

Title IX Program Description

The University's [Title IX Office](#) is charged with employing a comprehensive strategy to reduce the incidence of sexual assault and, more broadly, to address in a neutral manner sexual and gender-based harassment and other forms of sex and gender discrimination for all students, faculty and staff in all schools, programs, and activities. To this end, the Title IX Office is focused on both responsive action such as a system for providing notice of potential concerns, as well as proactive initiatives such as University-wide education, training, and prevention programs that apply to all students, faculty and staff. Since 2013, the Title IX Office has been disseminating information and bridging resources for those in need through various modes of communication, hosting community-wide forums, offering online and live courses for targeted employee audiences, and as resources allow, providing live trainings to various audiences of students, faculty and staff. In the fall 2014 semester, the Office worked with numerous undergraduate and graduate students to develop the [Sexual Harassment: Sexual Violence brochure](#). In addition to engagement on projects like the Sexual Violence brochure, Mia Karvonides, Title IX Officer, has an open door policy and regularly meets with individuals who may either want to speak about incidents or to discuss their thoughts, ideas and or questions about the University Policy, the Office's community outreach efforts, and or other prevention and responsive initiatives.

Beginning in the summer of 2013 and working within Harvard's Schools and units, a network of 50+ [Title IX Coordinators](#) serve their respective schools/units in a neutral manner. The Title IX Coordinators are continuously building their expertise through ongoing individualized and monthly group professional support from the Title IX Office and are committed to preventing – and when incidents occur, supporting individuals who may have experienced – sexual and gender-based discrimination, including harassment. Beginning in 2014, the Title IX Coordinators worked closely with the Title IX Office and the Task Force to ensure that new student orientations at every school included a sexual assault/sexual harassment education component and almost all new employees received an online training course and as resources allowed, Title IX Coordinators delivered additional live trainings to students, faculty and staff throughout the academic year and organized community forums. As to responsive efforts, each Title IX Coordinator is specially trained to handle sensitive information with appropriate discretion when learning of incidents of possible sexual harassment, including sexual assault, and to assist those involved with supports that might make the difference in helping an individual continue with studies or work and take advantage of all that Harvard has to offer. The Title IX Coordinators also facilitate access to confidential resources and as requested, help access the Office for Dispute Resolution. Over the past two and a half years, we have seen a steady increase in the amount of incidents – an important progress point for the University - shared by community members with local Title IX Coordinators, and in the vast majority of these engagements, the individual is receiving appropriate supports – much more robust and creative supports than had been the experience prior to the development of the Title IX Coordinator program.

The [Office for Dispute Resolution \(ODR\)](#) is a subdivision within the Title IX Office dedicated to responding to: requests for information or advice in interpreting the University's Sexual and Gender-Based Harassment Policy and Procedures and or to better understand what the Procedures would look like in action; request an informal resolution; or to file a formal complaint. Since September 2014, ODR has received between 30-35 formal complaints – a significant increase in comparison to earlier years and another important progress point for the University. Of these cases, 11 schools and units have been involved and outcomes in cases against a known respondent that have gone to full investigation reflect an almost even mix of policy violations and no policy violations. Two cases were resolved through informal resolution. Cases reflect the diversity of the Harvard community – race, international status, LGBTQ to name a few; additionally, many cases do not reflect the female complainant vs. male respondent paradigm that seems to be assumed. In addition to complaint work, ODR staff provides trainings to all conduct

boards, appellate panel members, investigative designees, and others who may be engaged in some stage of a complaint process. Along with other Title IX staff, ODR conducts regular trainings for Title IX Coordinators and other administrators and faculty.