

EWU TITLE IX REPORT



2021

EWU Title IX Report - 2021

Our Campus Commitment

Eastern Washington University is dedicated to providing a campus community free from discrimination, sexual misconduct, and interpersonal violence. As part of this commitment, EWU has a cross-disciplinary Title IX team that receives and responds to complaints of gender/LGBTQ+ discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking. This team coordinates EWU's compliance efforts with Title IX, a federal law prohibiting discrimination on the basis of sex in higher education, and the Campus Sexual Violence Elimination Act.

Our Team

Civil Rights & Compliance

Annika Scharosch, *Title IX Coordinator*
Ray Rector, *Investigator*

EWU Police Department

Robert Schmitter, *Detective*

Human Resources

Deborah Danner, *Assoc. Vice President*

Student Life

Samantha Armstrong-Ash, *Dean of Students*
Heidi Schnebly, *Senior Director of Student Accommodations & Support Services (SASS)*
Michelle Helmerick, *Manager SASS*
Stacey Reece, *Director of Student Rights & Responsibilities*

EWU's Deputy Title IX Coordinators also focus on the following areas:

Investigations- Ray Rector, Investigator

Gender Equity in Athletics- Currently Vacant

Student Education- Tricia Hughes, Senior Director of Counseling & Wellness Services

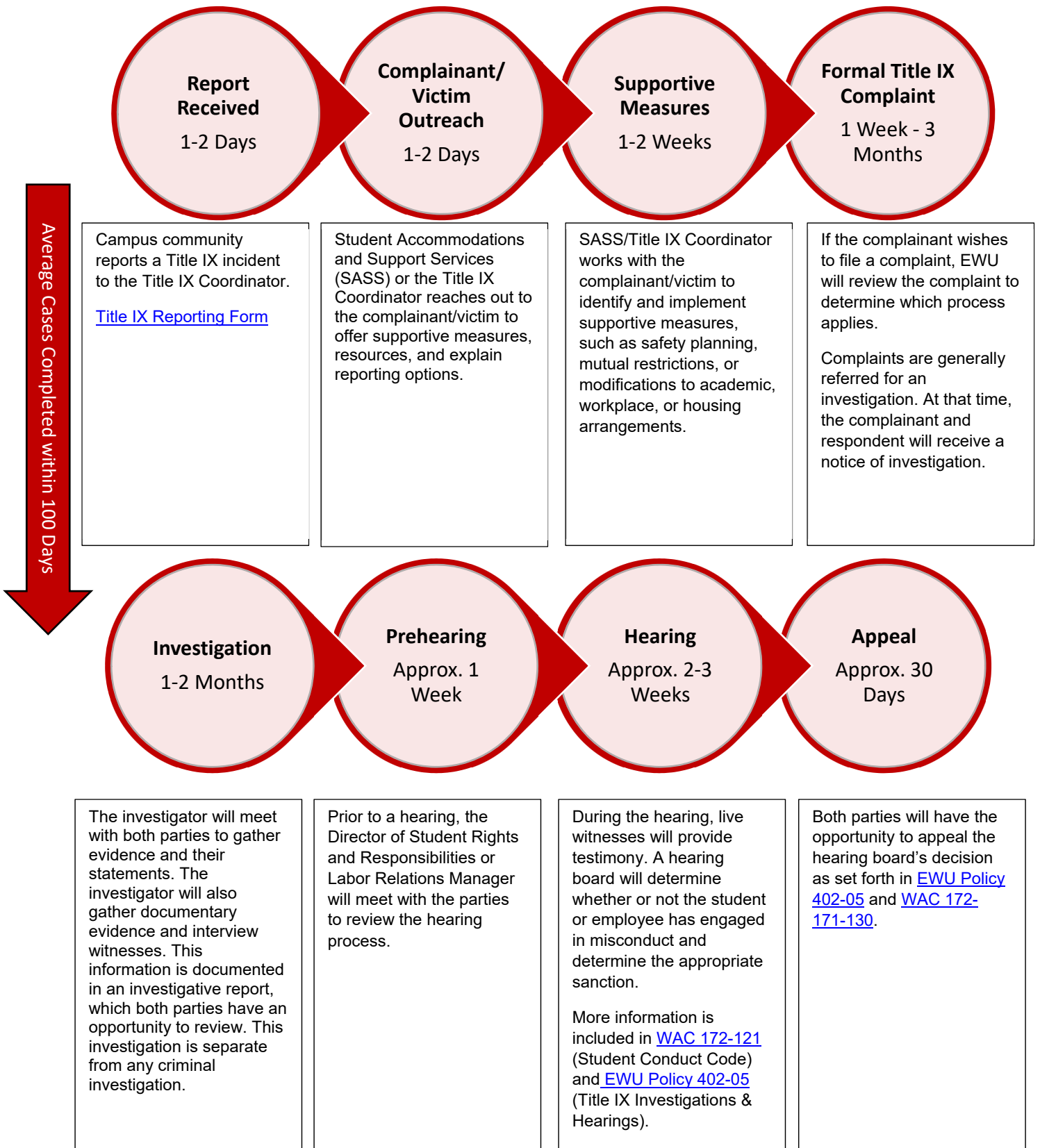
Annual Title IX Report

This annual report summarizes the number of reports EWU received of gender/LGBTQ+ discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and other forms of sexual misconduct in 2021, along with statistics regarding the processing of such reports. This report contains information about all of these types of reports, not just those that fall within the Department of Education's definition of a formal Title IX complaint. More information about EWU's process and commitment is available on our Title IX website at <https://inside.ewu.edu/titleix/>.

If you are aware of an incident of sexual misconduct or interpersonal violence involving a member of the EWU community, we encourage you to report such information to:

Annika Scharosch,
Title IX Coordinator & Associate Vice President Civil Rights & Compliance
211 Tawanka Hall
ascharosch@ewu.edu
(509) 359-6724

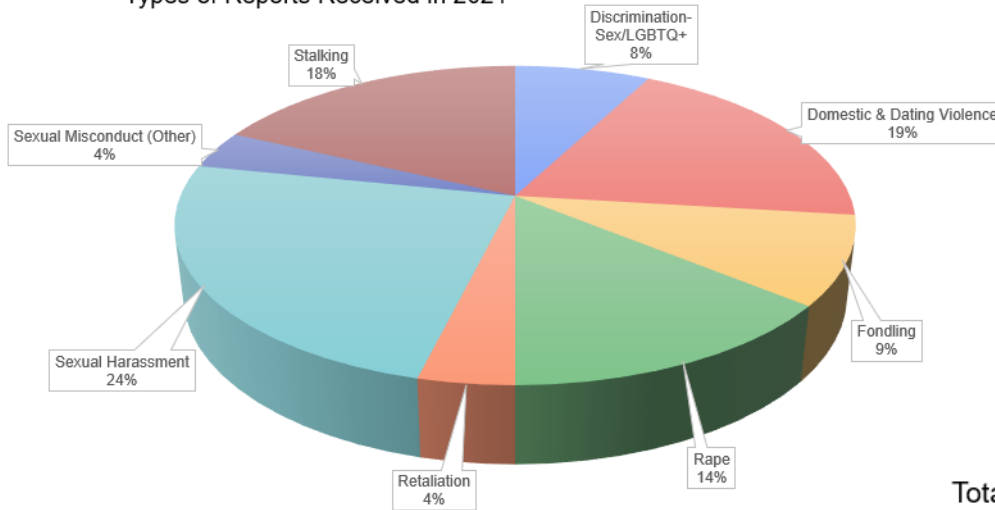
Title IX Process



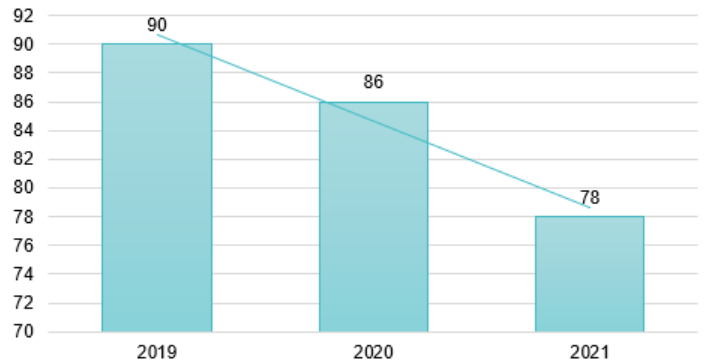
EWU's Title IX Team reached out to all identifiable complainants/victims to offer support regardless of where the incident occurred or if the respondent is a member of the EWU Community. Of the 78 cases reported in 2021, only 17% resulted in a formal complaint against an EWU community member.

Types of Reports Received

Types of Reports Received in 2021

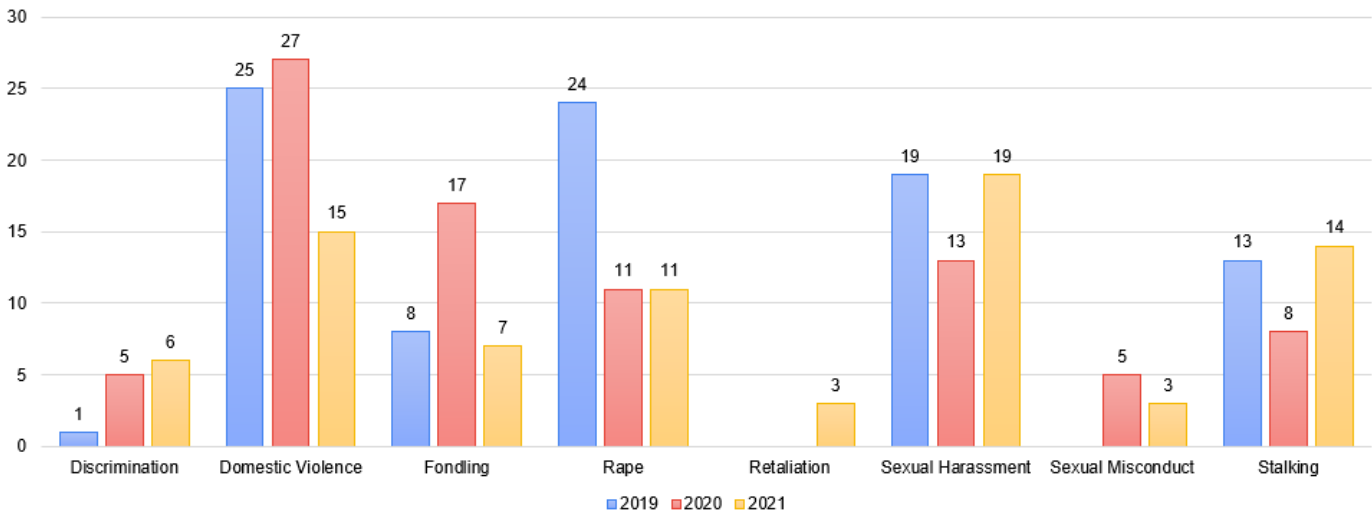


Total Reports 2019-21



Of the 78 cases reported to EWU in 2021, 33% fell within the Department of Education’s definition of a “Formal Title IX Complaint”.¹

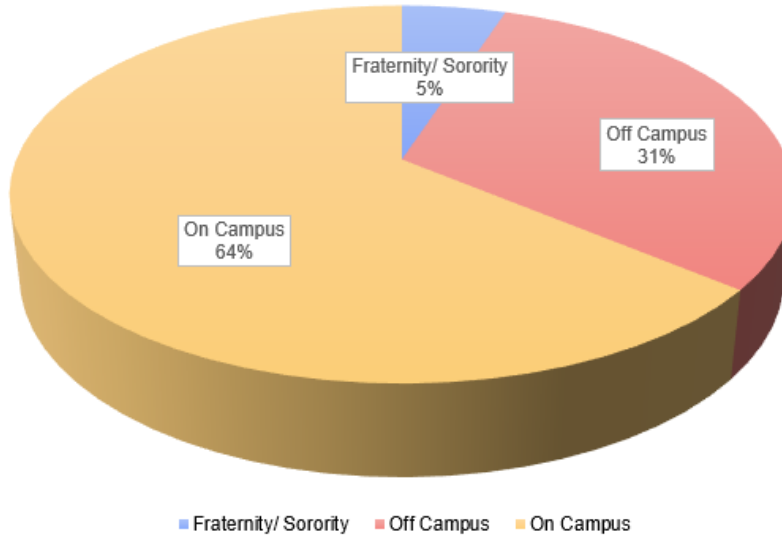
Reports by Category 2019-21



¹ A “Formal Title IX Complaint” is defined by the Department of Education and must follow a certain process required by Title IX regulations. More information about what constitutes a “Formal Title IX Complaint” is available in [EWU Policy 402-01](#) (Sexual Misconduct, Interpersonal Violence & Title IX Responsibilities).

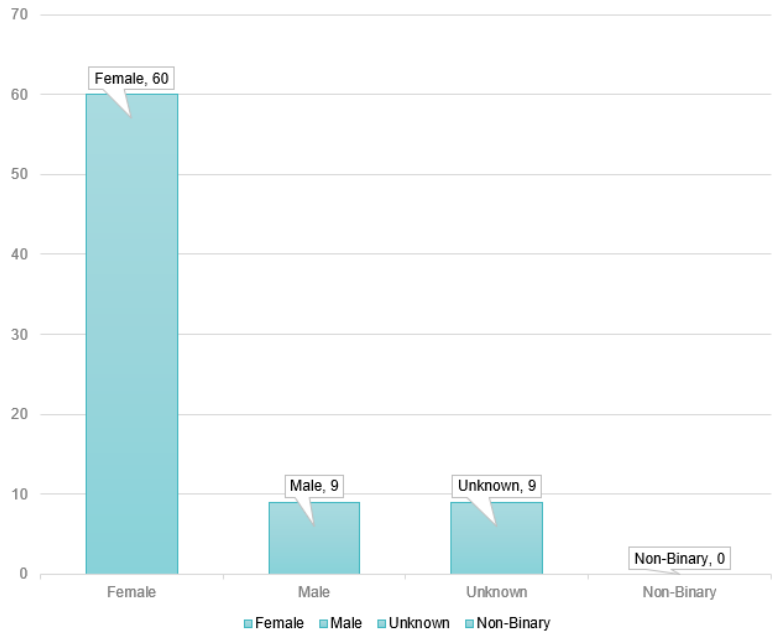
Reporting Data

Location of Incident - 2021

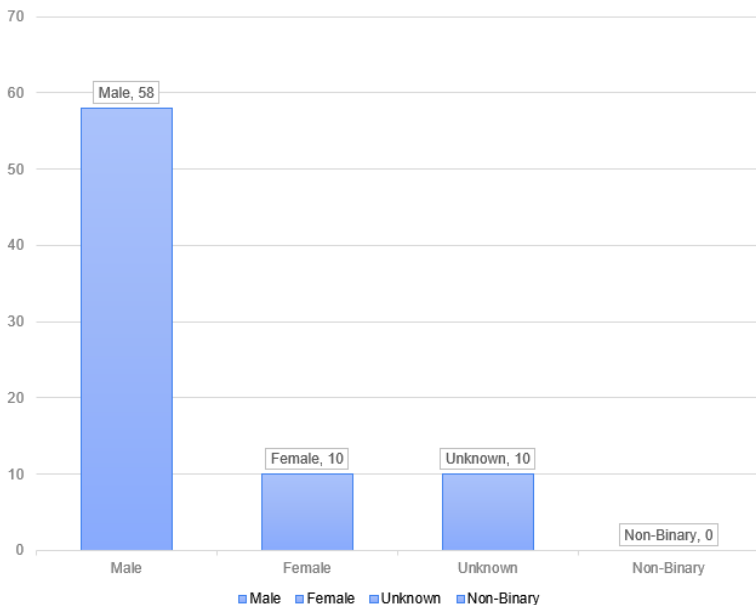


73% of all complainants were EWU students and 14% were EWU employees. The remainder of complainants were from other sources.

Complainant's Gender - 2021



Respondent's Gender - 2021



44% of all respondents were EWU students, and 27% were not members of the EWU community. The remainder of respondents include staff, faculty, program participants, contractors, and people whose status was unknown.

Resources, Supportive Measures, and Reporting Options

After receiving a complaint, SAAS or the Title IX Coordinator will promptly reach out to the complainant to provide information about EWU's process, their rights, reporting options, and available resources, and supportive measures regardless of whether a complaint is filed or if the complaint constitutes a Formal Title IX Complaint. If EWU moves forward with an investigation, resources and supportive measures are also provided to respondents.

Resources Provided

- ✓ A list of resources for obtaining protective, no contact, restraining, or similar order, if relevant.
- ✓ Information on how to seek medical treatment, the importance of preserving evidence relevant to the alleged conduct or that may be helpful in obtaining a protective order and procedures to follow to preserve evidence.
- ✓ A list of existing on and off campus counseling, health care services, mental health services, victim advocacy, financial aid, legal assistance, visa and immigration assistance, and other services for complainants and respondents.
- ✓ Information about available supportive measures.

Supportive Measures

Supportive measures are available regardless of whether someone wants to file a formal complaint. Supportive measures may be in place before a complaint is filed, during the investigation and decision-making process, and/or after the final determination of responsibility. Supportive measures are available for both complainants and respondents. Examples include:

- ✓ Safety planning with EWU
- ✓ Mutual restrictions on contact between the parties
- ✓ Academic or workplace modifications
- ✓ Leaves of absences
- ✓ Increased security
- ✓ Counseling options on campus or through the Employee Assistance Program
- ✓ Campus housing modifications

Reporting Options

The support team advises complainants of the reporting options available to them, including filing a criminal complaint, filing a complaint with the university, pursuing both options, or choosing not to file a complaint at all. The support team also assists the person in finding information about how to file a complaint, if they wish to do so. If an individual files a university complaint against an EWU community member and the alleged conduct could be a violation of EWU's standards for discrimination, sexual misconduct, or interpersonal violence, EWU will move forward to the investigative phase of the process.

Investigations & Outcomes

Number of Investigations Conducted in 2021:

Student Respondents: Total 7

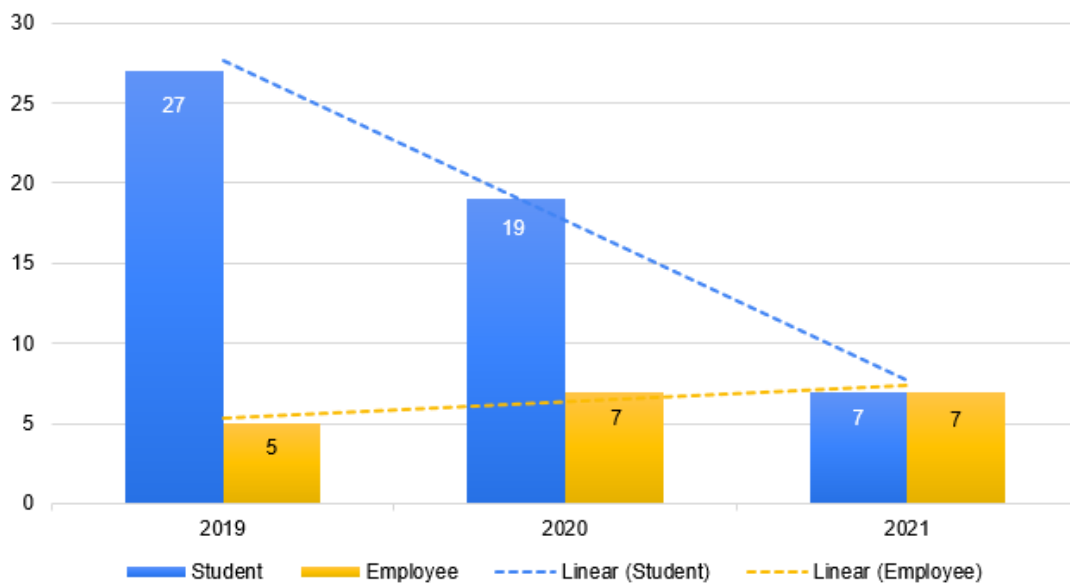
TYPES	COUNT
DOMESTIC/DATING VIOLENCE	3
RAPE	1
FONDLING	1
STALKING	1
OTHER SEXUAL MISCONDUCT	1

Employee Respondents: Total 7

TYPES	COUNT
SEXUAL HARASSMENT	4
DISCRIMINATION – SEX / LGBTQ+	3

In August of 2020, the federal government’s rules regarding the handling of Title IX complaints changed significantly. This has impacted EWU’s ability to investigate a reported incident if the impacted party is not willing to file a formal complaint with the university. As a result, there has been a significant decline in the number of cases investigated by the Title IX team during this period as shown below.

Investigative Trends



Length of Initial Resources, Reporting, Investigation, Hearing & Appeal Process for Formal Complaints- Median*:

Student Respondents: 133 days

Employee Respondents: 104 days

**The amount of time it takes for a report to make it through EWU's Title IX process has increased due to additional procedural steps required by the Department of Education beginning in August 2020.*

Outcomes:

Employee Discipline:

Constructive Action: 1

Resignation: 1

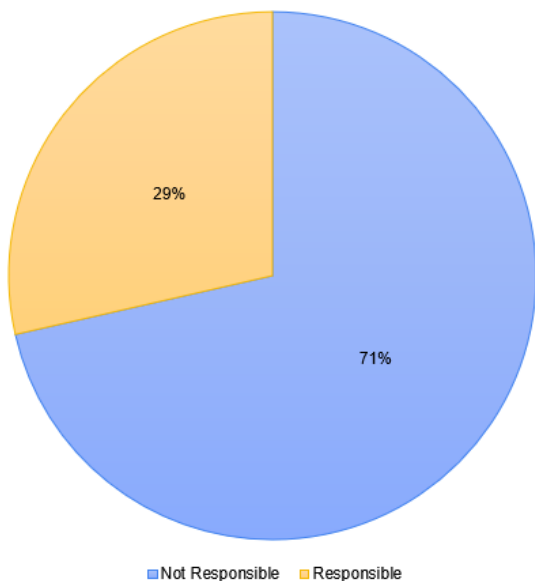
Student Discipline**:

Probation: 4

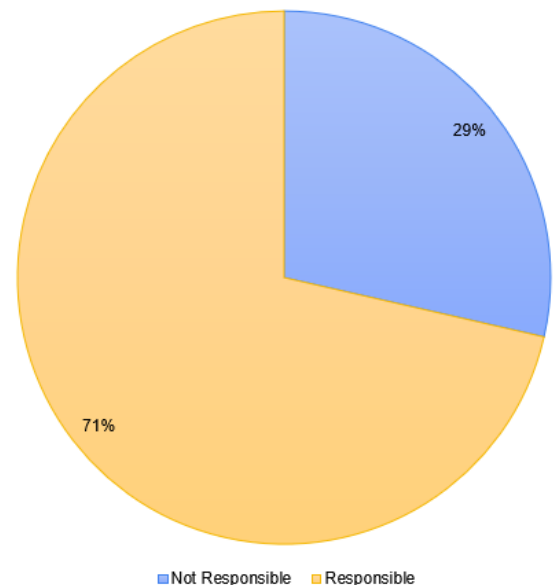
Suspension: 1

***This includes four cases that were reported in 2020 and the hearing occurred in 2021.*

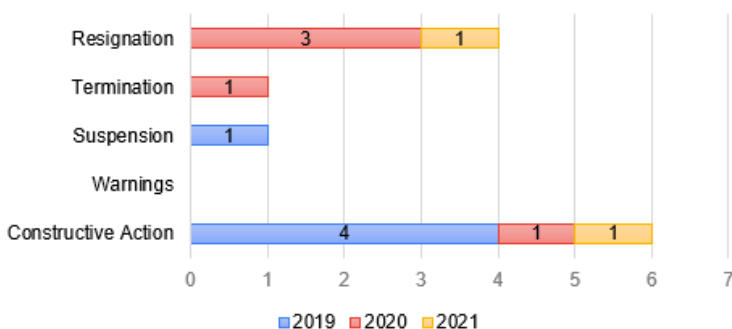
Employee Conduct - 2021



Student Conduct - 2021



Employee Sanctions



Student Sanctions

