

The background of the cover is a photograph of a modern, multi-story glass building with a grid-like window pattern. The building is set against a clear, light blue sky. A teal-colored geometric shape, resembling a stylized 'R' or a corner, is positioned in the top-left corner. The text 'RIT' is printed in white on this teal shape. Below it, the words 'Compliance and Ethics' are written in a smaller white font. The main title of the report is centered in the lower half of the page in a large, bold, white sans-serif font. Below the title, the fiscal year 'Fiscal Year 2023' is written in a smaller white font.

RIT

Compliance
and Ethics

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

Fiscal Year 2023

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Discrimination, Harassment,
and Other Reported Concerns**

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The Title IX Office

A Message from the Director of Title IX and Clery Compliance

Fiscal Year '23 marked a time of great forward momentum on campus regarding gender equity. To support this shared progress, the Title IX Office expanded our team, participated in campus-wide initiatives, and strengthened ongoing community partnerships. As always, the Title IX Office remains committed to providing oversight of impartial resolutions for faculty, staff, and students in need of assistance with sex or gender-based discrimination and harassment.



We welcomed the first ever full-time NTID Deputy Title IX Coordinator and a new Deputy Title IX Coordinator from the Department of Intercollegiate Athletics to the team. Amy Stornello has served as the Deputy Title IX Coordinator on a part time basis for several

years, and this year, in collaboration with NTID, we welcomed Amy to the team full time. Jeff Siegel is the Associate Director for Intercollegiate Athletics and now serves as the Deputy Title IX Coordinator with a focus on student athletes and students involved in clubs or organizations within the Division of Student Affairs.

Darci Lane, Assistant Director of Title IX and Clery Compliance, serves as the co-chair for the President's Commission on Women (PCW), and I have the privilege of serving as a member of the PCW. While the PCW has been in place for over two decades, the renewed emphasis around strategic initiatives and progress towards creating new opportunities and supporting the cultural change necessary to make RIT an equitable living, learning, and working environment is encouraging and invigorating. The PCW enjoys tremendous support from President Munson and is comprised of a dynamic team of faculty, staff, and students.

The Title IX Team along with various campus and community partners continues to prioritize prevention programs which build the community's confidence in setting personal boundaries, implementing intervention strategies, and accessing available resources. In 2024, with the assistance of partners in the women, gender, and Sexuality Resource Center, a dedicated College Advocate from RESTORE and the PCW, we look forward to continuing our partnerships and planning exciting offerings for National Women's History Month and Sexual Assault Awareness Month (SAAM) in March and April.

Naturally, we can't improve the culture without you. We welcome the community to join in our efforts throughout the coming year. Whether it be attending a new workshop, volunteering as an advocate, or stopping by when we are out and about during tabling events on campus, every contribution is an impactful step in the right direction.

Stacy DeRooy

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

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

The Title IX Office

Title IX Team

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 experience or witness sex and gender-based discrimination or harassment, or who have questions or concerns about the same.

Deputy Title IX Coordinators



**Stacy DeRooy
(She/Her)**
Director of Title IX and
Clery Compliance



**Amy Stornello
(She/Her)**
NTID Deputy
Title IX Coordinator



**Darci Lane
(She/Her)**
Assistant Director of Title IX
and Clery Compliance



**Lana Verschage
(She/Her)**
GCCIS Deputy
Title IX Coordinator



**Catherine Farina
(She/Her)**
Title IX Investigator

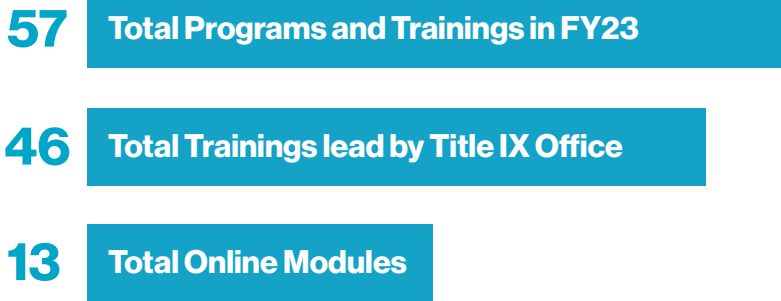


**Jeff Siegel
(He/His)**
Student Affairs Deputy
Title IX Coordinator

The Title IX Office

Education, Prevention, and Resources

In FY23, 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.



18,592 Total Participants in Prevention and Awareness Training

3,370 Live virtual and In-person attendees

4,464 Online modules Assigned to Employees

10,758 Online modules Assigned to Students



Community Engagement Spotlight

Community Involvement

The Title IX Office is actively involved with groups across campus like President's Commission on Women (PCW) and Student Life Team (SLT) at NTID. Darci Lane serves as co-chair for PCW, and Amy Stornello is the liaison for prevention and awareness at NTID in collaboration with SLT.

Campaigns and Events

This year our student employee, Rachel Marriott, created a consent campaign where over 50 student athletes and campus partners participated by sharing what consent means to them. In addition, the Title IX Office participated in the following events, activities, and partnerships to spread awareness in FY 23:

- **PCW held a half-day retreat in December to enhance strategic planning**
- **Participation with NTID Applefest**
- **Sexual Assault Awareness Month in April**
- **Teen Dating Awareness Month in February**
- **Events with local partners (Willow and RESTORE)**
- **Domestic Violence Awareness in October**

Social Media

This year the Title IX Office increased our social media presence with the assistance of our social media student employee.



Instagram
@titleixrit

Core Values

We take great pride in being present at the table every place on campus where sex and gender are a part of the conversation. We aim to integrate the Division of Finance and Administration's values in all that we do in an effort to help raise awareness and impact prevention for students and colleagues.

- **Accountable**
- **Inclusive**
- **Respectful**
- **Truthful**



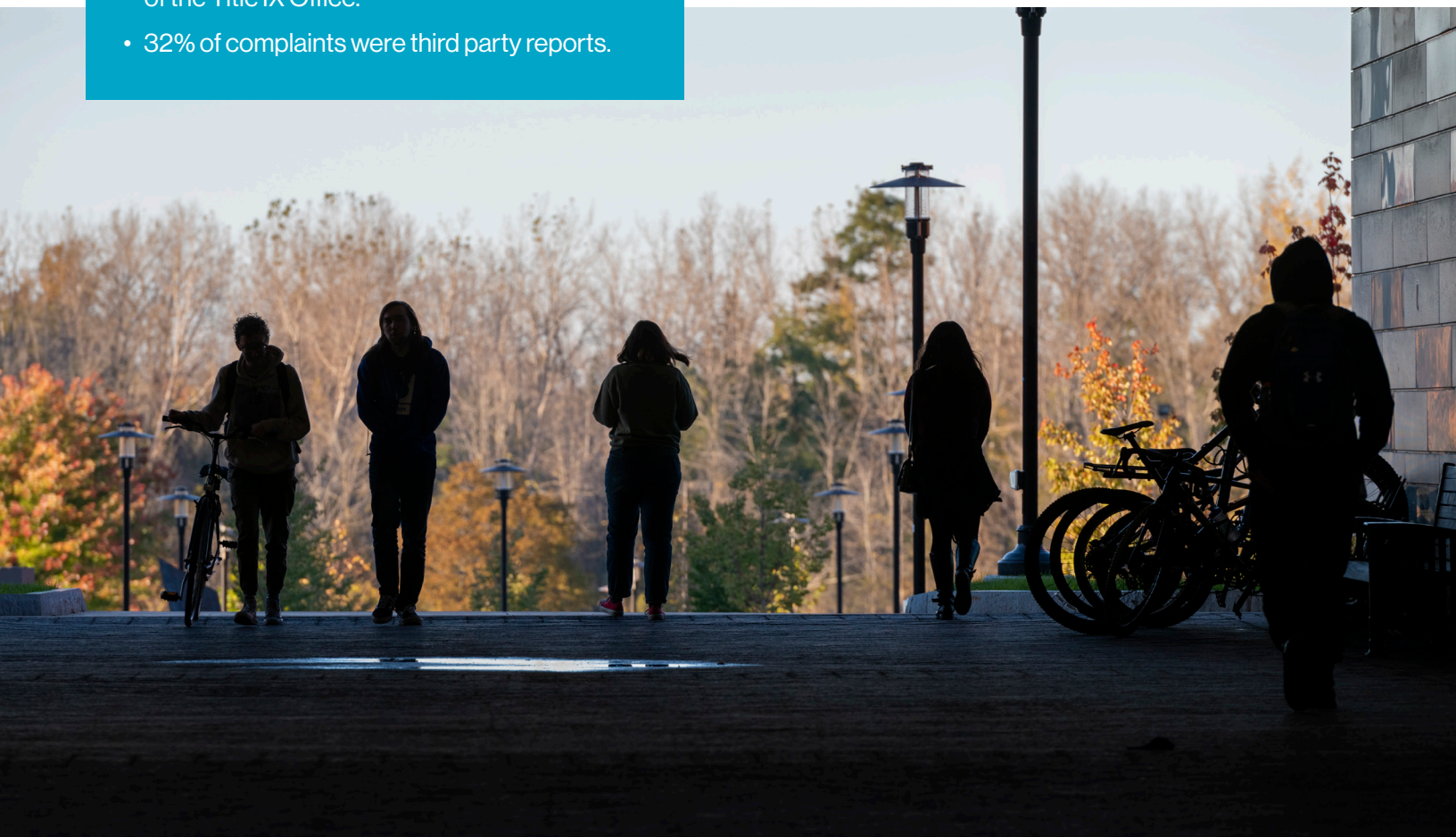
Summary of Complaints of Sex Discrimination for FY23

Reported allegations involve 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 upon assessment. In FY23, 90 complaints 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.

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

- 291 total complaints were made to the RIT Title IX Office in FY23.
- 69% of complaints were deemed within scope of the Title IX Office.
- 32% of complaints were third party reports.



Student Complaints of Sex Discrimination

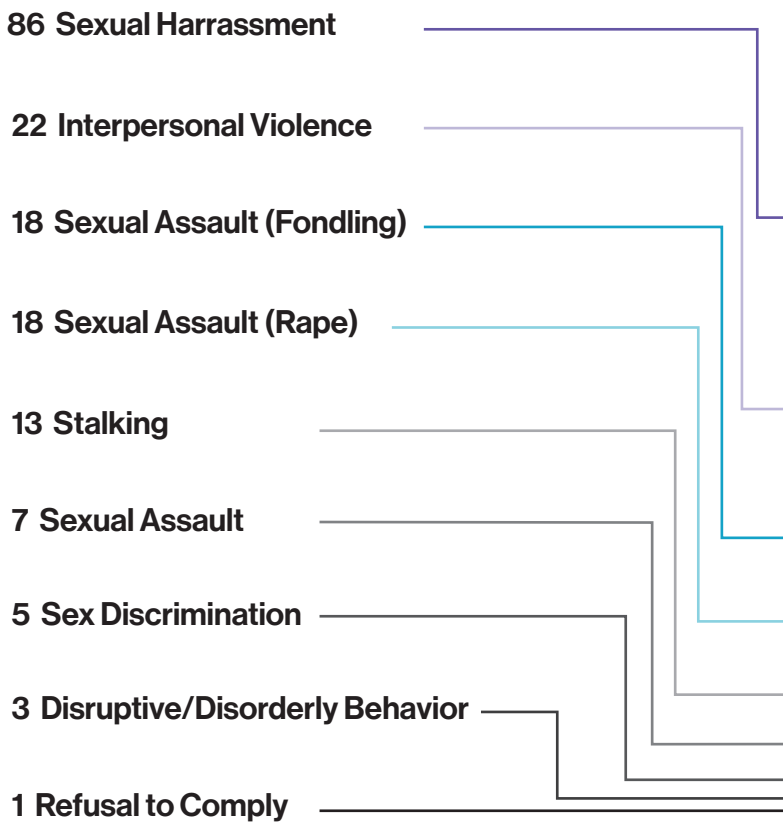
The following information reflects complaints addressed by the Title IX Office in FY23 involving students, where the respondent is also an RIT student. The information also includes complaints where the accused is not a member of the RIT community, but the alleged conduct was perpetrated against an RIT 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.

151 student reports fell within the scope of the Title IX Office.

*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).

Number of Individual Allegations in Scope by Category

(Some complaints may have multiple allegations resulting in greater numbers of charges and findings per case.)



student

complaints

The Title IX Office

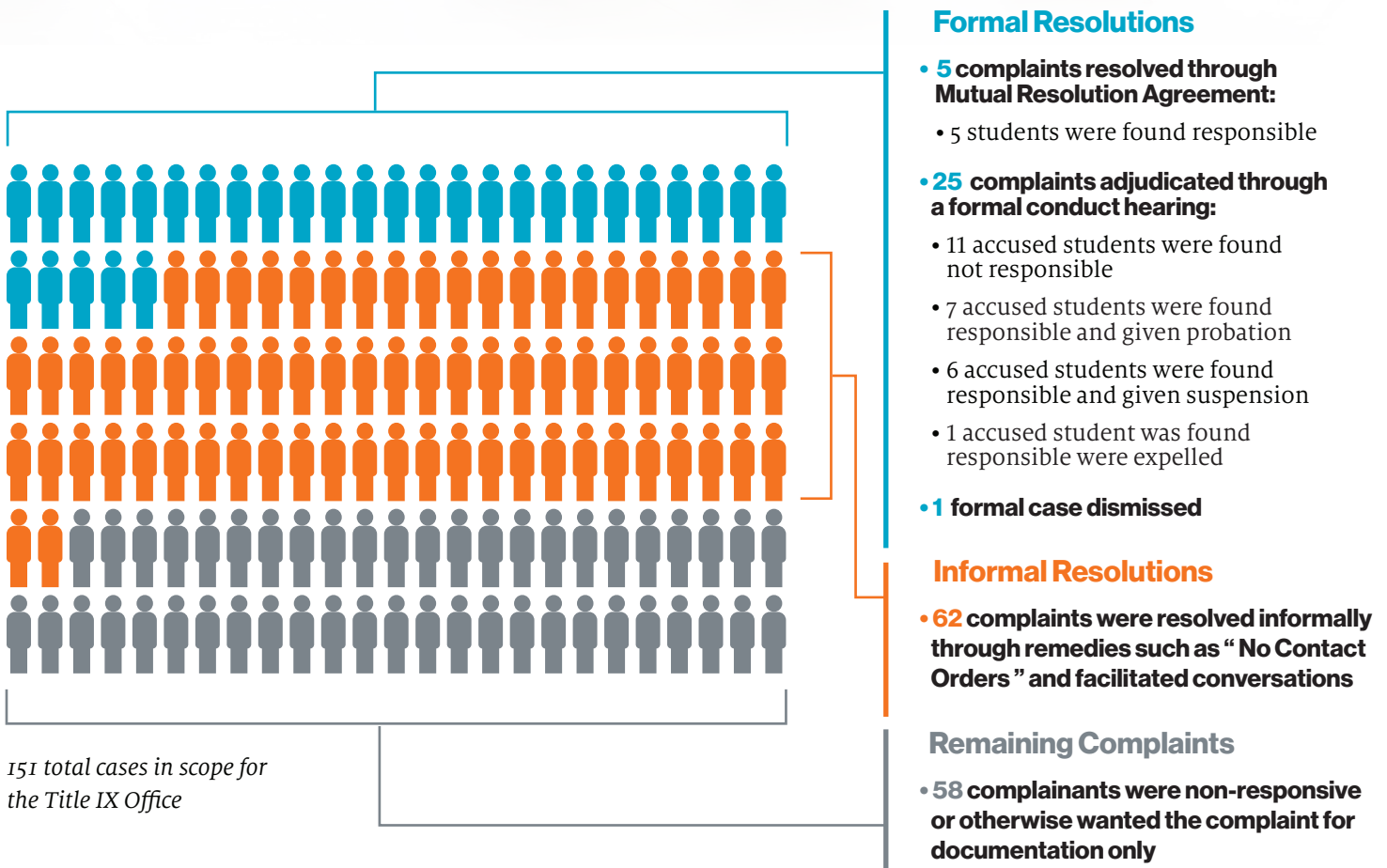
Resolutions

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

In FY23, 30 complaints proceeded through formal resolution: 25 conduct hearings and 5 mutual resolution agreements. Of those 30 complaints, 19 students were found responsible and 11 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 Case in Scope for the Title IX Office



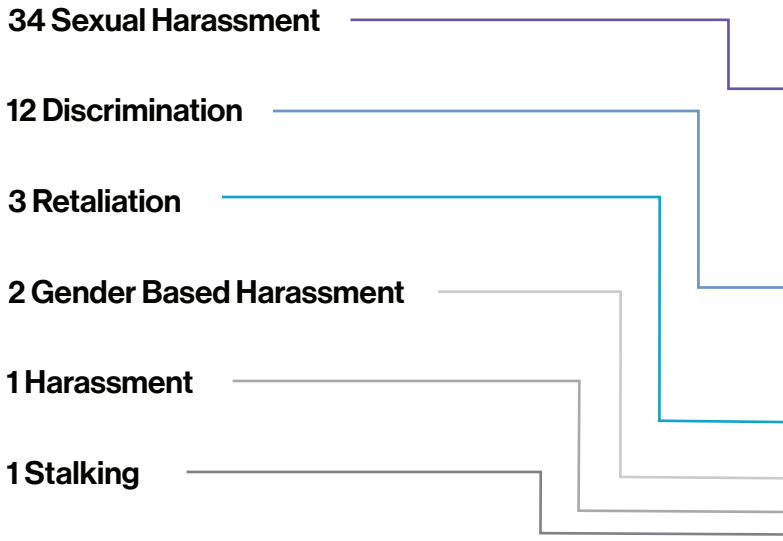
Employee Complaints of Sex Discrimination

The university received 72 complaints of sex discrimination involving employees. After review and assessment, 50 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.

The majority of employee cases were alleged sexual harassment.

Number of Individual Allegations in Scope by Category

(Some complaints may have multiple allegations resulting in greater numbers of charges and findings per case.)



employee complaints

The Title IX Office

Resolution of Employee Cases

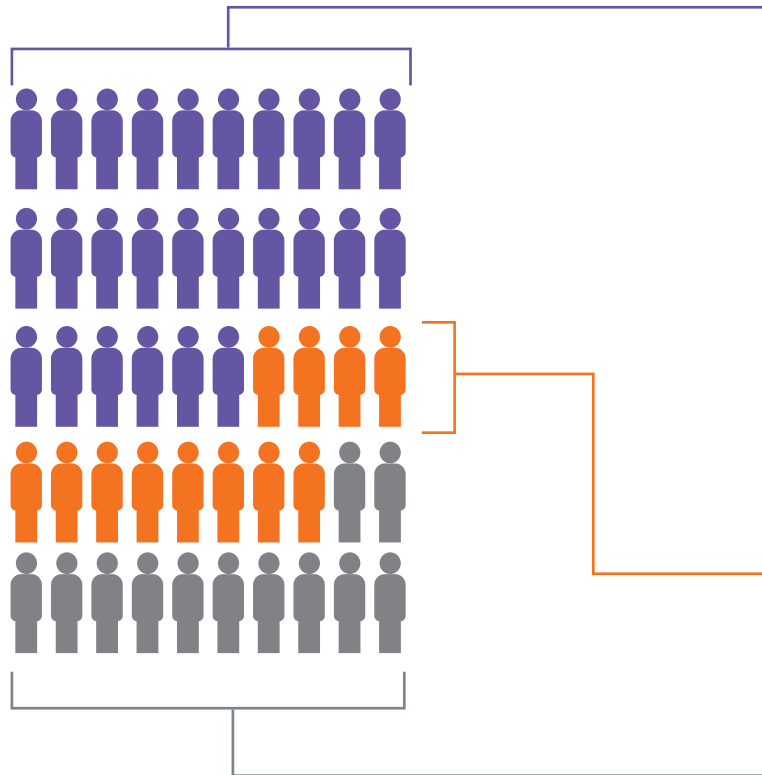
The information below details the complaint type and outcome of those cases resolved through the Title IX process.

- **50 cases within scope**
- **100% increase in reported incidents from FY22**

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

Outcomes of Employee Sex Discrimination Case in Scope for the Title IX Office

50 total cases in scope for the Title IX Office



Formal Resolutions

10 employees were found not responsible

15 employees were found responsible

- 3 accused employees were found responsible and were terminated
- 2 accused employees were found responsible and given suspension
- 7 accused employees found responsible received a warning
- 3 accused employees found responsible left before final determination

1 formal case dismissed

Informal Resolutions

12 complaints were resolved informally through remedies such as "No Contact Orders" and facilitated conversations

Remaining Complaints

12 complainants were non-responsive or otherwise filed the complaint for documentation only

Office of Compliance and Ethics

Summary of Complaints Received by Office of Compliance and Ethics

OCE investigates complaints involving RIT employees relating to alleged discrimination, harassment, retaliation, and certain policy violations. This includes complaints of discrimination or harassment based on race, color, or creed; religion; national origin or citizenship status; culture (including Deaf culture); sex; pregnancy; age; marital status; sexual orientation; gender identity or expression; disability; and veteran status. Other areas of investigation include conflicts of interest, export control, and retaliation for engaging in a protected process.

In FY23, OCE received 66 complaints alleging violations of RIT policies, a 65% increase in total complaints received over FY22. Upon assessment, OCE determined 21 of the 66 complaints to be within the scope of complaints investigated by OCE. Fifty-two percent of the 21 complainants were students reporting alleged misconduct by employees, which is a 21% increase

over FY22. Sixteen of the 21 in-scope reports proceeded to a full investigation. Allegations of race-based discrimination accounted for 22% of complaints received in FY23, down from 33% of complaints received in FY22. Allegations of disability-based discrimination also comprised 22% of the complaints received in FY23, an increase over the previous year. The increase in disability-related cases is consistent with data from the U.S. Department of Education (DOE) Office for Civil Rights Fiscal Year 2022 Annual Report. Indeed, although the DOE has not yet released its numbers for FY23, the DOE reported that half of the 890 higher education investigations opened in FY22 were disability-related discrimination complaints. DOE complaints related to discrimination related to Title IX comprised about one-third of the investigations, while discrimination based on race, color, or national origin comprised about a quarter of all the cases received by the DOE.

Complainants

During FY23, OCE received a total of 66 complaints. Complaints made by students against employees (both faculty and staff) accounted for 52% of complaints.

Complainant Demographics In Scope



Respondents

In 43% of complaints reported against employees, the respondent was a faculty member. For reporting purposes, a faculty member is any individual who is a full-time, part-time, or visiting faculty member.

Respondent Demographics In Scope



44% of all complaints reported alleged race-based or disability-related 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.

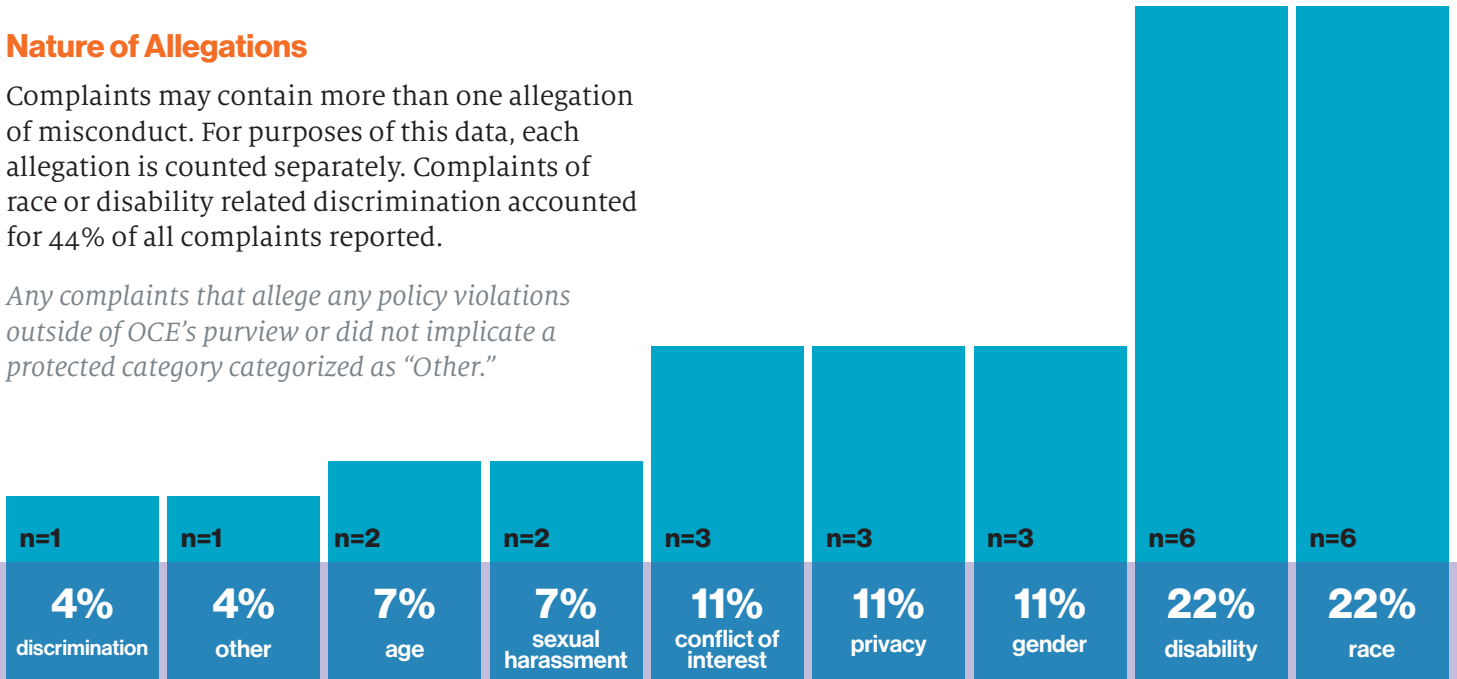


Jazmin Marasco (She/Her)
Manager of Compliance Investigations

Nature of Allegations

Complaints may contain more than one allegation of misconduct. For purposes of this data, each allegation is counted separately. Complaints of race or disability related discrimination accounted for 44% of all complaints reported.

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



Complaint Outcomes

Of the 21 in-scope complaints received in FY23, 16 proceeded to formal investigation by OCE and resolution by Human Resources. Respondent was found in violation of RIT policy in 7 of the 16 complaints.

Outcomes of Employee Cases

Total of 16 cases

44%
policy violation found
(n=7)



50%
no policy violation found
(n=8)



6%
Cases Ongoing
(n=1)



16 of 21 in scope reports proceeded to formal resolution

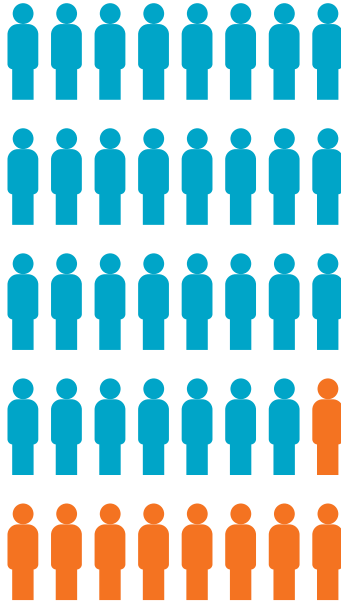
Ethics and Compliance Hotline

OCE also receives reports from the Ethics and Compliance Hotline, an anonymous reporting option for the RIT community. In FY23, RIT received 40 anonymous complaints (within 9 reports), accounting for 11% of the total complaints received through all university reporting methods. Twenty-two percent of the anonymous complaints alleged harassment and discrimination, a 24% decrease from FY22. Fifty-eight percent of the harassment and discrimination reports through the Ethics and Compliance Hotline involved sex and gender-based allegations, a 35% increase from FY22.

During FY23, the university received 40 complaints through the Ethics and Compliance Hotline.

Discrimination & Harassment Complaints Received Through Hotline

ANON reporting
n=40



78%
Other Categories
(n=31)

22%
Discrimination and Harassment
(n=9)

FY23 Ethics Point Harassment and Discrimination Reports

ANON reporting
n=9



59%
Discrimination and Harassment Including TIX
(n=5)

44%
All Other Forms of Discrimination and Harassment
(n=4)

Conclusion

The Fiscal Year 2023 Annual Report on Discrimination, Harassment, and Other Concerns is a collection of data presented for the community to review. We acknowledge the content is often complex and difficult to distill but aim to present it in a way we believe is easy to consume. The Office of Compliance and Ethics is dedicated to transparency and continuous improvement and looks forward to sharing our progress with you each year. We are proud of the annual accomplishments herein, including building and sustaining strong community partnerships, and believe the continued increase in reports filed is a testament to the growth of our awareness initiatives. We welcome your feedback and appreciate the time you take to review the report.

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

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

Jeff Siegel

Deputy Title IX Coordinator
585-475-6389
jssatl@rit.edu

Lana Verschage

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

Confidential Support

Confidential and non-confidential offices

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-academicadvising-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

All resources and options can be found here:
www.rit.edu/fa/compliance/title-ix-home



RIT

**Compliance
and Ethics**