by RIT’s Policy on Title IX Sexual Harassment for Faculty, Staff, and Students (C27.o), the Student Gender-Based and Sexual Misconduct Policy (Policy D19.o), and RIT’s Policy Prohibiting Discrimination and Harassment (Policy Co6.o).*

Categories of Student Complaints in Scope



student complaints

THE TITLE IX OFFICE

Resolutions

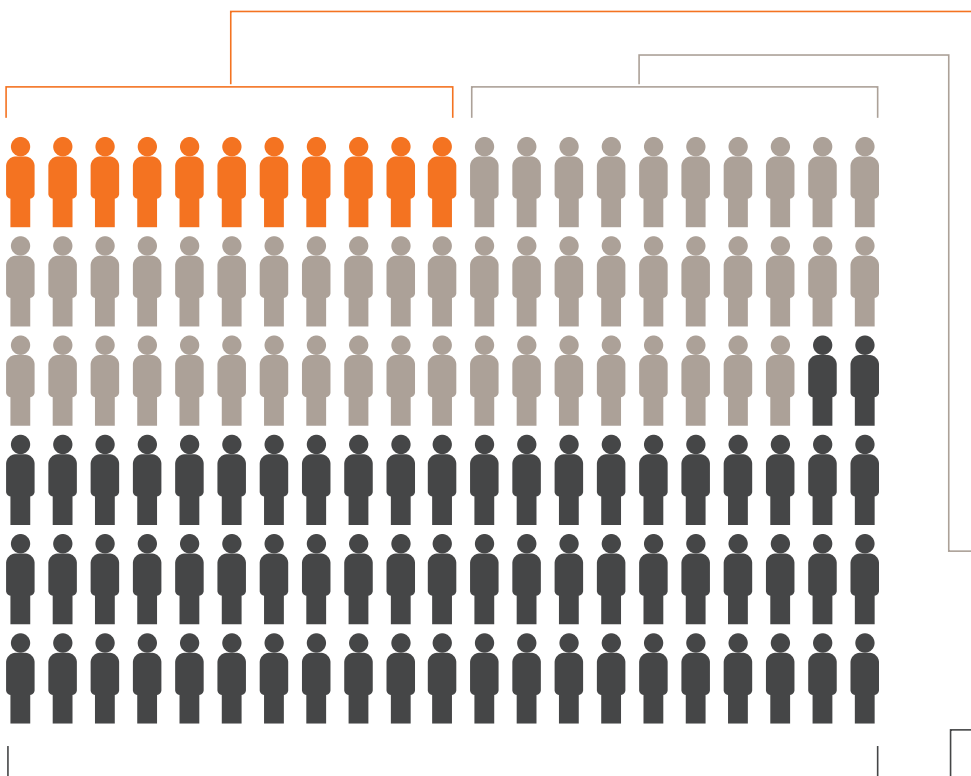
RIT may resolve cases through formal or informal resolution, and decisions on how to proceed are made on a case-by-case basis.

In FY22, 14 cases proceeded through formal resolution: 11 conduct hearings and 3 mutual resolution agreements. Of those 14 cases, 7 students were found responsible and 7 were not.

The remaining cases were resolved by informal processes, such as No Contact Orders and facilitated discussions between the parties.



Outcomes of Student Sex Discrimination Cases in Scope for the Title IX Office



127 total cases in scope for the Title IX office

Formal Resolutions

- 3 resolved through Mutual Resolution Agreement:
 - 1 student was found not responsible
 - 1 student was found responsible and suspended
 - 1 student was found responsible and given probation
- 11 adjudicated through a formal conduct hearing:
 - 6 accused students were found not responsible
 - 5 accused students were found responsible and issued probation

Informal Resolutions

- 54 cases were resolved informally through remedies such as “No Contact Orders” and facilitated conversations

Remaining Cases

- 55 complainants declined to participate or were non-responsive to outreach
- 4 cases are on hold

Employee Complaints of Sex Discrimination

The university received 49 complaints of sex discrimination involving employees. After review and assessment, 28 were deemed within the scope of the Title IX Office and the remaining cases were either referred to or otherwise resolved by offices other than Title IX.

Cases deemed "outside of scope" indicate reports were determined to fall outside the scope of the Title IX Office after assessment.

The Title IX Office received a total of 49 reports of Title IX complaints involving employees.

28 total cases in scope

Categories of Employee Complaints in Scope



employee complaints

Resolution of Employee Cases

The university received 43 complaints of sex discrimination involving employees. The information below details the complaint type and outcome of those cases resolved through the Title IX process.

- 25 cases within scope
- 57% increase in reported incidents from calendar year 2020
- Sexual harassment is the majority of cases reported, consistent from calendar year.

**For the purposes of data tracking, cases with multiple complainants and the same respondent are counted separately.*

The majority of employee cases alleged sexual harassment.

sex discrimination

Outcomes of Employee Sex Discrimination Cases in Scope



12 responsible

- 6 terminated
- 6 received a warning

3 not responsible

4 informal resolutions

In addition to the foregoing, 6 cases were documented but did not proceed through the process for various reasons.

25 total cases in scope

Student Sexual Misconduct Biennial Climate Survey

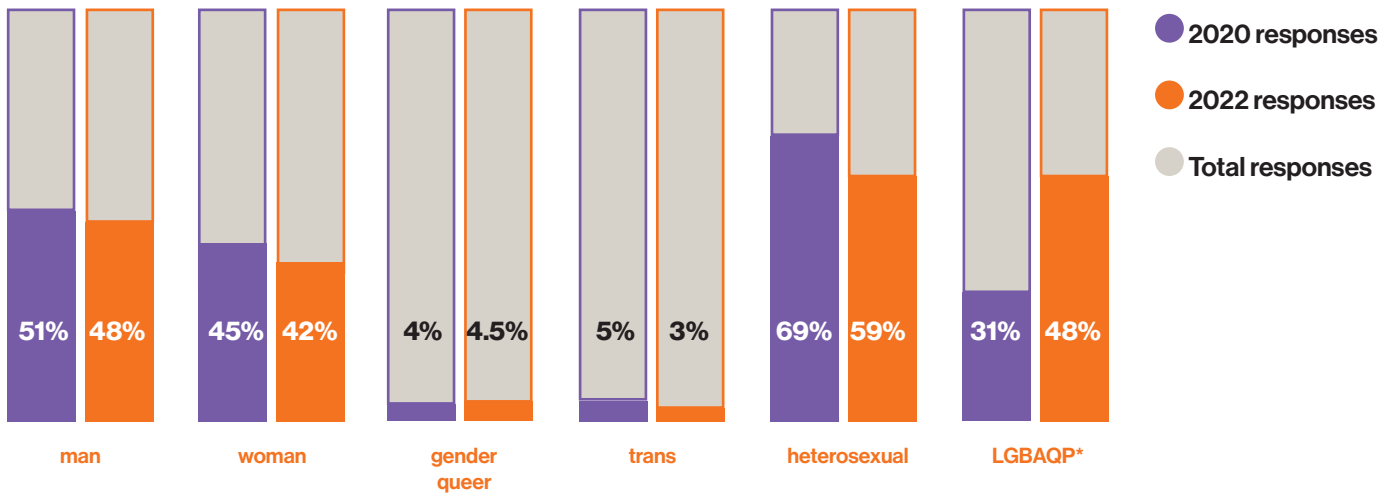
In the spring of 2022, the Title IX Office conducted a Student Sexual Misconduct Climate Survey. Notably, a new survey instrument was used to allow the university greater flexibility in ascertaining more relevant information from the campus community. Although this new survey instrument did not compare data with cohort universities, going forward, the university can collect year-over-year data to further enhance our Title IX prevention, education, and resolution efforts.

The Title IX Climate Survey collected responses from all RIT students, including students from different class standings. For FY22, 2,029 students participated in the survey, which is approximately 13.2% of RIT's total enrollment. First-year student responses accounted for the majority of responses, with a 32% response rate, or 634 total participants.

13% of students participated in the 2022 survey.

5% decrease from 2020

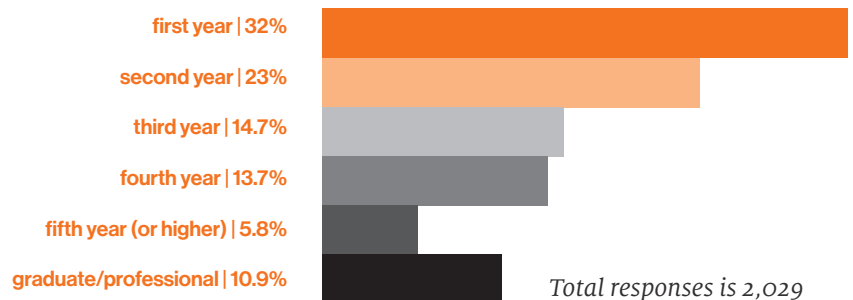
Climate Survey Response Demographics



Demographics are self-reported
 *Lesbian, Gay, Bisexual, Asexual, Queer, Pansexual

Climate Survey Response by Class Standing

First-year students accounted for 32% of total responses.



What do students know?

My campus has policies and procedures specifically addressing sexual assault.

yes	 83%
no	 2%
not sure	 15%

Which of the following incidents do you know how to report to the college?

59%	57%	45%	46%	37%
<i>sexual assault</i>	<i>sexual harassment</i>	<i>domestic violence/dating violence</i>	<i>stalking</i>	<i>I do not know how to report any of the above</i>

Do you know how to contact the Title IX Coordinator?

53%	28%	19%
yes	no	not sure

The information gathered from the survey also provided the following:

32%	13.5%	8%
<i>of participants reported they experienced harassment of any kind</i>	<i>of participants reported they experienced either unwanted contact/fondling, unwanted intercourse/rape, or both</i>	<i>of participants experienced intimate partner violence</i>
		11%
		<i>of participants experienced stalking</i>

THE TITLE IX OFFICE

The Climate Survey examined what students know about Title IX processes and available resources, and sought information about student experiences. Students were asked whether they had received written and/or in-person or online information (e.g., presentations, brochures, emails, or training) from anyone at RIT in the last year about:

1. the definition of sexual assault;
2. how to report sexual assault;
3. where to go to get help if they or someone they know is sexually assaulted;
4. to whom a student can talk confidentially about a sexual assault; and
5. policies prohibiting sexual assault.

In light of the change in survey instruments, a true comparison of the data from the 2020 and 2022 surveys is not possible. However, the data suggests that intimate partner violence doubled from 4% to 8% between 2020 to 2022, incidents of stalking decreased by nearly half where 20% of students reported experiencing stalking in 2020 compared to 11% in 2022.

The survey results showed that 32% of students reported experiencing sexual harassment, which included sexual jokes or comments. This percentage is lower than the 46% of students that reported experiencing the same behavior in 2020. In addition, 17% of students reported experiencing unwanted digital communications in 2022 whereas 12% of students reported similar experiences in the 2020 survey.

Office of Compliance and Ethics

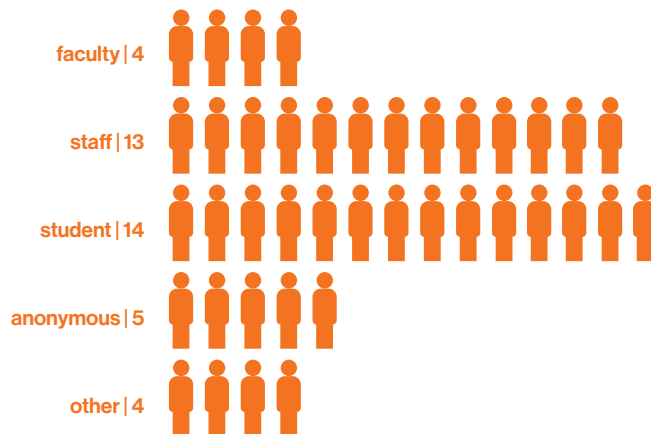
Summary of Complaints Received by Office of Compliance and Ethics

In FY22, OCE took on the role of reviewing and investigating complaints alleging discrimination and harassment under RIT's Policy Prohibiting Discrimination, Harassment, and Retaliation (Policy Co6.o). In addition to Policy Co6.o, OCE reviews and investigates claims under multiple policies, including but not limited to, RIT's Conflict of Interest Policy (Policy Co4.o) and Privacy Policy (Policy Co7.o).

The information below includes all reports received by OCE of alleged violations of RIT's policies by employees under OCE's scope of review and investigation. This information does not include complaints related to sex and gender-based misconduct unless alleged in conjunction with another protected category. This data also includes complaints received by OCE, that were deemed outside of the scope of OCE's investigatory purview and either referred to other offices for review and investigation, or closed based on lack of information from reporting parties.

Complainants

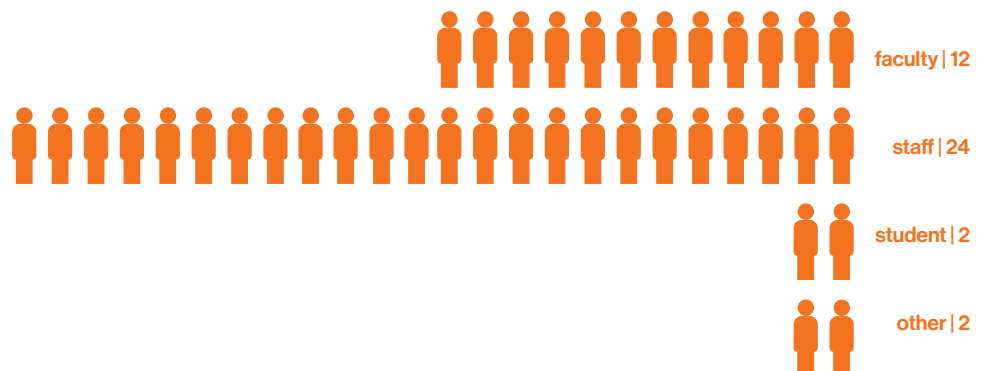
During FY22, OCE received a total of 40 complaints. Complaints made by students against employees (both faculty and staff) accounted for 43% of complaints.



43% of complaints were by students against RIT employees.

Respondents

In 60% of complaints reported, the respondent was a staff member. For reporting purposes, a staff member is any individual who is a full-time, part-time, or temporary employee, and is not a faculty member.



33% of all complaints reported alleged race-based discrimination.

Investigations and Reviews

Members of the RIT community who have questions or concerns regarding misconduct or policy violations on campus can seek assistance from OCE. OCE will review and assess any reports made and will conduct an investigation when warranted.

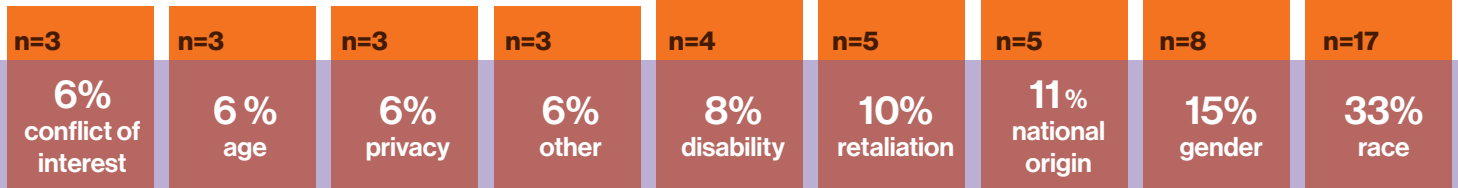


Jazmin Marasco (She/Her)
Manager of Compliance Investigations

Nature of Allegations

Reports may contain more than one allegation of misconduct. For purposes of this data, each allegation is counted separately. Complaints of race discrimination accounted for 33% of all complaints reported.

Any complaints that either allege any policy violations outside of OCE's purview or did not implicate a protected category categorized as "Other."



Complaint Outcomes

Of the 40 reports received during FY22, 14 proceeded to full investigations by OCE and resolution by Human Resources. Respondent was found in violation of RIT policy in 3 of the 14 cases.

Outcomes of Employee Cases

Total of 14 cases



21%
policy violation found
(N=3)



79%
no policy violation found
(N=11)

14 of the 40 reports proceeded to full investigations

Ethics and Compliance Hotline

RIT provides the community an anonymous and confidential way to report suspected inappropriate, unethical, or fraudulent activity or behavior by RIT faculty, staff, or other members of the RIT community.

This information shown includes all reports of alleged violations of RIT policy received by the hotline. During FY22, the university received 45 complaints that fell into one of eight primary categories, including discrimination and harassment of any kind. 14 of the 45 complaints were reported as discrimination and harassment.

Of the 14 discrimination and harassment complaints received, 29% involved sex and gender based discrimination and harassment. Cases received through the Hotline were resolved through established complaint resolution processes reflected in previous pages.

Discrimination & Harassment Complaints Received Through Hotline

ANON reporting

n=45



71%
(n=31)
other categories

29%
(n=14)
discrimination and harassment

FY22 Ethics Point Harassment and Discrimination Reports

n=14



29%
discrimination and harassment including TIX

71%
all other forms of discrimination and harassment

During FY22, the university received 45 complaints through the Ethics and Compliance Hotline.

Conclusion

The data collected throughout the year by OCE and the Title IX Office helps the team make data-informed strategic decisions to keep our campus safe, resource allocations, and identify emerging trends. The information is also shared with RIT campus partners to expand efforts to address institutional issues and explore ways to improve the culture at RIT. All RIT community members share the responsibility to take prompt action to notify the appropriate individuals or offices after becoming aware of conduct reasonably believed to violate the university's policies. Through the community's collective efforts, RIT can thrive in an environment that is ethical, respectful, and free from discrimination and harassment.



APPENDIX

Reporting Options and Resources

Reporting channels

In an emergency, 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

Darci Lane

Assistant Director of Title IX and Clery Compliance
Compliance and Ethics
Finance and Administration
585-475-7383
drlcae@rit.edu

Catherine Farina

Title IX Investigator
Compliance and Ethics
Finance and Administration
585-475-2297
cmfcae@rit.edu

Amy Stornello

Title IX Deputy Coordinator
585-391-9990 Video/Phone
Amy.Stornello@rit.edu

Lana Verschage

Title IX Deputy Coordinator
585-475-7155
ltvvse@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.

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

RIT Counseling and Psychological Services (CaPs)

585-475-2261
rit.edu/counseling/
Services provided at no cost.

RIT Student Health Center

585-475-2255
rit.edu/studentaffairs/student health/
Services provided at no cost.

NTID Counseling & Academic Advising

585-475-6400
rit.edu/ntid/sas/ntid-counseling-academic-
advising-services
Services provided at no cost.

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

Spirituality and Religious Life

585-475-2137
rit.edu/studentaffairs/religion
Services provided at no cost.

RIT Ombuds Office

585-475-7200
rit.edu/ombuds/contact-us
Services provided at no cost.

In addition to the Title IX Coordinator, responsible administrators and 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)
rit.edu/fa/publicsafety/
Services provided at no cost.

Center for Student Conduct & Conflict Resolution

585-475-5662
rit.edu/studentconduct/
Services provided at no cost.

RIT Human Resources

585-475-2424
rit.edu/humanresources/
Services provided at no cost.

The Division of Diversity and Inclusion

585-475-6546
rit.edu/diversity/
Services provided at no cost.

The Disability Services Office

585-475-2023
rit.edu/disabilityservices/
dso@rit.edu
Services provided at no cost.

RIT Advocacy Program

585-475-7668
rit.edu/studentaffairs/studentconduct/rights-responsibilities/rit-advocacy-program
Services provided at no cost.

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
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
Services provided at no cost.

Additional External Resources:

RESTORE Sexual Assault Services Monroe County

585-546-2777
24 hour hotline

National Sexual Assault Hotline

(24 hours a day, 7 days a week) 800-656-4673
www.rainn.org/get-help/national-sexual-assault-hotline
Services provided at no cost.

Monroe County STD Testing

585-753-5391
monroecounty.gov/health-nursing-STD-HIV

Willow Center

24-Hour Hotline 585-222-SAFE (7233)
willowcenterny.org/
Services provided at no cost.

Lifeline

585-275-5151
www.211lifeline.org/
Services provided at no cost.

Monroe County Sheriff's Office

(24 hours a day, 7 days a week) 585-753-4178
monroecounty.gov/sheriff
Services provided at no cost.

IGNITE (Hotline)

585-286-2713 VP
DeafIGNITE@gmail.com
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
Services provided at no cost.

National Dating Abuse Helpline

(24 hours a day, 7 days a week) 866-331-9474
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

585-425-1580
resolve-roc.org
Services provided at no cost.

RESTORE

24-HOUR HOTLINE
Monroe County: 585-546-2777
Genesee, Livingston, Orleans &
Wyoming Counties: 800-527-1757

RAINN

800-656-4673
restoresas.org/

RIT

**Compliance
and Ethics**