



THE COLLEGE OF NEW JERSEY  
OFFICE OF TITLE IX  
& SEXUAL MISCONDUCT

# 2022 - 2023 END OF YEAR REPORT



## TRAININGS & WORKSHOPS

### Student facing:

14

Presentations

475

Participants

2,371

Completed online training

### Employee facing:

11

Presentations

172

Participants

222

Completed online training

### Topics Covered:

- Responsible Employee Training
- Investigator Training
- Know Your IX/Title IX 101
- Decision Maker Training
- Statement Analysis Training
- Implicit Bias

Title IX  
Personnel  
have  
attended

**36**  
different

trainings &  
webinars  
since  
6/7/2021

### Key Terminology:

**Reporter:** The person who is alleged to have experienced an act(s) of Prohibited Conduct defined within the Policy.

**Respondent:** The individual who has been reported to have allegedly engaged in Prohibited Conduct (often referred to as "the accused").

## SUPPORTIVE MEASURES

53%

of Reporters chose to meet with our Office upon outreach

27

Reporters requested Supportive Measures

## CAMPUS ENGAGEMENTS

Title IX T-Shirt & Swag Giveaway

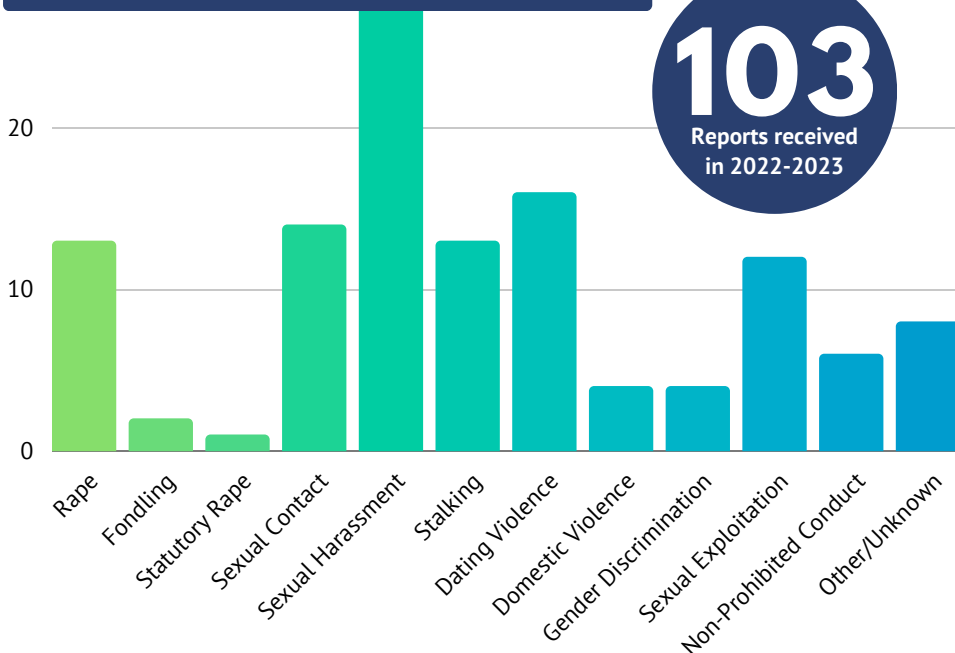


Day to End Rape Culture Tabling Event



THRIVE Wellness  
Tabling Event

## REPORTS RECEIVED



## USE OF RESOLUTION PROCESSES

Alternative  
Resolution Process

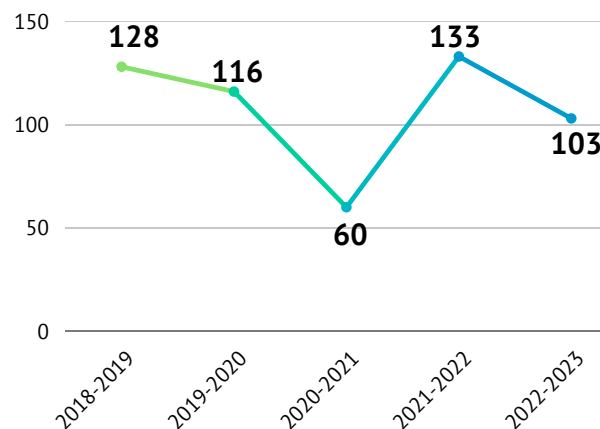


6

Formal  
Grievance Process



8





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](mailto: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,

A handwritten signature in cursive script that reads "Chelsea Jacoby".

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

# WHAT WE DO & WHO WE ARE






## THE OFFICE OF TITLE IX & SEXUAL MISCONDUCT

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

- Title IX of the Education Amendments of 1972

IF YOU OR SOMEONE YOU KNOW HAS EXPERIENCED ANY OF THESE BEHAVIORS, WE ARE HERE TO HELP

### CONTACT US

-  [titleix@tcnj.edu](mailto:titleix@tcnj.edu)
-  [titleix.tcnj.edu](http://titleix.tcnj.edu)
-  (609) 771 - 3112
-  @tcnj\_titleix
-  @TCNJtitleix



THE COLLEGE OF NEW JERSEY  
OFFICE OF TITLE IX  
& SEXUAL MISCONDUCT

### YOU'RE PROTECTED AGAINST:

SEXUAL HARASSMENT  
SEXUAL ASSAULT  
DATING VIOLENCE  
DOMESTIC VIOLENCE  
STALKING  
GENDER DISCRIMINATION  
RETALIATION  
SEXUAL EXPLOITATION

### REPORTING

Receives & manages reports of sexual misconduct from the campus community. After receiving a report, outreach regarding rights & resources is sent to the person impacted by the behavior. Yearly data is also assessed to determine incident rates & important trends on campus.

You have the **POWER** to choose what's best for you

### REFERRALS

Assist in referring & connecting parties to resources both on and off-campus, including but not limited to counseling, emergency care, forensic examinations, STD/I & pregnancy testing, etc.

## ROLE OF OUR OFFICE

### SUPPORTIVE MEASURES

Can implement appropriate supportive measures, such as faculty outreach requesting academic flexibility, housing modifications, No Contact Directives, & more. These can be implemented even without using a resolution process.

### ADJUDICATION

Oversee & facilitate College resolution processes to promote accountability. College options available:  
Formal Grievance Process (punitive sanctions if responsible)  
Alternative Resolution Process (educational approach grounded in restorative practice)

Also provides educational presentations & workshops upon request.

## THE OFFICE OF TITLE IX & SEXUAL MISCONDUCT

### Meet the Staff



*Dr. Chelsea Jacoby*

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



*Caitlin Babcock*

Assistant Director of Sexual Misconduct &  
Student Conduct Investigator



## POLICY

The Interim *Sexual Harassment, Misconduct, & Discrimination Policy* (hereinafter referred to as "Policy"), sets 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."

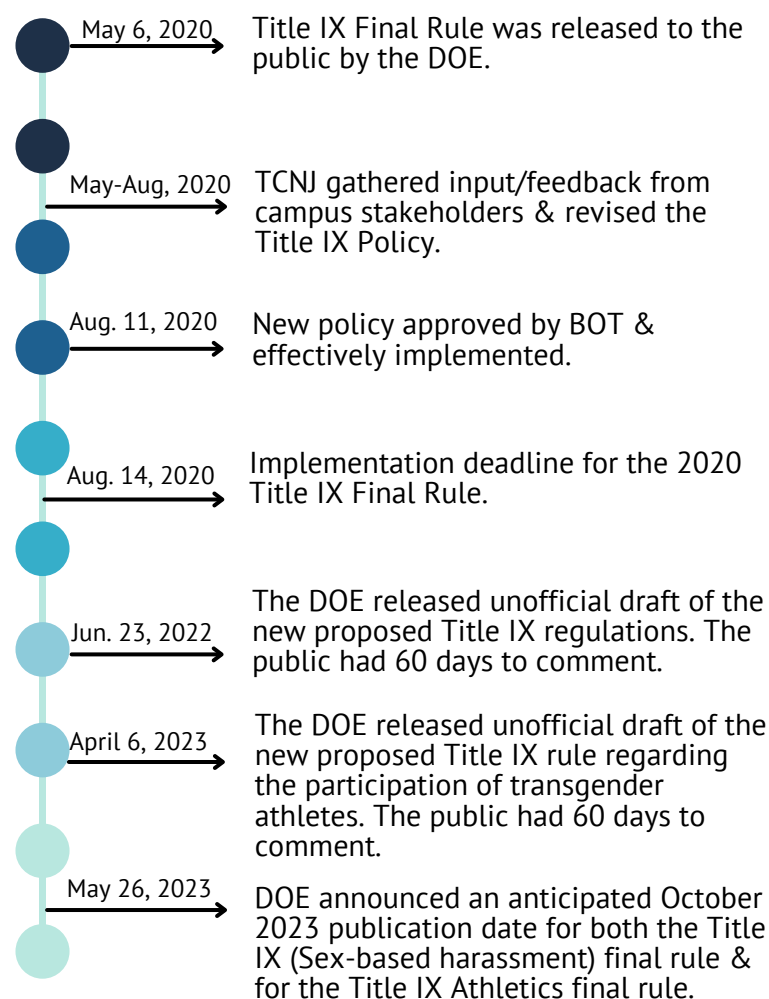
Given the College's dedication to addressing all forms of sex and gender-based harassment, misconduct, and discrimination, the College reserves the right to investigate and adjudicate all forms of Prohibited Conduct under the *Policy* even those not meeting the narrow definition of Sexual Harassment 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 [HERE](#), went into effect on August 11, 2020 & remains in Interim status until it proceeds through governance.

With that said, we anticipate substantial revisions will need to be made following the release of the new Title IX Final Rule, which is expected to occur sometime in October 2023.

See below for a timeline of events that lead to the creation of the Interim *Policy* and the regulatory changes that may influence changes to the *Policy* in the near future.

### RELEVANT TIMELINE OF EVENTS

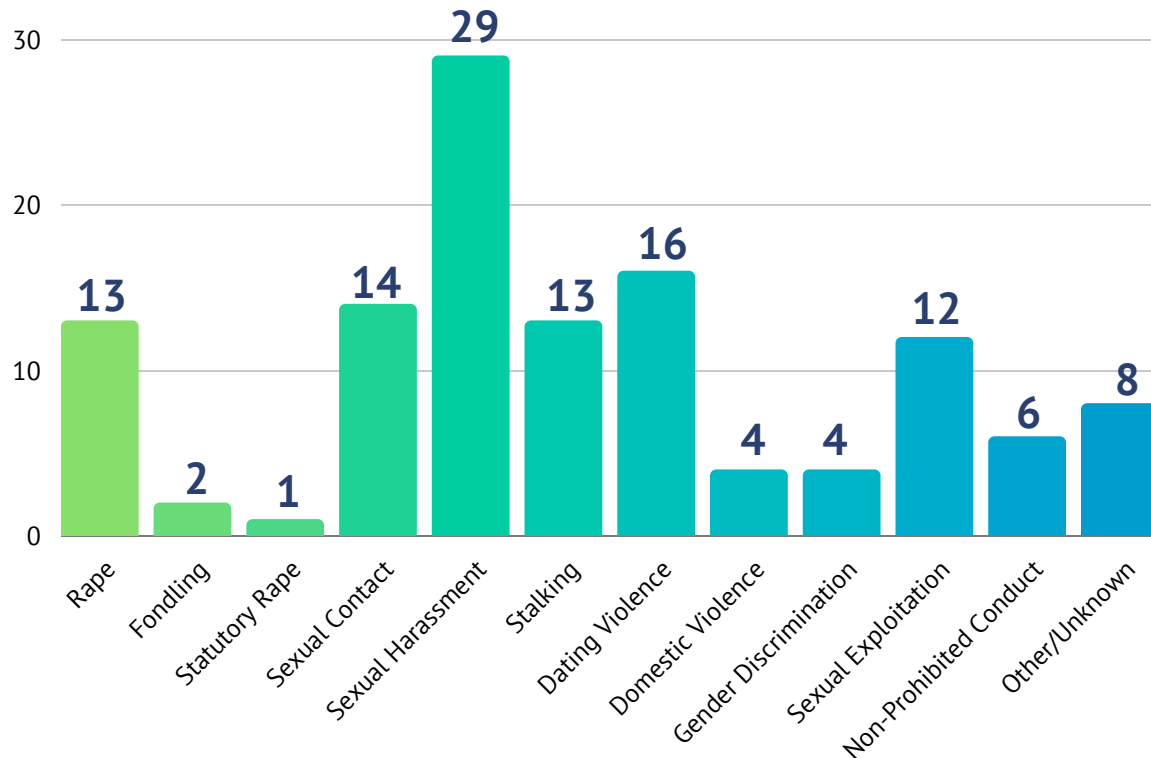


# REPORTING

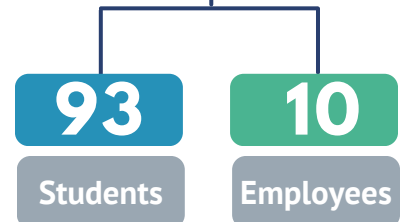
The Office of Title IX & Sexual Misconduct is publishing the data in this report to enhance transparency & inform the campus community about the instances of Prohibited Conduct that have been reported to our Office during the 2022-2023 academic year. The Office hopes the following points will help clarify the data:

## THINGS TO NOTE:

- 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, 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.



**103**  
Reports received  
in 2022-2023





## REPORTING (CONT.)

# WHAT TO EXPECT WHEN REPORTING TO THE OFFICE OF TITLE IX & SEXUAL MISCONDUCT



### REPORT OF PROHIBITED CONDUCT SUBMITTED

A Title IX/Sexual Misconduct (Prohibited Conduct) report can be submitted either through our online reporting link, over the phone, via email, or in person.

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.



### INITIAL ASSESSMENT

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.



### INITIAL OUTREACH

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.



### INTAKE MEETING

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

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.



### EXPLORE RESOLUTION OPTIONS

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

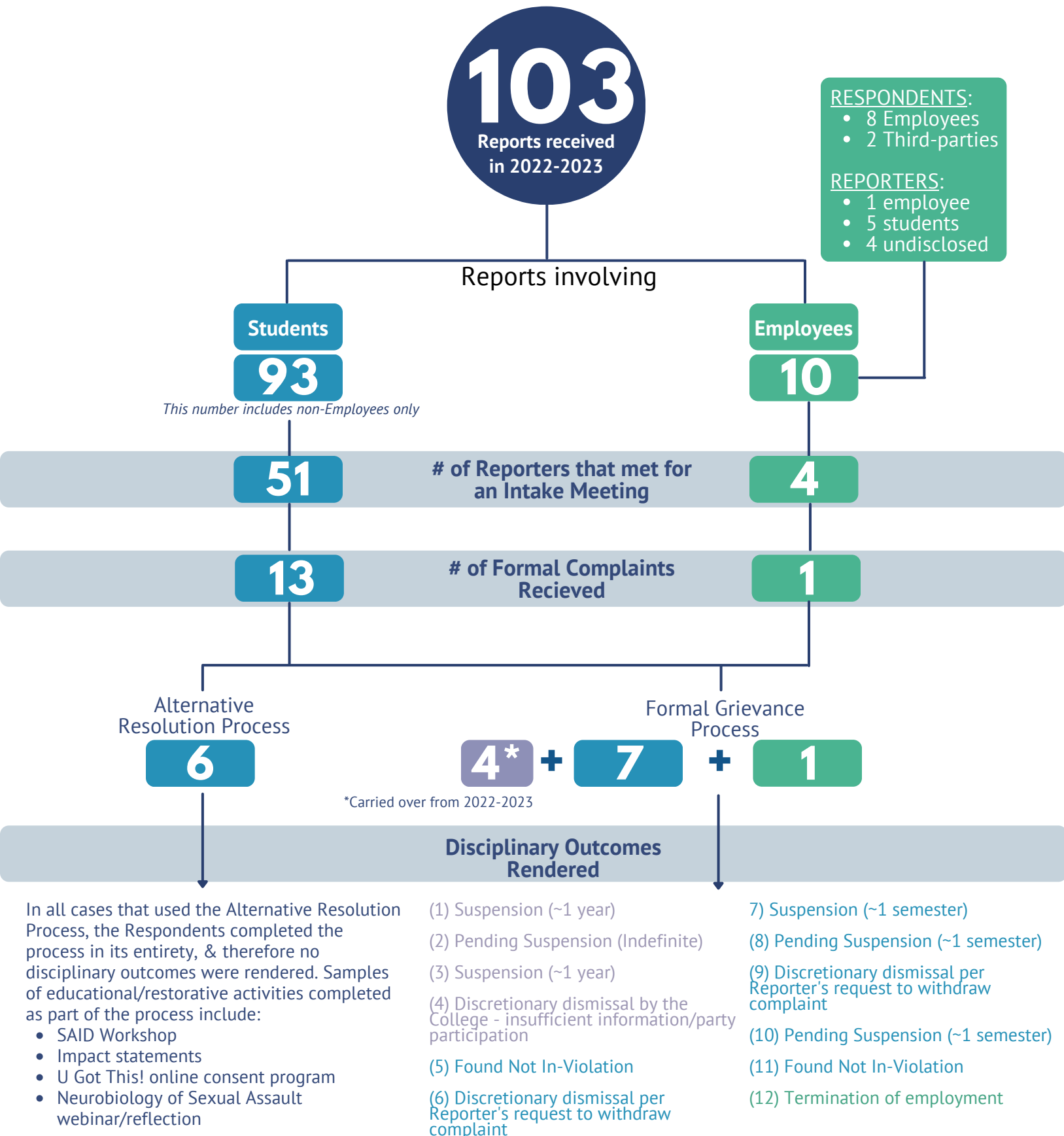
- A College Resolution Process \*
  - Formal Grievance Process
  - Alternative Resolution Process
- Criminal Process
- Both
- None of the above

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

*\* Available only if the Respondent is associated with TCNJ, and was when the alleged incident occurred.*

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.

## REPORTING (CONT.)





# 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 Grievance Process



8

# of cases that utilized these resolution options in 2022- 2023



## Alternative Resolution Process

6

*\*Can't be used in cases w/ Employee Respondent & Student Reporter.*

To determine the extent to which a violation of College policy occurred & if so, what punitive consequences would be appropriate to maintain the safety of the campus community.

Objective

Voluntary process to allow the Respondent to accept responsibility for their behavior and/or potential Harm caused and engage in a process to repair the harm.

Involves a full, formal investigation and administrative hearing to determine appropriate outcome.

Process

Respondent completes Alternative Resolution Agreement created by the Reporter, which consists of educational and restorative activities.

The implementation of punitive (status) & educational sanctions if found in violation of Prohibited Conduct, which are reflected on a disciplinary record.

Outcomes

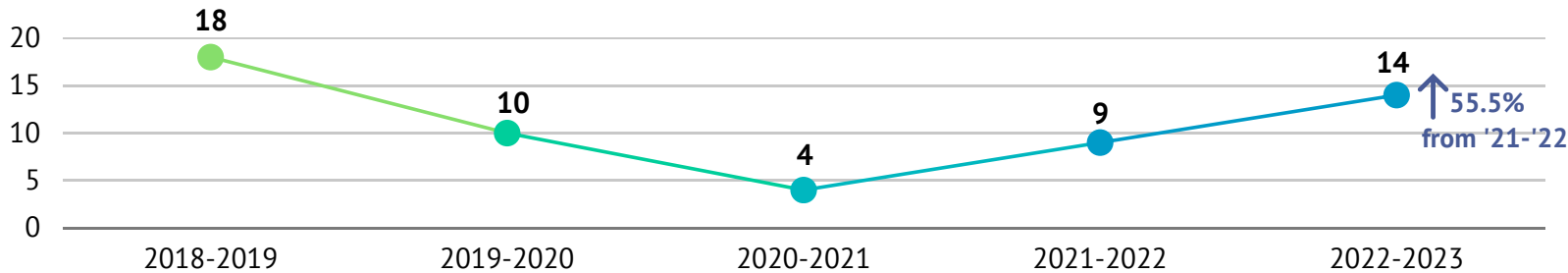
Non-punitive outcomes & participation is not reflected on a disciplinary record if Respondent completes the process in its entirety.

SEE A  
SAMPLE  
ALT. RES.  
AGREEMENT 

**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.

# 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:

Pre-Regs ('19)

152 days

to resolve

vs.

Post-Regs ('21)

287 days

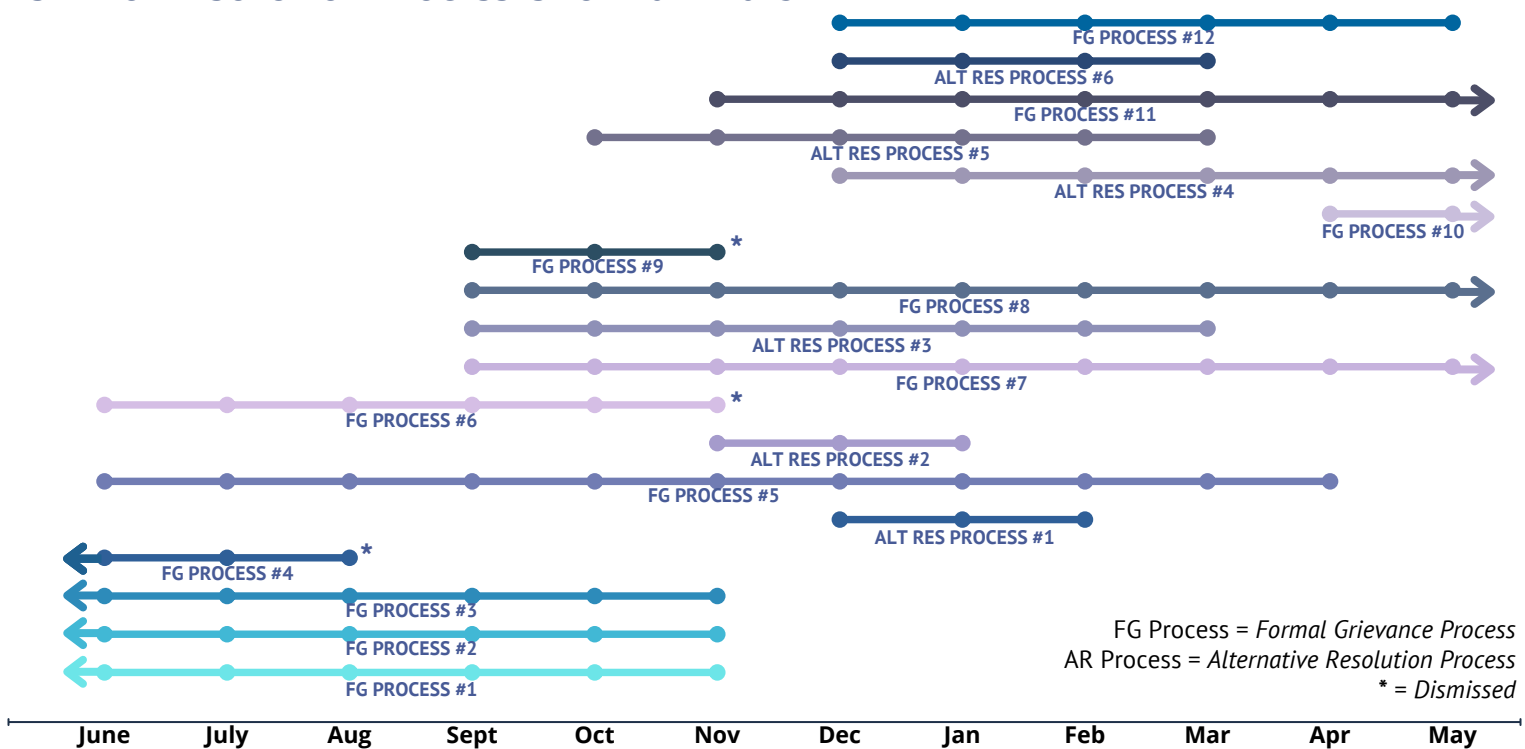
to resolve

↑ 89%

in time required to complete ONE process

This is one of the direct reasons why multiple resolution processes from 2020-2021 and 2021-2022 (especially those initiated in the Spring semester) carried over into the following 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 new reports & Formal Complaints.

## LIFESPAN OF RESOLUTION PROCESSES FOR 2022-2023





# 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 & identify relevant witnesses. Anyone interviewed has the chance to review/request edits to their documented statement to ensure its accuracy & 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).

# FORMAL ADMINISTRATIVE HEARING PROCEDURE

## Step 1

### THE HEARING BEGINS

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

## Step 2

### 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

## Step 3

### 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 4

### 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

## Step 6

### 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 7

### CHARACTER STATEMENTS ★

- 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 8

### 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

## Step 9

### CONCLUSION OF THE HEARING

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

## Step 10

### 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 5-business 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 regardless of whether a Formal Complaint is filed.** 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:

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

Of the 103 reports the Office received...

53%

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

27

Parties requested supportive measures

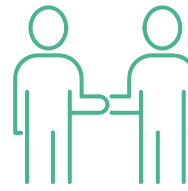
### EXAMPLES OF SUPPORTIVE MEASURES:



Academic Flexibility



Housing Accommodations



Referrals to Resources



No Contact Directives



Coordination of Criminal Reporting



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

14

Presentations

475

Participants

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
- Title IX Jeopardy

### 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 Got This!:

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.

99%

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 they become aware of such 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.

### Report = Support:

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.

222

Employees completed  
RE training online

78%

Completion rate

11

Presentations

178

Participants

## Topics Covered:

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

36  
different

trainings &  
webinars  
since  
6/7/2021

## NOTEWORTHY ENGAGEMENTS

Throughout the 2022-2023 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

**80**  
people engaged  
with our table

**33**  
people shared  
their definition of  
"accountability"

**15**  
people said... >>>>>

On April 4, 2023 as part of Sexual Assault Awareness Month, the Office of Title IX & Sexual Misconduct hosted an interactive table for the Day to End Rape Culture event that was 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. The AR Process is grounded in restorative practices and works to promote accountability by identifying the harms that may have been caused and how they can be repaired. During the event, 90 members of the campus community engaged with our table and many even took the time to share with us how they personally define accountability. A few of their responses can be found below:

"Accountability  
is taking  
responsibility for  
your actions."



Accountability means...

Someone acknowledges that what they've done may have been wrong/harmful, + actively takes the steps necessary to repair the harm/circumstances.

Accountability means...

Taking responsibility, communicating and ensuring future harm is prevented

Accountability means...

A Better Future!

The Importance of Accountability:

Someone taking ownership for their words and/or actions in an effort to acknowledge how they may have hurt me.

I define accountability as...

To be aware of your actions & how they affect the people around you.

Accountability can be implemented by...

taking responsibility for yourself and learning and growing as a person!



## NOTEWORTHY ENGAGEMENTS (CONT.)

### THRIVE WELLNESS EVENT

On April 12, 2023, 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?	13	133
Do you feel that the AR Process is an acceptable way to address sexual misconduct?	146	0
Is the AR Process something you'd consider using or recommending to others if the circumstances arose?	146	0

This year we had the opportunity to interact with a greater number of campus community members, but found similar outcomes in the anecdotal information we received. The results of these interactions demonstrate that there is clear and convincing 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 continue look to explore additional ways that we can increase the visibility of our Office and the available resolution options we can offer.

### OTHER ENGAGEMENTS



*Dr. Chelsea Jacoby with Roscoe the Lion representing the Office at Thrive!*



*Winners of Title IX trivia at the Student Org Summit!*



*Dr. Jacoby, Caitlin Babcock, & Roscoe representing the Office at the 3rd Annual Diversity Summit.*



## NOTEWORTHY ENGAGEMENTS (CONT.)

### T-SHIRT GIVEAWAY

In thanks to funding the College received through NJ's VOCA grant, we were able to purchase another round of ~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." These have always been such a hit around campus!

Our Office hosted a table on April 14, 2023 where students were able to receive a t-shirt as well as 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 Title IX --
  - June 23, 2022 - The DOE released the unofficial version of the [new proposed Title IX rule](#) (to amend the 2020 Final Rule). An overview of the proposed changes are summarized in the following [Fact Sheet](#).
    - Received > 238,000 public comments.
  - April 6, 2023 - The DOE released unofficial draft of the new proposed Title IX rule regarding the [Regulations on Students' Eligibility for Athletic Teams](#), which focused primarily on students participating on athletic teams based upon their gender identity. An overview of the proposed changes are summarized in the following [Fact Sheet](#).
    - Received > 156,000 public comments.
  - The public had 60 days to comment on each of these proposals.
  - The DOE indicated that they would be releasing the Final Rule including regulations on both of the proposals sometime in October 2023. At this time it is unclear the timeline the College will have to implement the required changes, however, our most educated guess would be by the start of the new year, if they're released in October. Our Office will make it a priority to communicate any/all changes required of our campus policy & practices to comply with the newly anticipated federal law(s).
- Associated laws/protections were implemented for pregnant parenting employees/students
  - Examples: The Pump Act & new proposed Title IX Final Rule
  - We are currently in compliance with these mandates, but will be monitoring how these new guidelines may impact our practices/procedures and areas we may need to modify.



## 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.



Brower Student Center  
Suite 202



titleix.tcnj.edu



(609) 771-3112



titleix@tcnj.edu