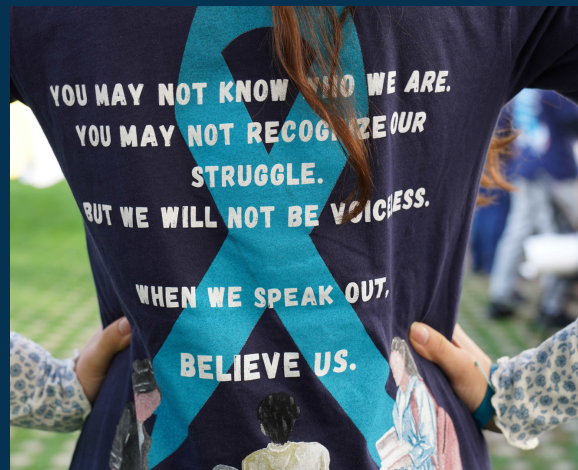


# 2022-2023

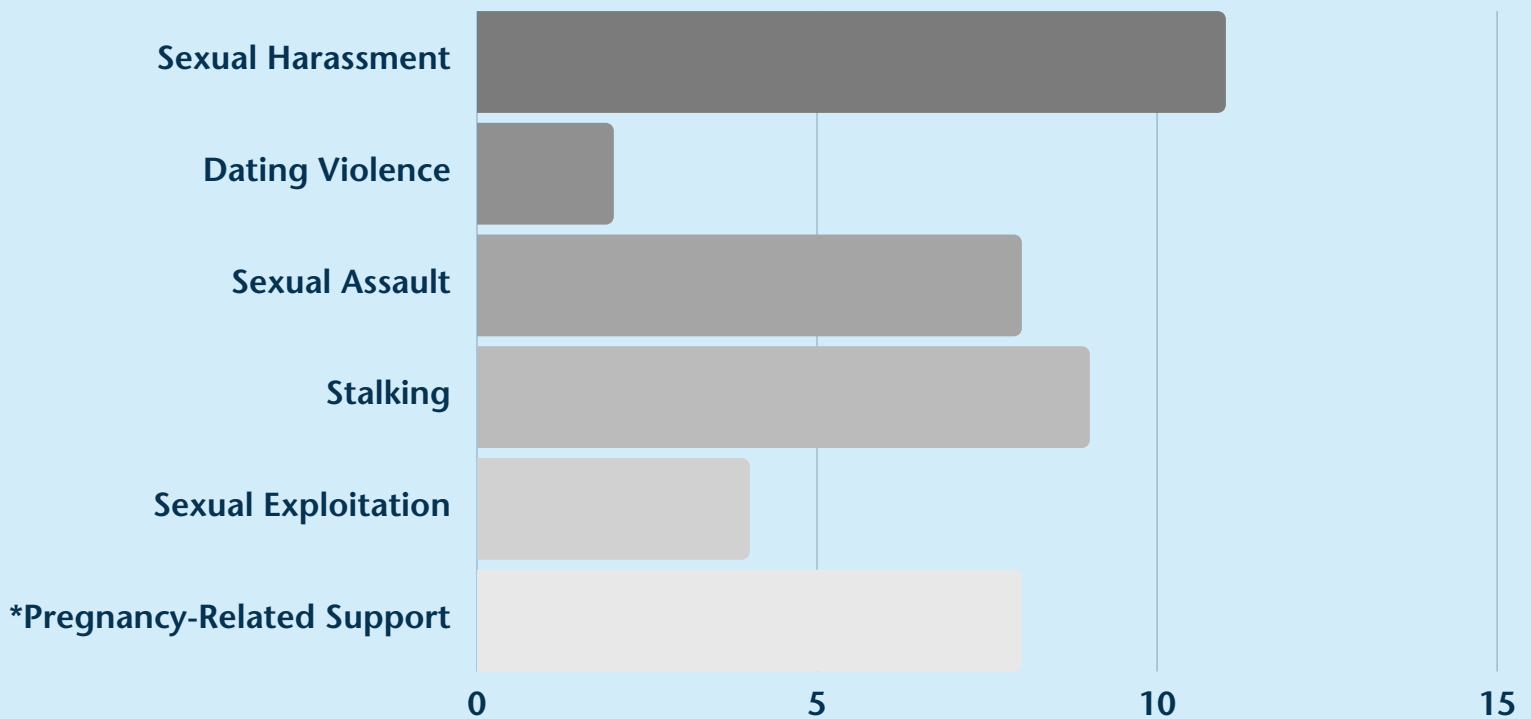
## Sexual Misconduct and Title IX Annual Report

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# Snapshot of Reports and Request for Support

Provided in this report is an overview of the reports received in the 2022-2023 academic year as it relates to prohibited conduct under NJIT's Title IX & Sexual Harassment Policy and Code of Student Conduct. While these numbers represent reports received by the Office of the Dean of Students, we recognize the personal experiences and impact of these reports on NJIT community members.

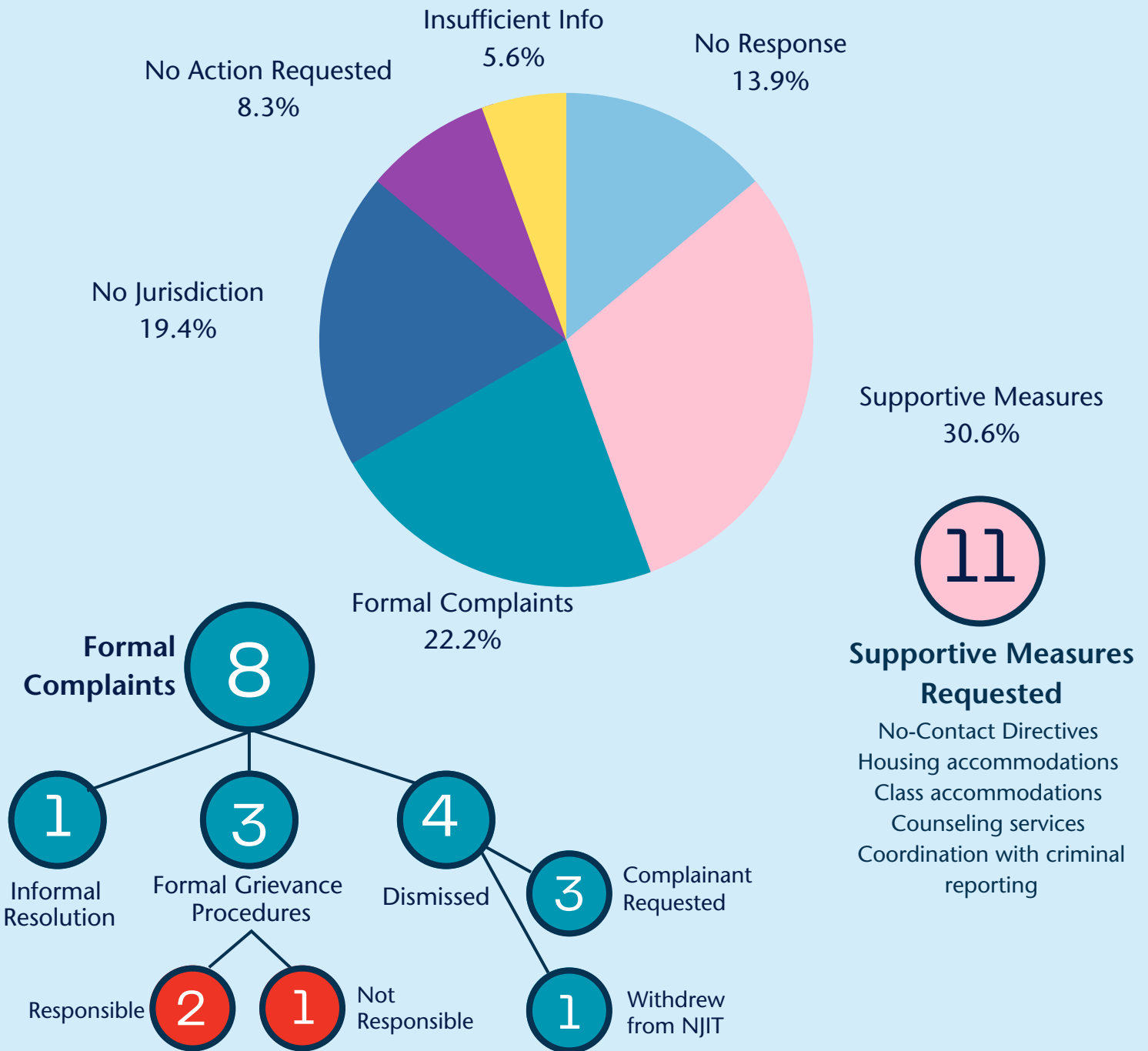


\*The Title IX Coordinator is responsible for ensuring the effective communication of short-term accommodations for student requests related to pregnancy and pregnancy-related conditions. This includes but is not limited to class excusals, Incomplete requests, and accessing the lactation room. Longer-term accommodations are coordinated by the Office of Accessibility Resources and Services (OARS). Employee-related requests are reviewed by Human Resources.

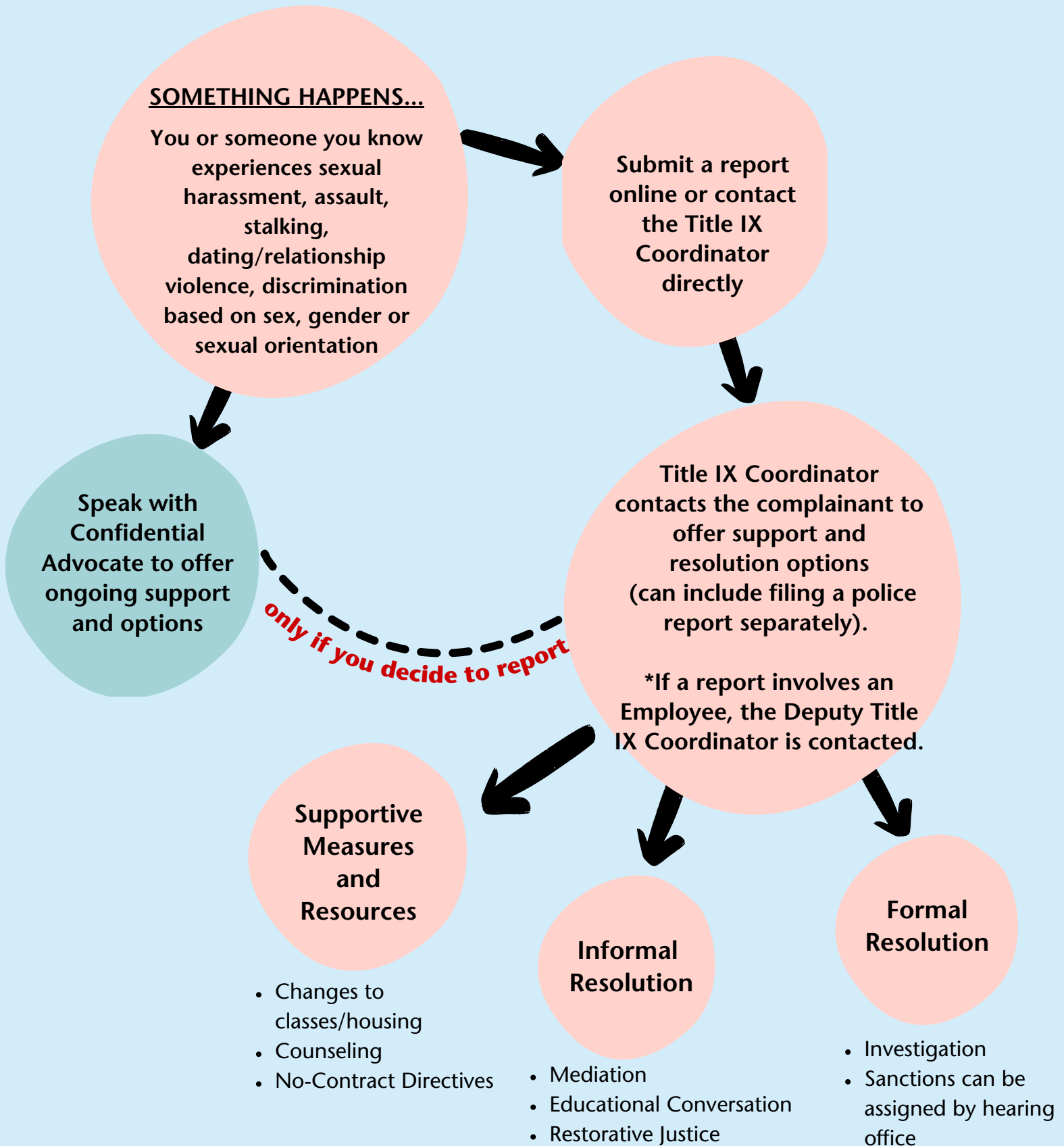
# Resolution Process Breakdown

Members of the NJIT community have the option of receiving supportive measures, such as counseling, No-Contact Directives, and academic accommodations, or filing a formal complaint which can result in an informal/alternate resolution process or formal grievance procedures.

Below is a breakdown of the outcomes of the reports received. Reports were only included if they met the criteria for potential policy violations. "Insufficient Information" includes reports in which names and contact information were not provided. "No Jurisdiction" includes reports in which NJIT did not have substantial control over both the Respondent and the context in which the conduct occurs.



# Reporting Flow Chart (for students)



# Trainings and Programs

## HIGHLANDERS SPEAK OUT AGAINST SEXUAL VIOLENCE

### Highlanders Speak Out: NJIT Bystander Intervention Training

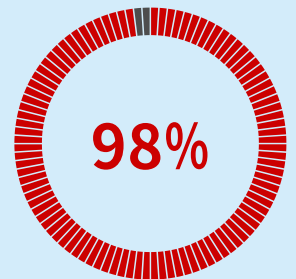
- The Office of the Dean of Students launched a new Bystander Intervention program targeted towards first-year students. 19 bystander intervention seminars were facilitated for approximately 600 students to educate and train students on how to recognize problematic situations, how best to respond, and resources on and off campus.

### Understanding Sexual Misconduct and Title IX

- +250 students, faculty and staff attended annual training; target populations including orientation leaders, resident advisors, first-year seminar instructors, and academic advisors.

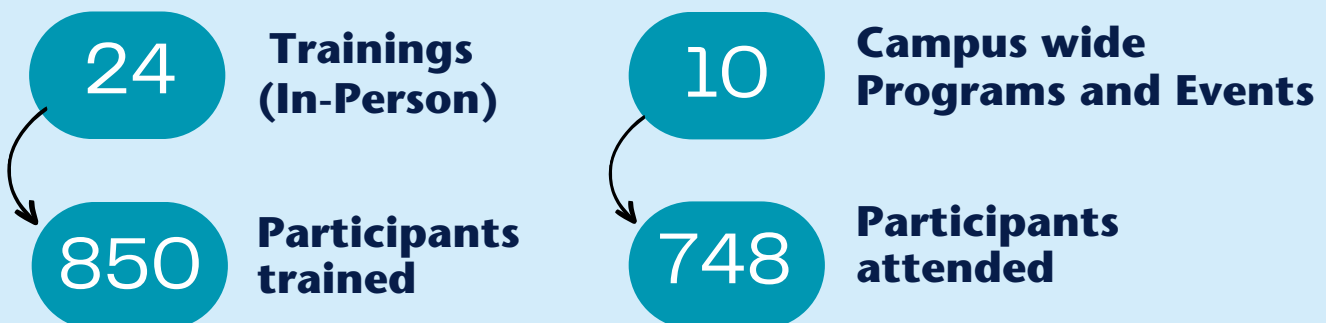
### Get Inclusive (Online) and EverFi

- In January 2023, NJIT launched Get Inclusive: Voices for Change as our new online training platform to the incoming first year cohort. Voices for Change focuses on four main topics: Identities and Inclusion, Consent and Sexual Violence (Title IX and Campus SAVE), Alcohol and Other Drugs and Hazing and Intimidation.
- For Fall 2022, EverFi's online Title IX course was utilized for all incoming undergraduate students with a 98% completion rate in Fall 2022.
- Employee completion rate for 2022 was 59%



### The Hook-Up

- 1322 first-year students attended in 2022
- This program is presented to all new students during New Student Orientation 2.0 and aims to Connect the dots between sexist language, stereotypes, and hooking up; clarify the differences between a healthy sexual encounter, a regretted one, and rape; and empower students to be change agents and intervene as bystanders.





# Trainings and Programs

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**Red Zone:** In collaboration with the Panhellenic Council, tabling took place in during Sexual Health Awareness week to raise awareness to the heightened risk of sexual assault college students face during the first eight weeks of the semester.

**"The Laws of Sex:"** A collaborative effort between NJIT Public Safety and Title IX, 60 students participated in a workshop and gameshow to provide an overview of the criminal and Title IX process for reporting sexual and interpersonal violence.

**Rights and Responsibilities Forum: Title IX and Advocates for Sexual Health Awareness (ASHA)** participated in a tabling activity to inform students of their rights under Title IX.

**"Relationships and Red Flags:"** 73 students attended a workshop presented by author Marissa Cohen on the warning signs of unhealthy relationships and how to access help and resources.

**Purple Thursday:** Annual tabling event during Domestic Violence Awareness Month in collaboration with NJIT Public Safety and the Murray Center to raise awareness to the signs of healthy and unhealthy relationships and encourage students to pledge to speak up.

**The Do's and Donuts of Consent:** Interactive tabling event in which 72 students provided feedback on a do or "do-nuts" of consent.

**"Sex, Love and Condoms:"** 125+ students participated in a joint-sponsored with campus and community partners including Planned Parenthood and SAVE of Essex County to provide resources, games, and giveaways that support healthy relationships, consent, and sex positivity.

**Clothesline Project:** In collaboration with the Art Club, 27 shirts designed and hung on campus a visual display of support for survivors.

**Domestic Violence Roundtable:** In partnership with NJIT Public Safety, a roundtable discussion was held featuring survivors of domestic violence and community partners with 90+ community members in attendance.

**Take Back the Night and Denim Day:** Held in collaboration with Rutgers-Newark Violence Prevention Center, ASHA, Public Safety and Murray Center. 98 NJIT students, in addition to Rutgers students and community members, were represent for an evening of solidarity and support, including a march through Newark to raise awareness to sexual violence.



# Title IX and Prevention Staff

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## **Kristie Damell, Ed.D.**

### **Associate Dean of Students and Title IX Coordinator**

Office of the Dean of Students



Kristie has served as NJIT's Title IX Coordinator since 2021 and has implemented comprehensive training and programs for the NJIT community. Prior to her role at NJIT, Kristie was the Title IX Coordinator for six years at her previous institution and co-founded/co-chaired the NJ Title IX Administrators consortium. She has been featured as an expert panelist and presenter on Title IX and Sexual Misconduct at NASPA regional and national conferences as well as the Legal Issues in Higher Education annual conference. She is certified in Civil Mediation through the New Jersey Association Of Professional Mediators and received her doctorate in educational leadership, administration and policy from Fordham University.

## **Brittany Gaviria, MSW, LSW**

### **Prevention Specialist and Confidential Advocate**

Office of Prevention and Advocacy



Brittany serves as NJIT's inaugural Prevention Specialist. She is a bilingual, licensed social worker and currently attends Rutgers University for her second master's degree in Women, Gender, and Sexuality Studies. In her role at NJIT, she provides trauma-informed education to all community members and serves as a confidential advocate for survivors of domestic and sexual violence. Prior to this role, she has worked in the domestic and sexual violence field as a scholar, clinician, and prevention specialist.

## **Brittany Costantino**

### **Title IX Investigator**

### **Assistant Director, Fraternity and Sorority Life**

Office of Fraternity and Sorority Life



Brittany has served as a Title IX investigator since fall 2020. She is certified in Civil Mediation through the New Jersey Association of Professional Mediators, and received her certification for report writing from ATIXA. In her current role as Assistant Director, she provides education to the members of the fraternity and sorority community. With that knowledge she has assisted the Title IX Coordinator in providing educational programming on the Title IX process and helping students understand and identify how to prevent sexual violence and unhealthy relationships.