

2021 - 2022 END OF YEAR REPORT

The Office of Title IX & Sexual Misconduct

titleix@tcnj.edu

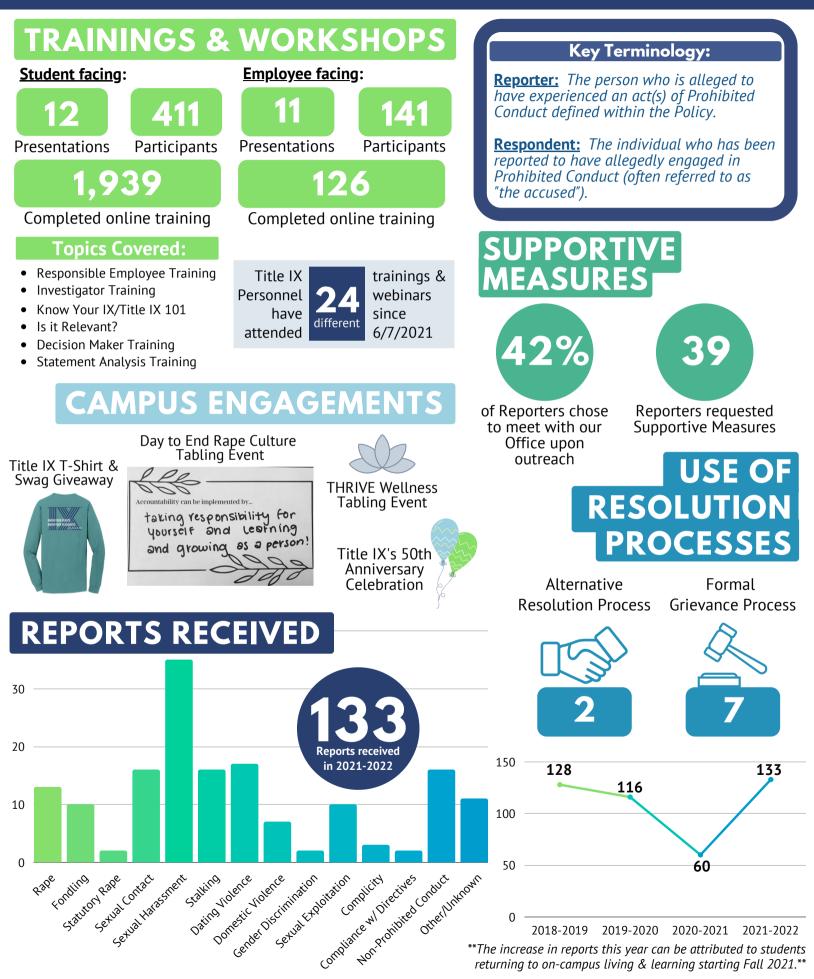
(609) 771-3112

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1. AN



2021 - 2022 END OF YEAR SUMMARY





Dear Members of the TCNJ Campus Community & Board of Trustees,

The Office of Title IX & Sexual Misconduct is committed to creating/maintaining an environment free from all forms of sexual violence, and providing fair & equitable support and processes in which all students, faculty, and staff can learn, work, thrive and succeed. Whether you have experienced or been accused of perpetrating harm, are a Responsible Employee, or are simply looking for information about our Office or how to support a friend, the Office of Title IX & Sexual Misconduct is here for you. The work we do in our Office is about so much more than just "compliance."

Our purpose is to provide the best possible care to our shared campus community, and part of that care is to offer data about the place in which our TCNJ lions live, learn, and work. We track reports to better understand how we can support members of our community and how to create a safe and inclusive campus. This data is specific to TCNJ and informs the way we work to meet the unique needs of our campus community.

Our annual report provides a snapshot of the past academic year, providing an overview of information about reports made to our Office, including details surrounding supportive measures offered and resolution processes used, ways to which we've connected with the campus through training efforts and campus engagement, and more.

Through partnerships across campus, we are creating a system of consistent and holistic support in which every member of our community has a vital role to play.

Our reflection on the past year guides us as we move ahead, and we want to hear from you. You can email us directly at titleix@tcnj.edu, stop by the Office of Title IX & Sexual Misconduct (BSC 202), or submit a comment/idea through our virtual suggestion box located on our website.

Our doors are always open and we're happy to help however we can.

All the best,

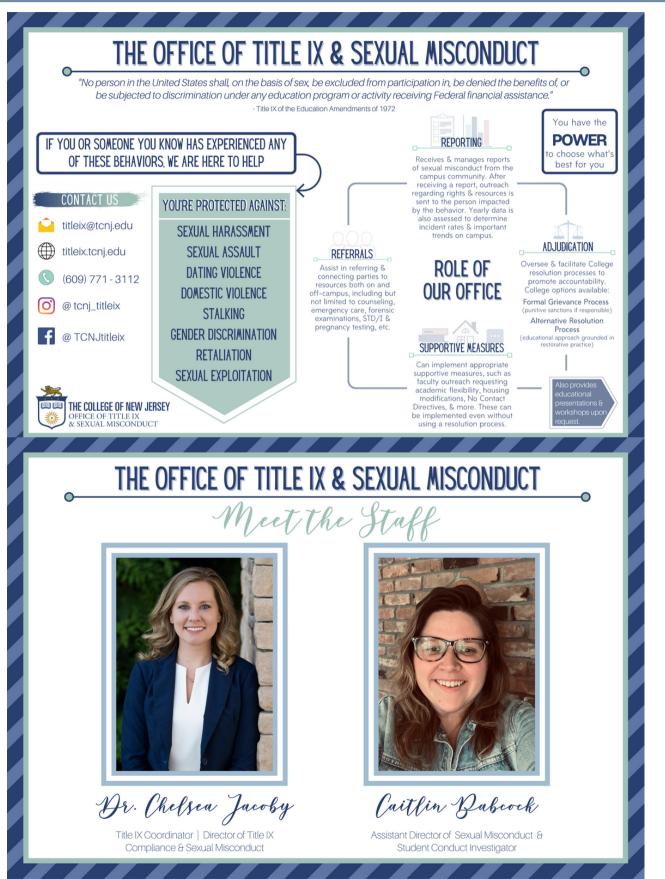


Chelsea Jacoby, Ed.D. Title IX Coordinator Director of Title IX Compliance & Sexual Misconduct

2021 - 2022 END OF YEAR REPORT



WHAT WE DO & WHO WE ARE



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POLICY

In May 2020, the U.S. Department of Education's Office for Civil Rights issued a Final Rule under Title IX ("Title IX Final Rule") for colleges and universities that address sexual assault and other sex-based misconduct.

To comply with the requirements set forth in the Title IX Final Rule, the formerly known *Title IX Policy,* was revised by the Office of Title IX & Sexual Misconduct in the summer of 2020.

The new policy, rebranded as the *Sexual Harassment, Misconduct, & Discrimination Policy* (hereinafter referred to as "Policy"), set out to reflect the College's commitment to a safe and non-discriminatory educational environment and compliance with Title IX of the Education Amendments of 1972 ("Title IX"), the Violence Against Women Act ("VAWA"), Title VII of the Civil Rights Act of 1964, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), and applicable New Jersey state laws.

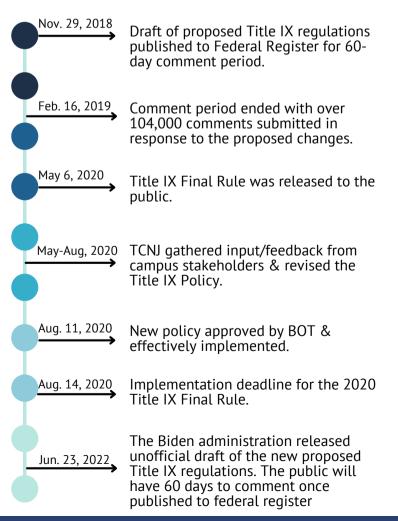
The *Policy* applies to students, employees (including faculty and staff), Third Parties, and any individuals participating in—or attempting to participate in—the College's Education Program or Activities, or seeking admission or employment to the College. The *Policy* prohibits Sexual Harassment as defined in the Title IX Final Rule, which includes Sexual Assault, Dating Violence, Domestic Violence, and Stalking. The *Policy* also prohibits Sexual Harassment as defined in Title VII of the Civil Rights Act of 1964, and other forms of College Sexual Misconduct. Collectively, all forms of conduct included in the *Policy* and accompanying procedures are referred to as "Prohibited Conduct."

Given the College's dedication to addressing all forms of sex and gender-based harassment, misconduct, and discrimination, the College reserves the right to investigate and adjudicate all forms of Prohibited Conduct under the *Policy* even those not meeting the narrow definition of Sexual Harassment

under the Title IX Final Rule (which is determined based on the nature, scope, and jurisdiction of the alleged conduct). This is further explained in Section II, A.: Scope & Jurisdiction of the *Policy*.

The *Policy* that can be accessed <u>HERE</u>, went into effect on August 11, 2020 & remains in Interim status until it proceeds through governance.

RELEVANT TIMELINE OF EVENTS





REPORTING

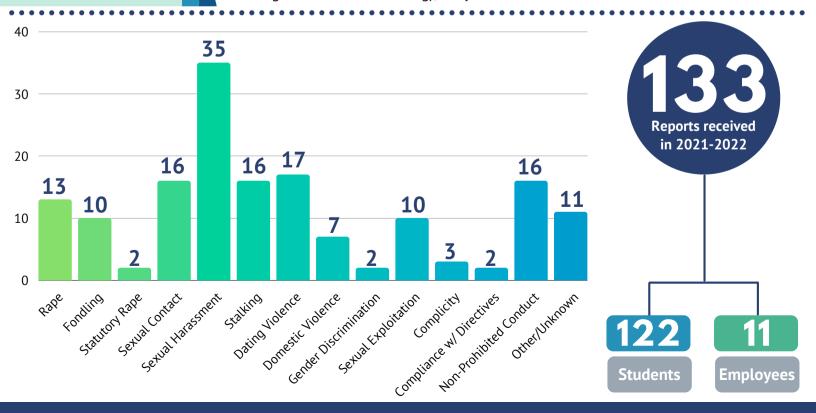
THINGS

NOTE:

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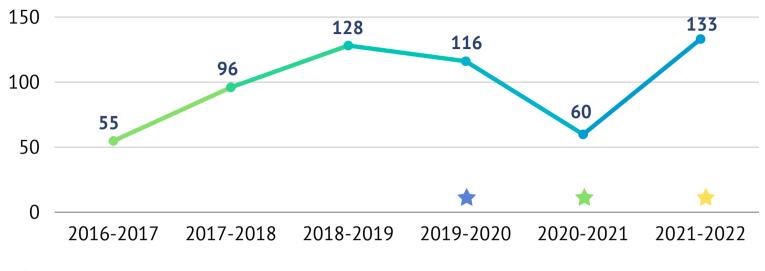
The Office of Title IX & Sexual Misconduct is publishing the data in this report to enhance transparency & inform the campus community about the instances of Prohibited Conduct that have been reported to our Office during the 2021-2022 academic year. The Office hopes the following points will help clarify the data:

- Definitions of Prohibited Conduct can be found starting on page 6 of the *Policy*. "Non-Prohibited Conduct" refers to conduct unrelated to the *Policy*, but was reported to the Office.
- The data reported is on an academic calendar-year basis (June to May).
- The data does not include reports made to confidential resources such as Counseling and Prevention Services, CAPS: Anti-Violence Initiatives or the AmIOk program.
- To provide the most accurate portrayal of reporting, the data includes all cases in which one of the following applies:
 - The College knows the identity of the Respondent, and the Respondent is affiliated with TCNJ.
 - The identity of the Respondent is unknown to the Reporter;
 - The identity of the Respondent is unknown to the College; or
 - The Respondent is not affiliated with TCNJ.
- If an incident/report involved more than one form of Prohibited Conduct (e.g. dating violence and stalking), they are all reflected in the data.





REPORTING (CONT.)



★ = March 2020 the campus transitioned to virtual instruction/employment due to COVID-19.

- ★ = Campus engaged in virtual instruction/work the entire academic year.
- + = Campus returned to in-person instruction/employment.

Prior to the COVID-19 pandemic, the number of reports received by the Office had consistently increased each year. Given that the campus had been learning & working remotely from March 2020 until August 2021, there were fewer individuals on campus, limited opportunities for interaction with others due to social distancing requirements, and fewer students residing in the Ewing community. TCNJ campus data & national research indicates that social gatherings with alcohol and/or drugs can lead to a greater number of incidents of sexual violence. We believe that the culmination of all of these factors impacted the reduced number of reports received and as such, the number of resolution processes pursued compared to previous years.

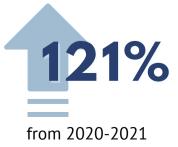
In last year's EOY report, we predicted that the number of reports submitted to our Office for the 2021-2022 academic year would increase exponentially. We anticipated an increase due to the College essentially welcoming 2.5 cohorts of students

to campus for the first time and data indicating that incoming students experience the highest rates of victimization, especially within the first six weeks of the fall semester. Additionally, we anticipated students to be resuming in-person educational and residential status, and therefore more opportunities for social interaction and engagement. This prediction proved to be accurate.

Between June 2021 and May 2022, our Office received 133 reports. The % increase compared to the previous two academic years is as follows:

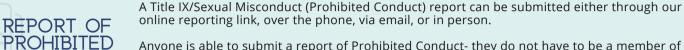


from 2019-2020





REPORTING (CONT.) WHAT TO EXPECT WHEN REPORTING TO THE OFFICE OF TITLE IX & SEXUAL MISCONDUCT



Anyone is able to submit a report of Prohibited Conduct- they do not have to be a member of the campus community, nor do they have to be the person who may have experienced the harm.

There's no statute of limitations as to when someone can file a report.



REPORT OF

CONDUCT

SUBMITTED

Once a report of Prohibited Conduct is submitted, the College reviews the information to determine whether it may constitute as a possible violation (form of Prohibited Conduct) of College Policy, and will respond to any immediate health or safety concerns raised by the report. If the information appears to rise to Prohibited Conduct, the Title IX & Sexual Misconduct staff will conduct outreach to the party who may have experienced harm.





A member of the Title IX & Sexual Misconduct staff will conduct outreach to the person who allegedly experienced the harm (referred to as 'the Reporter') via a private letter sent in an email through our system. The letter contains information about their rights, available resources/supportive measures, as well as an invitation to meet with a member of the Office.

Meeting with a Title IX & Sexual Misconduct staff member is encouraged, but is **completely** voluntary. The party can also have an Advisor/support person attend any meeting with them.

Purpose of the meeting = review the party's rights, available resources, supportive measures. resolution options, & option/process for filing a Formal Complaint. Party can share as little or as much information as they feel comfortable doing so during the meeting.

If the party isn't interested in meeting, the Office can close the case & reopen it at any time should the party change their mind.



Interim & supportive measures are those designed to mitigate the effects of the alleged Prohibited Conduct & prevent its recurrence.

Examples: Referrals to on/off-campus counseling services, requests for academic flexibility, housing accommodations, No Contact Directives, & more.

These do not expire and can be implemented & adapted at any time, even if the party doesn't want to initiate a resolution process.



To hold a Respondent accountable for alleged Prohibited Conduct, the Reporter can pursue any of the following resolution options:

- A College Resolution Process *
 - Formal Grievance Process
 - Alternative Resolution Process
- Criminal Process
- Both
- None of the above

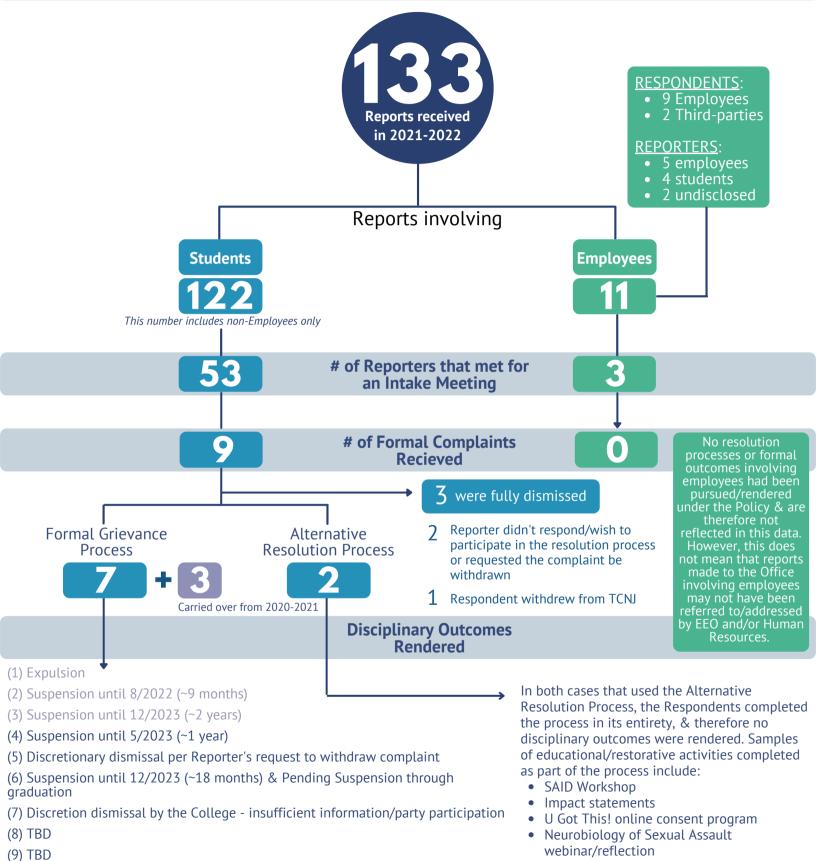
Using/participating in a resolution process is **not** mandatory.

The Office of Title IX & Sexual Misconduct will facilitate any/all resolution processes. However, the Office can implement any Supportive Measures as requested/appropriate regardless of the party's interest in pursuing a resolution process.



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REPORTING (CONT.)

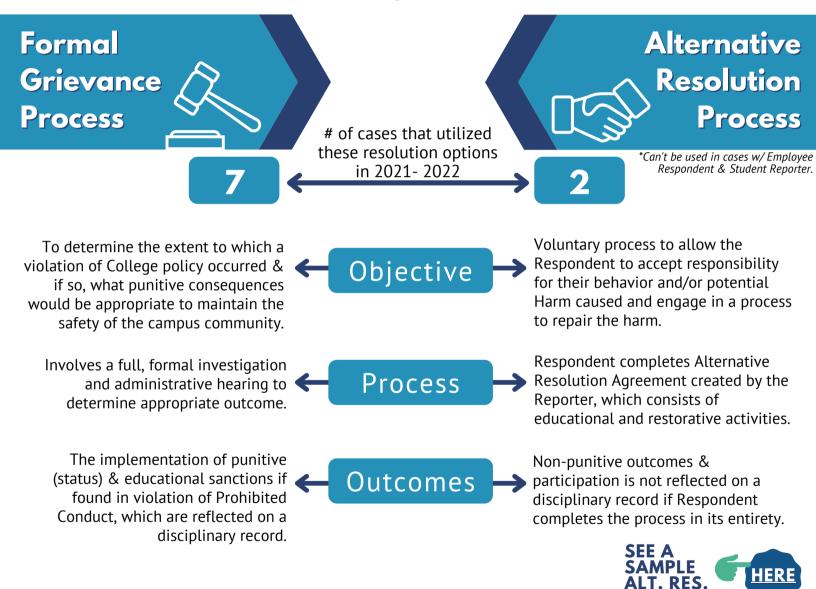


(10) TBD



RESOLUTION PROCESSES

The College recognizes that there is not one universal resolution process that best meets the needs of our students/employees and overall campus community. To adequately address reports of Prohibited Conduct under the Interim *Sexual Harassment, Misconduct, & Discrimination Policy*, including but not limited to, sexual assault, sexual harassment, interpersonal violence, and stalking, two different resolution processes are offered:

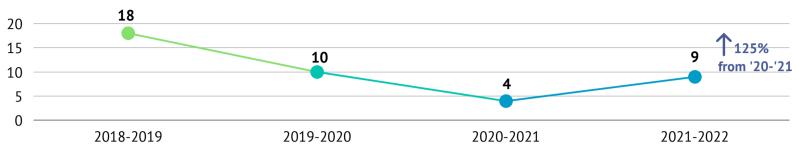


Formal Complaints. For the College to proceed with a resolution option, a Formal Complaint must first be signed. A Formal Complaint is a document (or electronic submission, such as by electronic mail or through an online portal provided for this purpose by the College) filed by a Reporter (containing their physical or digital signature, or otherwise indicates that the reporter is the person filing the Formal Complaint) or signed by the Title IX Coordinator alleging Prohibited Conduct against a Respondent and requesting that the College utilize a College resolution process to adjudicate or resolve the allegation(s) of Prohibited Conduct. Once a Formal Complaint is received, notice of allegations will be sent to both parties simultaneously.

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RESOLUTION PROCESSES - NOTED TRENDS

TRENDS ASSOCIATED WITH THE UTILIZATION OF RESOLUTION PROCESSES

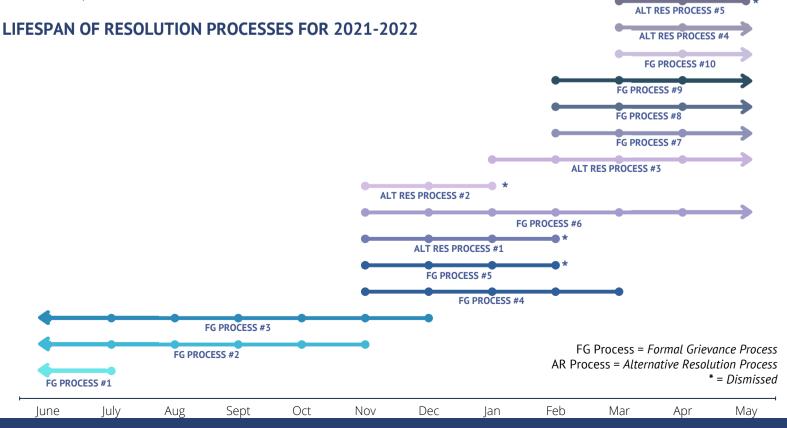


A notable decrease can be seen in the number of cases that utilized resolution processes in 2020-2021, which can reasonably be associated with students living/learning remotely due to COVID. Unsurprisingly, that number increased for AY 2021-2022 when students returned to campus. With that said, although fewer cases utilized resolution processes, facilitating each process following the release of the 2020 Title IX Final Rule have taken substantially longer to resolve.

The prescriptive procedures outlined in the Final Rule have increased the burden on staff & time intensiveness of resolution processes, particularly the Formal Grievance Process. Two randomly selected cases from pre/post regs highlight this:



This is one of the direct reasons why multiple resolution processes from 2020-2021 (especially those initiated in the Spring semester) carried over into this AY because we're navigating the complexity of facilitating these processes while also managing the coordination of intake meetings/supportive measures and the influx/receipt of of new reports & Formal Complaints.





OVERVIEW OF THE FORMAL INVESTIGATIVE PROCESS

Step 1: Formal Complaint	Formal Complaint signed by the Reporter or the Title IX Coordinator.
Step 2: Notice of Allegations	Notice sent to both Reporter & Respondent with sufficient time and detail for parties to prepare for an initial interview and adequately respond.
Step 3: Investigation	Thorough search for relevant facts/evidence. Involves interviewing both parties to gather relevant information/documentation regarding the allegations \mathcal{C} identify relevant witnesses. Anyone interviewed has the chance to review/request edits to their documented statement to ensure its accuracy \mathcal{C} completeness.
Step 4: Compilation of Preliminary Report	Investigator(s) compile a preliminary report which includes, as applicable, statements from both parties, witnesses, & a summary of any other information/documentation obtained. Any evidence shared that is directly related to the allegations, but not relevant, is included in a separate document.
Step 5: Evidence Review & Response	Parties & their Advisor receive access to the preliminary report & all evidence directly related to the allegations obtained during the investigation & have 10-days to inspect the information and submit a written response.
Step 6: Finalize Investigative Report	Investigator(s) will shift evidence between the investigation report & directly related evidence document based on party feedback & as appropriate, pursue any other necessary investigative steps, & issue a final investigation report, which fairly summarizes all relevant information received throughout the investigation.
Step 7: Evidence Review & Response	Parties & their Advisor receive access to the final report & all evidence directly related to the allegations obtained during the investigation & have 10-days to inspect the information and submit a written response.
Step 8: Finalizing & Sharing of Report	Investigator(s) will consider the parties' responses and will revise the investigation report and/or directly related evidence document as needed. The finalized investigation report & the directly related evidence document is then shared with both parties, their Advisors, & the Hearing Administrator (if applicable).
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FORMAL ADMINISTRATIVE HEARING PROCEDURE

Step

Step

2

Ster

3

THE HEARING BEGINS

• All individuals present introduce themselves & the hearing administrator explains the hearing procedures & expectations

CHARGES

- The hearing admin reads aloud the charge(s) and the Respondent answers "responsible" or "not responsible" to each charge.
- If the Respondent acknowledges responsibility for ALL charges jump to Step 6, otherwise the hearing proceeds to parties sharing their narratives

NARRATIVES

- The Reporter shares their narrative of events the hearing admin & the Respondent's Advisor can question the Reporter.
- The Respondent shares their narrative of events the hearing admin & the Reporter's Advisor can question the Respondent.

Step 1

FACT & EXPERT WITNESSES

- Each witness is invited in individually to share their narrative of events
- The hearing admin & both parties' respective Advisors have an opportunity to ask questions of each of the witnesses

Step 5

CLOSING STATEMENTS & DECISION

- The Reporter & Respondent each provide a closing statement.
- The hearing comes to a pause to allow the hearing admin to make a decision
- Once a decision is made, the hearing resumes where both parties will learn
 of the outcome



READING OF IMPACT STATEMENT 🖈

- The Reporter may provide a statement relative to how the incident has impacted them
- This may be done verbally during the hearing and/or submitted in writing

Step

CHARACTER STATEMENTS 7

- The Respondent may provide a statement relative to their character
- Character witnesses (those without any connection to the conduct in question) are invited to speak to the Respondent's character/reputation
- The hearing admin & both parties' Advisors can question the witnesses



Step

9

Step

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SANCTION RECOMMENDATIONS

- The hearing admin opens a sealed envelope containing the Respondent's disciplinary history & associated sanction range for the case. The designated sanction range for the violation(s) is read aloud.
- The Reporter & Respondent can offer recommendations for sanctioning



- The hearing admin will ensure that any final procedural questions are answered
- The hearing concludes

FOLLOWING THE HEARING

- The hearing admin will provide both parties with a written rationale (for the decision and sanctioning, if applicable) via email
- Both parties have the opportunity to submit a written appeal within 5business days of receiving the decision letter



SUPPORTIVE MEASURES

Supportive measures are individualized services, accommodations, and other assistance that the College offers to any students or employees and may be put in place without fee or charge. Supportive measures are designed to restore or preserve equal access to the College's Programs and Activities, protect the safety of all parties and the College's educational environment, and/or deter Prohibited Conduct, without being punitive or disciplinary in nature or unreasonably burdening the other party.

Supportive measures are available regardless of whether the matter is reported to the College for the purpose of initiating a resolution process under the *Policy* and before, after, and <u>regardless of whether a Formal Complaint is</u> <u>filed</u>. The College will also implement supportive measures for Respondents as requested, available, and appropriate.

The offer and ability for supportive measures to be implemented (as appropriate) does not expire and their implementation can be adapted to fit the individualized needs of the person at any time.

AVAILABLE RESOURCES:

CAPS: Office of Anti-Violence Initiatives CAPS: Mental Health Services Community Counseling Collaborative Center for Integrative Wellness AmIOk? Student Health Services TCNJ CARES Employee Assistance Program (EAP)

Of the 133 reports the Office received...



of Reporters chose to meet with our Office upon receiving initial outreach



Parties requested supportive measures

EXAMPLES OF SUPPORTIVE MEASURES:











Employment Accommodations

...and more!



TRAINING (STUDENT FACING)

TCNJ is committed to preventing sexual assault and other forms of sexual violence & has been noted as an institution at the forefront of prevention and utilizing strategies cited as best practice. Our students play a vital role in preventing sexual violence at TCNJ for themselves, their friends and classmates, and the TCNJ community, as a whole. As such, our Office strives to offer awareness campaigns and prevention programs that seek to promote positive & healthy behaviors, foster healthy, mutually respectful relationships, encourage safe bystander intervention, & seek to ensure all members of the campus community know what rights & resources are available to them for incidents involving sexual harassment/misconduct.

REQUESTED WORKSHOPS/PRESENTATIONS





Our Office frequently receives requests directly from various recognized student organizations, including those in fraternity & sorority life. to host individualized workshops for members in their organizations. We're also a regular presenter at events hosted by the Office for Student Involvement, such as the Student Organization Summit and Risk Management Competition. Our Office can offer workshops/presentations on a wide array of topics relating to sexual harassment/misconduct, and are willing to customize the material to meet the particular audience's needs, but the most commonly requested topics our Office has been asked to present about are below.

Top Requested Programs:

- "Know Your IX": Title IX 101
- Let's Talk About Consent

REQUIRED ONLINE PROGRAMMING



Throughout the spring & summer of 2021 our Office began exploring options for new online bystander intervention programs. It was important to us that whatever program we decided on not only be effective & grounded in best practices, but something that our campus community would resonate with & would uphold the spirit of the mission and values we communicate through our other forms of prevention work on campus. In the end, we chose to partner with an external vendor called Catharsis Productions.

In Fall 2021, through our collaboration & partnership, we were able to successfully launch our new programs including: U Got This! for students, and Report = Support for employees, particularly those having been designated as Responsible Employees or Officials with Authority.

<u>U Got This!</u>:

U Got This!, Your Guide on how to Speak Up, Step In, and Create a Better Campus for All, is an interactive online bystander intervention training that all incoming first-Year and transfer students at TCNJ are required to complete. The program addresses interpersonal violence (sexual assault, intimate partner violence, and stalking) and contains content & language that explores sexual/interpersonal violence in our culture while providing students with the necessary tools to help them challenge disrespectful and abusive behavior when they witness it.



of incoming students completed the U Got This! online program.



TRAINING (EMPLOYEE FACING)

RESPONSIBLE EMPLOYEE TRAINING

All campus community members are strongly encouraged to report information regarding allegations of sexual harassment & misconduct including sexual assault, dating/domestic violence, stalking, and other forms of Prohibited Conduct to the Office of Title IX & Sexual Misconduct. However, some individuals on campus have an obligation to report when of thev become such aware allegations/incidents, which include Responsible Employees (REs) and Officials with Authority (OWAs). More information about REs & OWAs can be found HERE. REs and OWAs are required to complete training through our Office every two years, which covers how to:

- fulfill reporting obligations around Title IX & sexual misconduct
- prevent & identify behavior & other warning signs of prohibited conduct
- navigate disclosures of sexual violence in a trauma informed way
- review available reporting options & resources under the Policy

Training can be completed in-person, which is facilitated by staff from our Office, or through our online program - Report = Support.

<u>Report = Support:</u>

Report = Support is an interactive online training program that addresses perspectives of sexual harassment & misconduct, and interpersonal violence and explores how to respond to disclosures, and when to intervene if/when employees witness questionable behavior.





RE training online

Employees completed Employees completed RE training in-person





Presentations



Topics Covered:

- Responsible Employee Training
- Investigator Training
- Decision-Maker Training
- Is it Relevant? Training
- Implicit Bias Training
- Statement Analysis Training

TRAINING FOR TITLE IX PERSONNEL

Individuals who fill certain roles in Title IX resolution processes must receive training to ensure awareness of/compliance with grievance procedures under Title IX and the equitable treatment of Reporters & Respondents. These individuals are the Title IX Coordinator, Investigators, Decision Makers (including appellate decision makers), & any person facilitating an Alternative Resolution Process. Training topics include, but are not limited to: the definition of Sexual Harassment; the scope of TCNJ's education program/activities; how to conduct an Investigation and grievance process; how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, & bias; issues of relevance; and more.

Per the 2020 Title IX Final Rule, TCNJ must maintain a record of the trainings completed by Title IX personnel and make the contents of the trainings publicly accessible on our website. A comprehensive list of trainings that our personnel have engaged in

can be found HERE.

Title IX Personnel have different attended

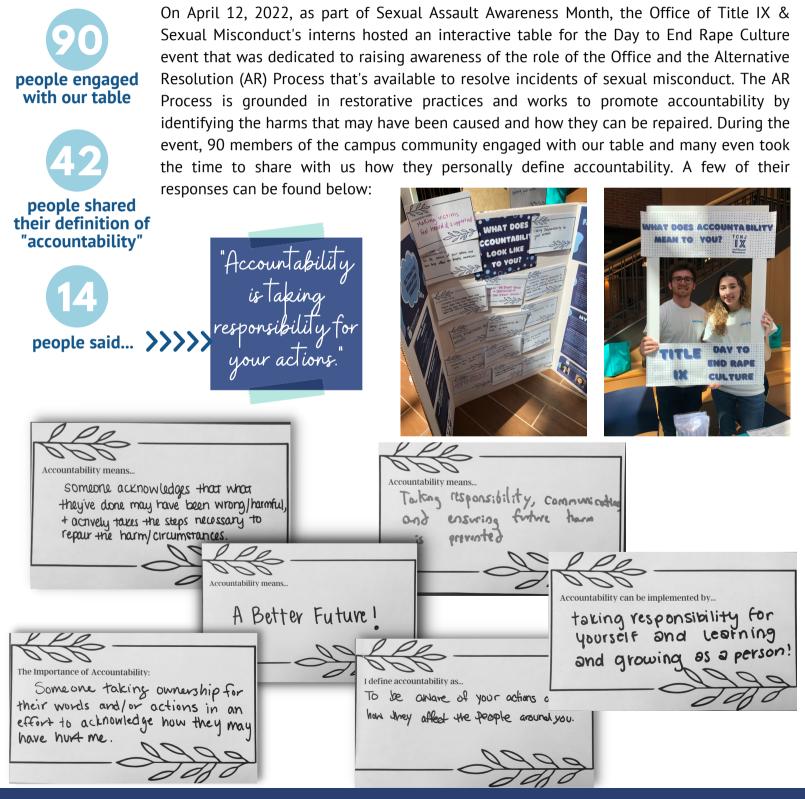
trainings & webinars since 6/7/2021



NOTEWORTHY ENGAGEMENTS

Throughout the 2021-2022 academic year, the Office of Title IX & Sexual Misconduct had the opportunity to engage with the TCNJ campus community through various in-person events. Check some of them out below!

DAY TO END RAPE CULTURE





NOTEWORTHY ENGAGEMENTS (CONT.)

THRIVE WELLNESS EVENT

On April 20, 2022, The Office of Title IX & Sexual Misconduct participated in CAPS' THRIVE health & wellness expo and hosted an interactive table dedicated to raising awareness of the role of the Office and the Alternative Resolution (AR) Process that's available to resolve incidents of sexual misconduct. When campus community members approached our table, we offered an overview of the AR Process and then asked them three specific questions, which can be found below along with some of their responses:

	YES	NO
Prior to attending this event, did you know about the AR Process?	8	39
Do you feel that the AR Process is an acceptable way to address sexual misconduct?	35	3
Is the AR Process something you'd consider using or recommending to others if the circumstances arose?	38	3

This anecdotal information was eye opening for our Office as it highlights that there is interest among the campus in utilizing the AR Process, yet there is minimal knowledge/awareness of the resolution option being available. Over the next year, our Office will look to explore additional ways that we can increase the visibility of our Office and the available resolution options we can offer.

TITLE IX'S 50TH ANNIVERSARY

To celebrate the 50th anniversary of the passing of Title IX, our Office threw a birthday party and invited all members of the campus community. This celebration was full of treats, trivia surrounding the past, present, & future of Title IX, prizes, music, and great company!





NOTEWORTHY ENGAGEMENTS (CONT.)

T-SHIRT GIVEAWAY

In thanks to funding our Office received through NJ's VOCA grant, we were able to purchase ~1,050 t-shirts to disseminate to students. The shirts were printed with "The College of New Jersey" on the front, while on the back, there is the roman numeral "IX" for Title IX with the slogan "Know your rights, know your resources."



Our Office hosted a table on October 19, 2021 to pass out the shirts and before the event even started we had a line of students wrapped around the 2nd floor of the Brower Student Center waiting to grab a shirt!

In addition to the shirts, students received informational cards about the role of our Office & the ways we can offer support, what happens after a report is made to the College, and some fun giveaways.







ON OUR RADAR

In addition to reflecting on the previous academic year, the Office of Title IX & Sexual Misconduct is also keeping an eye on the horizon for what changes and possible impacts to our Office, our services, and the College's legal obligations/liability may lie ahead. Some examples of anticipated changes or items that are on our radar include, but are not limited to:

- Recent & anticipated changes to the current (2020) Title IX Final Rule --
 - QUICK RECAP: In last year's EOY report, we noted that the Department of Education (DOE)'s release of letters to students, educators, and stakeholders following the Cardona decision signaled that largescale changes to Title IX under the Biden administration may be coming. This was informed by critical events including:
 - March 8, 2021 -- the Biden Administration issued Executive Order 14021, which directed the Department of Education (DOE) to "review all of its existing regulations, orders, guidance, and policies to ensure consistency with the Biden-Harris Administration's policy that students be guaranteed education free from sexual violence," including, "the Title IX regulation issued under the previous administration and agency action taken pursuant to that regulation."
 - June 7-11, 2021 OCR held live hearings to collect feedback from the general public regarding the Title IX Final Rule to see what has and has not proven to be effective in responding and resolving incidents of sexual harassment/violence.
 - As of June 23, 2022 The DOE released the unofficial version of the <u>new proposed Title IX rule</u> (to amend the 2020 Final Rule). An overview of the proposed changes are summarized in the following <u>Fact Sheet</u>.
 - Things to Note:
 - The proposed regulations have not yet been officially published to the Federal Register, but when they are, the public comment period will be open for 60 days from the date of publication.
 - Since these are simply *proposed* rules, the College will not be taking any immediate action at this time as substantial changes can still be made as a result of the comment period. For now, we will be familiarizing ourselves with the new proposed rule, being mindful of things that need to be on our radar should certain components of the proposed rule remain unchanged, and be prepared to proceed ahead as necessary once the rule is finalized.
 - Our Office will make it a priority to communicate any/all changes required of our campus policy & practices to comply with federal law.
- Our previous year's report also mentioned a new <u>NJ State Law</u>, which requires, "*An institution of higher education shall conduct a campus climate survey every three years and submit the de-identified survey data to the Office of the Secretary of Higher Education.*" We had anticipated receiving more information from NJ's Office of the Secretary of Higher Education (OSHE) at this point, but we're still awaiting updates from related taskforces surrounding technical assistance and support to meet these new legal requirements. This is something that's keenly on our radar and we will continue to monitor for updates.



CONNECT WITH US







Dr. Chelsea Jacoby

Title IX Coordinator | Director of Title IX Compliance & Sexual Misconduct

Dr. Chelsea Jacoby serves as a leader within the Dean of Students Office and Division of Student Affairs, and has the responsibility for overseeing the College's compliance with Title IX and other laws/rules relating to discrimination based on sex or gender, including sexual harassment and related misconduct on campus. Additionally, Dr. Jacoby is responsible for coordinating the development of a comprehensive training, education, & awareness programs for both students and employees relative to reporting, preventing, & addressing sexual harassment/misconduct; coordinating and directing the disciplinary process in cases that implicate TCNJ's Title IX–related policies; monitoring developments in the law and best practice and recommending changes to TCNJ's policies and practices; and providing leadership in all areas implicated by Title IX and related laws. Dr. Jacoby is responsible for receiving & monitoring all complaints of sexual harassment/misconduct at the TCNJ, & oversees the handling of the resolution of complaints through both formal investigation/adjudication processes & informal options grounded in restorative justice.

Chelsea holds a Doctorate in Education from Rutgers University-New Brunswick (New Brunswick, NJ), a Masters of Science from Kent State University (Kent, OH), and a Bachelors of Science from Merrimack College (North Andover, MA).

Caitlin Babcock

Assistant Director of Sexual Misconduct & Student Conduct Investigator

Caitlin Babcock is the Assistant Director of Sexual Misconduct & Student Conduct Investigator – having joined the TCNJ community in July 2019. As the Assistant Director, Caitlin serves as a lead investigator for the College investigating reports of sexual harassment, sexual misconduct, and student conduct. Additionally, Caitlin manages and tracks data through the Symplicity Advocate system. Under the guidance of the Title IX Coordinator, Caitlin assists in training and educating the campus community on the Title IX Education Amendments of 1972, associated laws and College policy. Prior to joining the TCNJ community, Caitlin worked at various institutions around NJ in Residence Life while assisting with Title IX initiatives. Caitlin received her M. Ed. from Rutgers University – New Brunswick in College Student Affairs, as well as a B.A. in Psychology & a B.A. in Law and Justice Studies from Rowan University.









