



Knox College
TITLE IX
ANNUAL REPORT
2023

INTRODUCTION

This fall marks the publication of Knox College's first Title IX Annual Report. The following report provides aggregate data on reports to, and activity of, the College's Title IX office. The report also includes information on training and other efforts to prevent sexual and gender-based harassment and misconduct on campus. All data on reports, actions, and outcomes in this report cover the last three academic years, fall 2020 to spring 2023. Information regarding training and prevention activities is for the 2022-2023 academic year only.

STAFF AND RESOURCES

Title IX Coordinator
Kim Schrader
309-341-7751 office | 309-337-6536 cell
kschrade@knox.edu
Old Jail #12 | K-209

Knox College Sexual Assault Advocate and confidential resource
Director of Counseling Services
Megan McGruder, LCPC
309-341-7492
mamcgruder@knox.edu
175 W. Knox St. - 119 | K-88

Knox College Director of Spiritual Life and confidential resource
Dan Marlin
309-341-7165
drmarlin@knox.edu
HOPE Center | K-168

All Knox College health and counseling services providers are trained and confidential resources.

TRAINING AND EDUCATION

Training by the Title IX Office

Primary prevention programming for all incoming students and new employees is conducted through the Title IX Office. This programming advises campus community members that the College prohibits Title IX sexual harassment and sexual misconduct, and includes trauma-informed training on the College definition of consent, other relevant definitions, risk reduction, and active bystander intervention. Primary prevention programming also provides information on possible sanctions and supportive measures that may be imposed following a determination that an offense of Title IX sexual harassment or sexual misconduct has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information.

In addition to primary prevention programming, the College also conducts ongoing prevention and awareness programming aimed at all students and employees. This programming covers the same material provided in the primary prevention programming, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of Title IX sexual harassment and sexual misconduct.

Prevention and awareness programming is carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the College. Methods include, but are not limited to presentations, online training modules, distribution of written materials, periodic email blasts, posters and social media campaigns, and guest speakers. A summary of this programming includes:

- New students receive education on the prevention of dating violence, domestic violence, sexual assault, and stalking during Orientation;
- All new students and employees are required to complete an online training module on these topics upon enrollment or hire and are encouraged to retake the online training each year as well as attend in-person training sessions;
- A variety of strategies, such as targeted, in-person presentations by appropriate campus offices, student organizations and outside experts, emails blasts with pertinent information, and passive programming campaigns;
- In addition to academic and administrative departments, programming with student organizations and cohorts includes fraternity and sorority organizations and leadership, athletics teams, study away participants, student leader groups (RA, OLs, Trio Team Leaders), and new international students.
- Training was also shared with the Campus Life and Athletics Committee of the Board of Trustees.
- While programming occurs throughout the year, the College also offers educational sessions and literature in coordination with nationally recognized observances such as Sexual Assault Awareness Month, Domestic Violence Awareness Month, and Stalking Awareness Month.

Education and Activities by the Dare to Care Peer Educators

The Dare to Care (D2C) Peer Educators are a passionate group of student leaders who help promote the health and well-being of the Knox College campus community through education and engagement. In collaboration with the Title IX Coordinator, D2C Peer Educators develop programs, organize, and implement various programming and outreach efforts to educate students on important issues surrounding sexual health, intimate relationships, sexual responsibility, gender and sexuality, the development of healthy relationships, active bystander intervention, and factors surrounding, influences on, and the prevention of sexual assault. They also conduct the Consent and Communication workshops required as part of the annual New Student Orientation. These peer educators play a role in both primary and ongoing education and prevention efforts to create a culture of respect on campus.

Some programs include:

- Social media efforts: Talk About It Tuesdays, Self-Care Sundays, FAQ Fridays and ongoing prevention and awareness education
- Providing Safe(r) Sex Boxes for residential suites, campus living and gathering spaces
- Providing resource folders for employees
- STI testing drive
- Sex Ed Science Fair
- Sex Ed Game Night(s)
- Sex (T)ed Talks
- Campus events: I-Fair, Earth Day Fair, open house events, etc.
- Pair To Care educational programming- with fraternities and sororities and other campus organizations (SASS, ABLE, Terpsichore, individual suites, Students for Sustainability, the Knox Farm, etc.)
- National recognition event programs- for Domestic Violence Awareness Month, Stalking Awareness Month, Denim Day, Sexual Assault and Prevention Awareness Month
- Consent 101 workshops
- Sex and Religion panel

SUMMARY OF REPORTS AND FORMAL COMPLAINTS

In an effort to provide transparency and a more comprehensive view of the reports, activity, and support provided by the Title IX Office, this report includes data that are not reported in the Annual Security and Fire Safety Report. The data in Annual Security and Fire Safety Report is compiled in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”). The Clery Act requires reporting of specific crimes within a specific geographic boundary. The data in this report include both what is reported in the Annual Security and Fire Safety Report and additional activity because this report has a much broader scope of activity over a three-year period.

Incidents Reported to the Title IX Office

By Prohibited Conduct Reported	Fall 2020 to Spring 2023
Sexual Assault	40
Stalking	12
Sexual Harassment (Hostile Environment)	25
Relationship Violence	16
Coercion	2
Sexual Harassment (non-specified)	23
Sexual Exploitation	3
Retaliation	2
Conduct Outside the Scope of Title IX - Referred to Other College Processes	15

By Type of Action Requested	Fall 2020 to Spring 2023
No Action and/or Confidentiality	49
Campus No Contact Directive Issued	9
Formal Complaint	5

Formal Complaints by Type	Fall 2020 to Spring 2023
Sexual Assault	5

Formal Complaint Outcomes	Fall 2020 to Spring 2023
Responsible	1
Not Responsible	3
Withdrawn	1

***Note that totals for each table may not match as some reports fall into more than one category.**

CONCLUSION

Knox College aims to create an environment where sexual and gender-based harassment is not tolerated and where prevention of sexual misconduct is a priority. Creating this type of environment is the responsibility of all members of the Knox Community and achieved through education and equitable and unbiased complaint resolution processes.

This report is meant to provide the Knox Community with a sense of the scale and types of reports, outcomes, training and education programs at the College over a specified period of time. There are many services, supports, and activities that happen regularly as part of the College's overall efforts to support student success and ensure a protective environment for all members of our community. Supportive measures such as academic or residential accommodations, confidential counseling support, and support provided by local, state, or national agencies, not affiliated with the College, are not captured in this report but are critical components of the support available to members of our community.

The Title IX Office will continue its efforts to educate and support the Knox Community as part of our collective efforts to reduce incidents of sexual misconduct by equipping community members with intervention and prevention strategies and an understanding of the College's policies and procedures. In collaboration with campus partners, the Title IX Office will continue to provide students, staff and faculty with timely information about the reporting and complaint resolution processes as well as the support measures and resources available at Knox. The U.S. Department of Education is expected to make significant changes to the federal Title IX regulations in 2023. We will communicate with the Knox Community about these changes in regulations and how existing processes will be modified by these new regulations. We remain committed to maintaining complaint procedures that are fair, impartial and accessible to all community members.