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The George Washington University
Title IX Office Annual Report
2023-2024 Reporting Period

RELEASED: NOV 2024

THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, DC

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I. What is Title IX?

Title IX of the Education Amendments of 1972 is a federal law that protects individuals from discrimination based on sex in education programs or activities that receive federal financial assistance and is enforced by the [U.S. Department of Education's Office for Civil Rights \(OCR\)](#).

Title IX states that:

“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 applies to students, faculty, staff, volunteers and other participants in university programs and activities; individuals of all gender identities; and regardless of whether a report has been made to law enforcement.

On May 6, 2020, the Department of Education issued new regulations, which was the first time the Title IX regulations were formally amended in over 40 years. On June 23, 2022, the 50th anniversary of Title IX, the Department of Education released [proposed changes to the Title IX regulations](#).

On April 29, 2024, the U.S. Department of Education published [new Title IX regulations](#) that outline how colleges and universities must respond to reports of sex discrimination and sex-based harassment. The regulations became effective as of August 1, 2024. However, a recently issued injunction that applies to nearly 700 universities, including GW, blocks the Department of Education from enforcing the 2024 Title IX regulations for any of the universities covered by the injunction. Unless, and until, the injunction is lifted or narrowed, the existing regulations remain in effect. Therefore, GW's current [Title IX Sexual Harassment and Related Conduct Policy](#) will remain in effect until further notice. For more information about the university's response to the 2024 regulations, please see the Policy Updates section of this Annual Report on page 18.

II. Purpose of Report

The Title IX Office is the George Washington University's (GW) centralized resource for receiving reports of sexual harassment, supporting members of the community impacted by sexual harassment, and providing a fair and transparent process to adjudicate sexual harassment complaints. In an effort to provide greater transparency and to make the Title IX Office more accessible to the GW community, the Title IX Office published its first annual report in November of 2022. Like the previous annual reports, this Annual Report was developed to present anonymized data on the reports the Title IX Office receives as well as information on prevention and response. Through annual reporting, we strive to increase

awareness and understanding of the Title IX process, resources that are available, prevention efforts, and the ongoing work of the Title IX Office.

The data presented herein represents reports that have been received by the Title IX Office from July 1, 2023, through June 30, 2024. Fall semester data includes reports from July 1 to December 31 and spring semester data includes reports from January 1 to June 30. This Annual Report also includes comparisons to data presented in the [2021-2022 Annual Report](#) released in November 2022 and the [2022-2023 Annual Report](#) released in November 2023.

Data included in this Annual Report differs from data shared in the [Annual Security and Fire Report](#). The Jeanne Clery Disclosure of Campus Policy and Campus Crime Statistics Act (Clery Act) and the Education Department govern the disclosure of crime data to the campus community contained within the Annual Security and Fire Report. The Clery Act has specific criteria for reporting, including location and crime definitions, that differ from the reporting methods used in this Annual Report.

III. About GW's Title IX Office

GW is committed to providing an environment free of discrimination on the basis of sex, including sexual harassment, sexual assault, dating and domestic violence, and stalking. GW's Title IX Office provides resources, training, and reporting options to students, faculty, and staff to address concerns related to sexual harassment and sexual violence prohibited by both Title IX and related university policies. In addition, the Title IX Office provides supportive measures for students experiencing pregnancy and related conditions. The Title IX Office is a unit within the Office for Diversity, Equity, and Community Engagement (ODECE). ODECE supports the GW strategic priorities and aspirations for academic excellence by providing diversity expertise, tools, data and programming that inform and shape curricular, research, administrative and outreach activities to: improve teaching and learning outcomes; facilitate mentoring and leadership development; increase the dissemination and application of knowledge; and build and sustain vital community partnerships. ODECE's other offices include the [Multicultural Student Services Center \(MSSC\)](#), the [Honey W. Nashman Center for Civic Engagement and Public Service](#), and the [Disability Student Services Office](#).

Title IX Office Mission Statement

The George Washington University is committed to maintaining a positive climate for study and work, in which individuals are judged solely on relevant factors, such as skill and performance, and can pursue their activities in an atmosphere that is free from discrimination, harassment, and violence. The Title IX Office supports the university's commitment by fairly and equitably responding to reports of sex discrimination, including sexual harassment, sexual assault, dating and domestic violence and stalking. The Title IX Office also provides prevention and response educational programming for the GW community aiming to educate the community on how to create safe, respectful and inclusive education and workplace environments.

Title IX Staff

During the 2023-2024 reporting period, GW's Title IX Office included seven full-time staff members and one part-time staff member. Each staff member brings a unique set of skills and experiences to GW and is committed to preventing and responding to sex discrimination, including sexual harassment, sexual assault, dating and domestic violence and stalking on campus. Bios for Title IX staff members can be found on their individual contact card on the [Title IX Staff page](#).

IV. Definitions

The Title IX Office uses terminology that is consistent with federal law and may not be familiar to everyone. As a result, the Title IX Office includes definitions of key terms to assist reading and understanding this Annual Report. The full definitions of prohibited conduct are located within the [Title IX Sexual Harassment and Related Conduct Policy](#). Additional key terms are defined in [Appendix A](#) of the Policy. In the Policy and in this Annual Report, the term "sexual harassment" is used as an umbrella term that encompasses quid pro quo and hostile environment sexual harassment, sexual assault, dating and domestic violence, and stalking.

Complainant

An individual who is alleged to have experienced sexual harassment.

Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Designated Reporters

University community members who are required by the university to promptly report any information they learn about suspected or alleged sexual harassment to the Title IX Coordinator.

Confidential Resources

University community members who will not disclose personally identifying information about an individual to the Title IX Coordinator without that individual's permission. Speaking with a confidential resource about sexual harassment will not constitute a report to the university or law enforcement.

Report

A report is when the Title IX Office is informed about suspected or alleged sexual harassment.

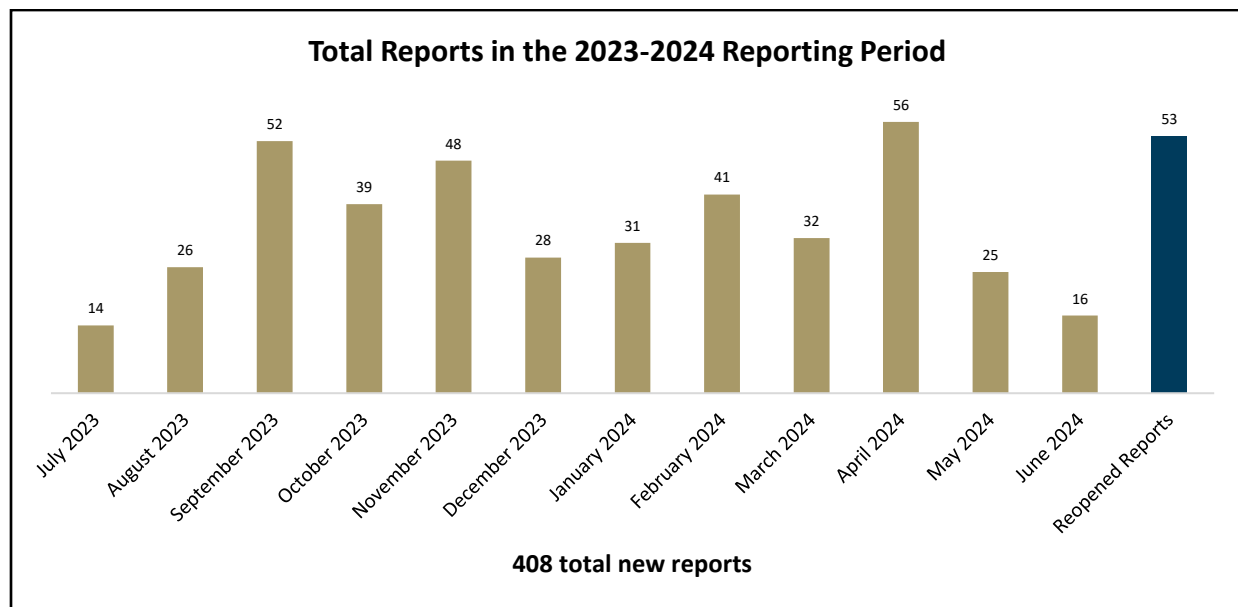
Formal Complaint

A document filed by a Complainant or signed by the Title IX Coordinator (under limited circumstances) alleging sexual harassment against a Respondent and requesting that the university initiate a resolution process to resolve allegations of sexual harassment.

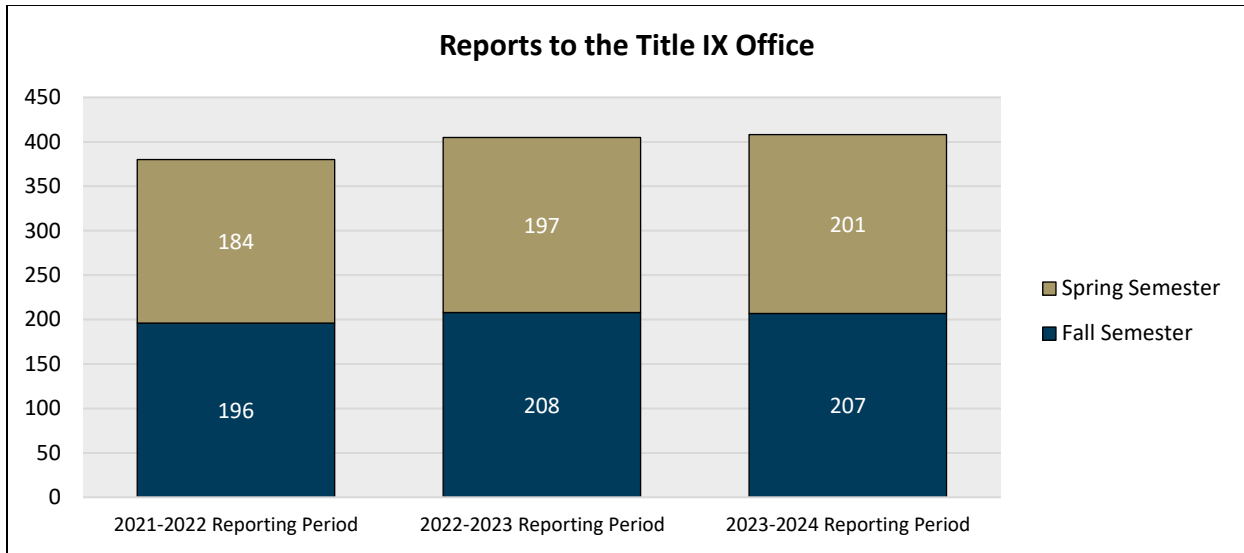
V. Reporting

The Title IX Office’s primary concern is the safety and wellbeing of all University community members. Upon the receipt of a report, the Title IX Office takes steps to eliminate prohibited conduct, prevent its recurrence, and remedy its adverse effects.

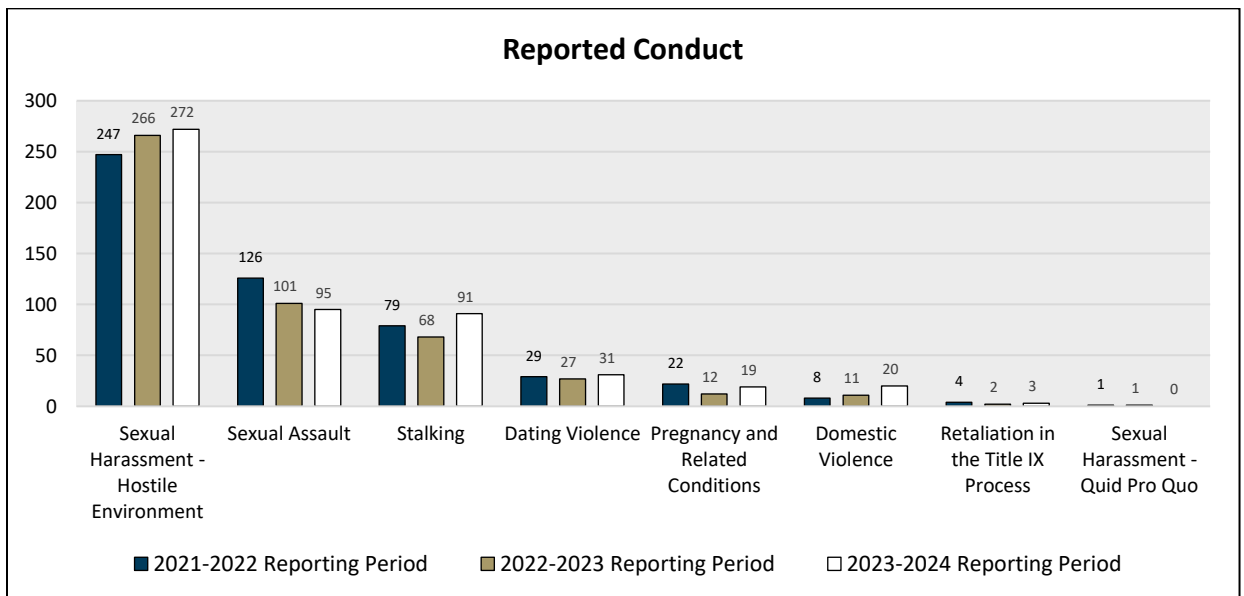
To begin, there is an important distinction between a report and a formal complaint of sexual harassment. Reports are the initial communication and information the Title IX Office receives about potential sexual harassment. The Title IX Office receives reports from a variety of sources including but not limited to a Complainant (an individual who is alleged to have experienced sexual harassment), friends of the Complainant, members of student organizations, and Designated Reporters (such as faculty members). A formal complaint, on the other hand, is a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the university initiate a resolution process.



During the 2023-2024 reporting period, the Title IX Office received 408 new reports, with 207 reports received in the fall semester and 201 reports received in the spring semester. There was not a significant increase in total new reports compared to the 2022-2023 reporting period, which had a total of 405 new reports. Furthermore, the Title IX Office will reopen a report when further support is requested in a subsequent semester. During the 2023-2024 reporting period, 53 reports were reopened after a Complainant asked for additional support. This is a 51% increase in reopened reports compared to the 35 reports that were reopened during the 2022-2023 reporting period. This highlights the long-term impact that prohibited conduct can have on community members and demonstrates the Title IX Office’s commitment to supporting parties throughout their time at GW.

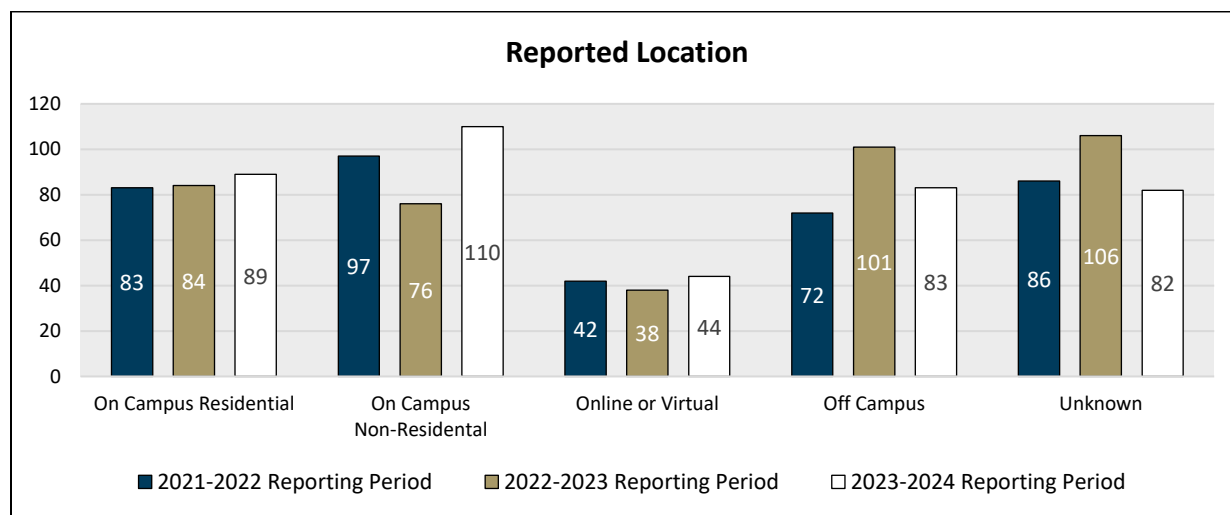


Once a report is made, the Title IX Office assesses the nature and circumstances of the report to determine whether the reported conduct raises a potential Policy violation and whether the reported conduct falls within the scope of the Policy. During the 2023-2024 reporting period, the Office received 95 reports of sexual assault, 272 reports of sexual harassment - hostile environment, 0 reports of sexual harassment - quid pro quo, 31 reports of dating violence, 20 reports of domestic violence, 91 reports of stalking, 3 reports of retaliation in the Title IX process, and 19 reports requesting support for pregnancy and related conditions. It is important to note these numbers will not total 408 because one report may fall into multiple categories.



¹ Reported Conduct numbers may change in subsequent years if a report was reopened and a better assessment of the reported conduct was available.

Additionally, of the 408 reports received in the 2023-2024 reporting period there were 89 reports of behavior occurring in residential buildings on campus, 110 reports of behavior occurring on campus, but not in a residential building, 44 reports of behavior occurring online or in a virtual environment, 83 reports of behavior occurring off campus, and 82 reports where the location was not shared and is unknown to the Title IX Office.



When a report is received, the Title IX Office will attempt to identify the Complainant(s) and Respondent(s) involved. Because the Title IX Office receives reports in a variety of ways, Complainants and Respondents are not always affiliated with the GW community and some reports involve multiple Complainants and Respondents. Additionally, there are some cases where the identities of the Complainant and/or Respondent are not shared and are unknown to the Title IX Office. Finally, when a Complainant requests supportive measures related to pregnancy or a related condition there will not be a Respondent associated with the report.

During the 2023-2024 reporting period, the Title IX Office documented 276 undergraduate student Complainants, 78 graduate³ student Complainants, 26 staff Complainants, 3 faculty Complainants, 22 unaffiliated Complainants, and 26 unknown Complainants. A Complainant may be considered unknown⁴, for example, when a report describes a Respondent’s behavior but does not name a Complainant. There were also 119 undergraduate student Respondents, 22 graduate student Respondents, 10 staff Respondents, 20 faculty Respondents, 53 unaffiliated Respondents, and 175 unknown Respondents.

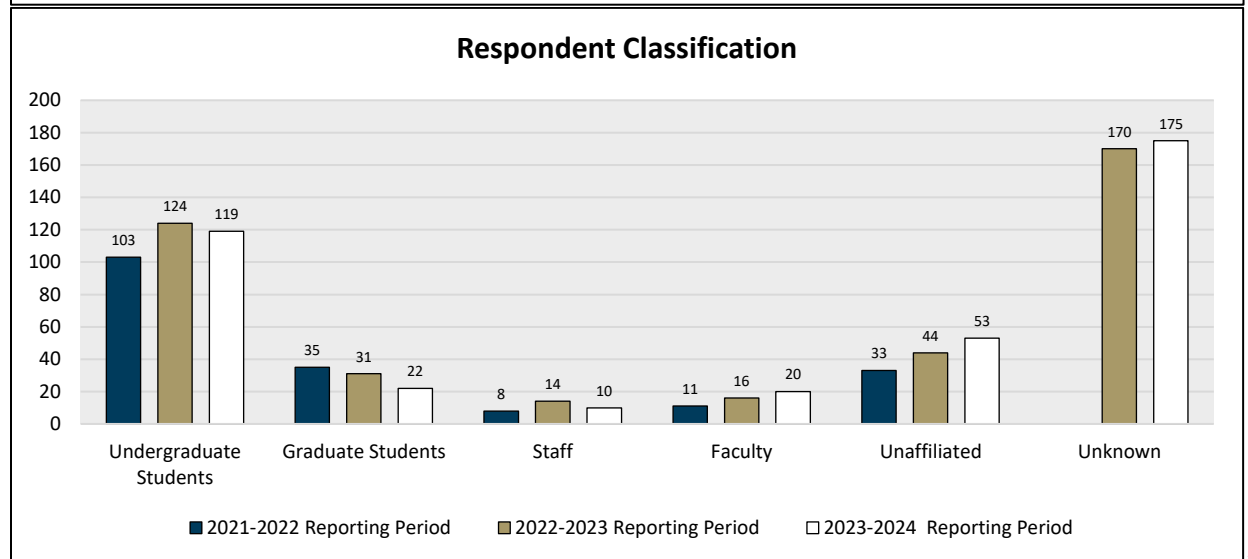
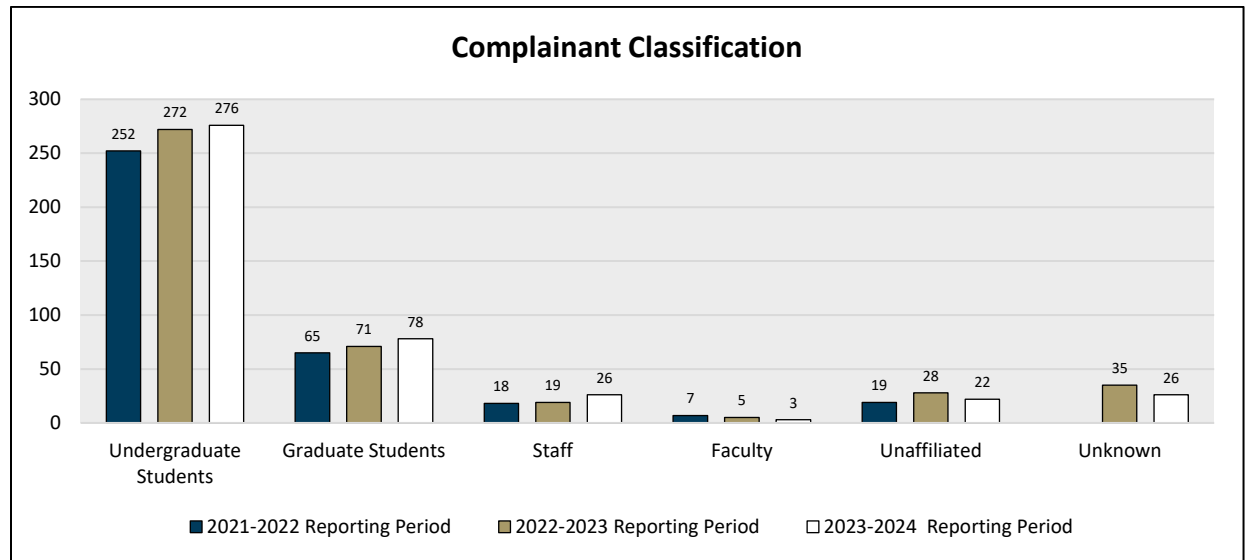
Another piece of data that the Title IX Office tracks is whether the parties involved in an incident knew each other before the reported incident to differentiate between stranger involved incidents versus acquaintance involved incidents. During the 2023-2024 reporting period, the Title IX Office documented 266 reports where the Title IX Office was informed

² Reported Location numbers may change in subsequent years if a report was reopened and more information about location was shared with the Title IX Office.

³ “Graduate” students include graduate, law, medical and/or doctoral students.

⁴ “Unknown” is a data point the Title IX Office started tracking during the 2022-2023 reporting period.

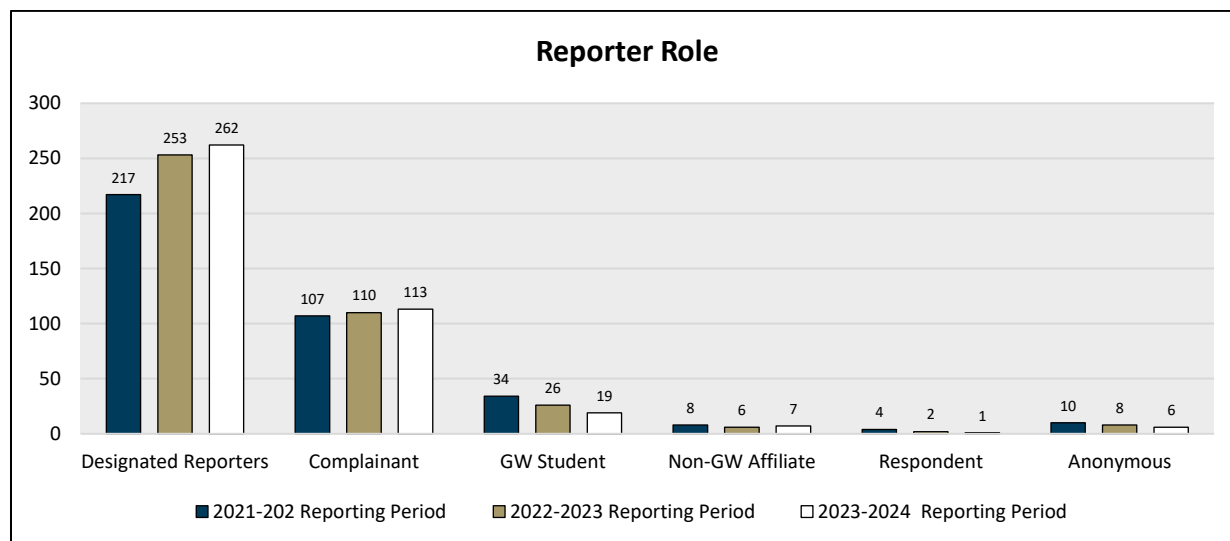
that the Complainant knew the involved Respondent prior to the reported conduct which equates to 65% of the total reports. This is a slight increase from the 2022-2023 reporting period where 61% of the total reports included conduct where the Complainant knew the involved Respondent prior to the reported incident.



At GW, the Title IX Office relies on Designated Reporters who are required to promptly report any information they learn about suspected or alleged sexual harassment or potential violations of the Title IX Sexual Harassment and Related Conduct Policy. During the 2023-2024 reporting period, there were 262 reports received by Designated Reporters, which was the highest source of reports.

⁵ Respondent Classification numbers may change in subsequent years if a report was reopened and more information about the Respondent was shared with the Title IX Office.

In addition, during the 2023-2024 reporting period, there were 113 reports made by a Complainant, 19 reports made by GW students who were not the Complainant or Respondent, 7 reports made by unaffiliated reporters, 1 report made by a Respondent, and 6 reports made by an anonymous reporter.



In accordance with the Title IX Sexual Harassment and Related Conduct Policy, the university does not limit the timeframe for reporting. However, the GW community is encouraged to report sexual harassment as soon as possible in order to maximize the university's ability to respond promptly and effectively. On average, the Title IX Office received a report approximately 28 days⁶ after an incident occurred during the 2023-2024 reporting period.

Understanding Reporting Numbers

The number of total reports to the Title IX Office has remained consistent over the past two years. During the 2023-2024 reporting period, there were 408 new reports with 207 reports received in the fall and 201 received in the spring semester. There was not a significant increase in total new reports compared to the 2022-2023 reporting period which had a total of 405 new reports.

The most frequent type of prohibited conduct reported to the Title IX Office is sexual harassment - hostile environment, which accounts for approximately half (50%) of reported conduct each year. Sexual harassment - hostile environment is defined in the Title IX Policy as unwelcome conduct on the basis of sex that is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's programs and activities. During Title IX trainings, staff emphasize that the university encourages community members who experience conduct that may constitute sexual harassment to report concerns early to enable the university to intervene and prevent

⁶ There were 4 outlier cases not included in this calculation as the incident to report time was greater than 5 years and would have increased the overall incident-to-report time drastically.

escalation before the conduct rises to the level of becoming so severe, pervasive, and objectively offensive that it denies an individual equal access to our programs and activities. Measures that can be taken following an intake meeting, without notifying a Respondent that a report was made include providing supportive measures such as changes to housing assignments, work and course schedules, and other individualized support. Following an intake, in consultation with Complainants, additional measures can be taken such as issuing a mutual no contact order or hosting an educational conversation with the Respondent. Given that sexual harassment - hostile environment makes up the largest category of reported prohibited conduct, it is important for the Title IX Office to continue to engage the GW community on how to prevent and respond to sexual harassment as well as the supportive resources available to our community.

As an urban campus, many reported incidents do not take place on campus. In fact, more than half of reports (209) during the 2023-2024 reporting period describe behavior occurring online or in a virtual environment, off campus, or where the location is not shared and/or is unknown to the Title IX Office. Our community should be aware that the Title IX Office can- and does- offer support to any GW community member who has experienced sexual harassment, regardless of the incident location. The Title IX Office provided this support in 76 cases where a Complainant requested support during the 2023-2024 reporting period. Another common barrier to reporting is the misconception that the Title IX Office cannot provide support if the Respondent is not affiliated with GW. In reality, the Title IX Office is committed to supporting all Complainants, regardless of the Respondent's affiliation with GW. For example, during the last two Annual Reporting periods, the number of unaffiliated Respondents stayed around 12% and the number of Respondents whose names were not shared and were unknown to the Title IX Office accounted for a little over 40% of total Respondents. In these cases, the Title IX Office is still available to provide support and resources to ensure Complainants maintain access to their educational and workplace opportunities.

Finally, Designated Reporters have been the highest source of Title IX reports over the past three years with an average of 61% of reports being made by a Designated Reporter each year. Of the 262 reports received by Designated Reporters, 132 Complainants, or 50%, responded to the Title IX Office's outreach during the 2023-2024 reporting period. These numbers reflect the continuing importance of Designated Reporters as a key avenue for connecting Complainants to supportive resources offered by the Title IX Office.

VI. Report Resolution

After receiving a report of sexual harassment, the Title IX Office attempts to identify the Complainant based on the information provided in the report. Once identified, the Title IX Office then contacts the Complainant via email to set up a meeting to discuss supportive measures, the Complainant's right to file a formal complaint, resolution options, and other available resources. If the Title IX Office is unable to identify a Complainant based on the report, the Office may reach out to any witnesses who were identified or request a meeting with the reporter to learn additional information.

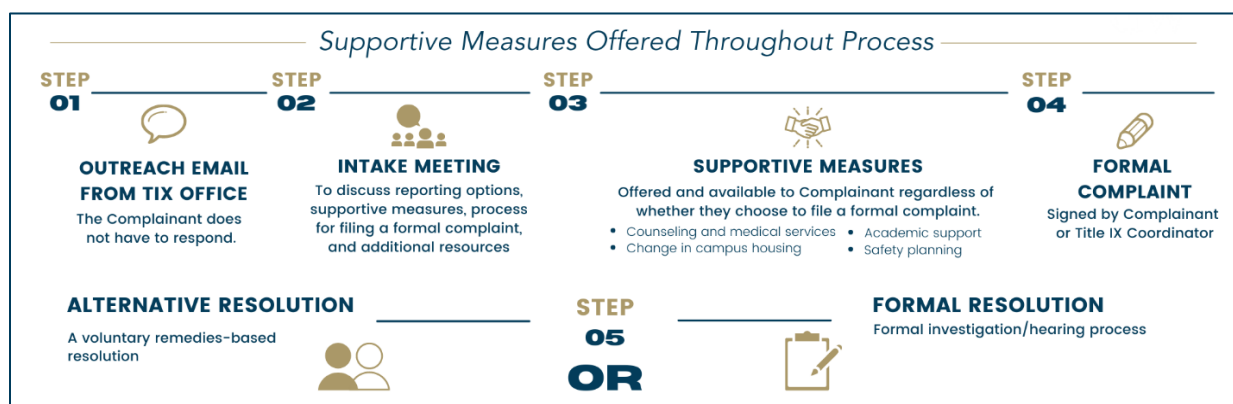
If the Title IX Office is unable to identify a Complainant or there is insufficient information for the Title IX Office to evaluate the report, it is documented to help maintain accurate records. These records help the Title IX Office determine if there is a pattern of conduct with regard to a particular location or Respondent. During the 2023-2024 reporting period, the Title IX Office received 29 reports that were documented for insufficient information⁷.

The initial email contains an invitation for the Complainant to meet with a member of the Title IX Office staff. The email also contains referral information for accessing on- and off-campus services, including but not limited to: mental health services, victim advocacy, Physical Evidence Recovery Kit (PERK) Examinations, and information on the Complainant’s rights. After sending the initial email, the Title IX Office strives to respect the Complainant’s autonomy throughout the process. For example:

- The Complainant may choose whether or not they respond to the Title IX Office’s outreach email;
- The Complainant may choose if they would like to meet with a Title IX staff member;
- The Complainant may choose if they would like assistance obtaining supportive measures;
- The Complainant may choose if they would like to file a formal complaint and/or report to law enforcement.

If the Complainant wishes to maintain privacy or requests that the Title IX Office does not engage in a resolution option, the Title IX Office will carefully balance this request in the context of the University's commitment to provide a safe and non-discriminatory environment for all university community members.

Many community members may wish to simply report an incident in order to have it documented with the Title IX Office but may not wish to engage further. During the 2023-2024 reporting period, the Title IX Office documented 138 reports where there was no response to the initial email and 81 reports where, after reviewing the initial email or meeting with the Title IX Office and discussing available options, no further action was requested.



⁷ "Insufficient Information" is a data point the Title IX Office starting tracking during the 2022-2023 reporting period.

If the Complainant chooses to schedule an intake meeting, they will meet with a Title IX staff member who will discuss their options and supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services, accommodations, and other assistance that the university may put in place after receiving notice of possible sexual harassment. Supportive measures are based on an individualized assessment of the unique facts and circumstances of each situation and/or incident reported to the Title IX Office. They are:

- Designed to restore or preserve access to the university's education programs and activities and protect the safety of all parties and the university's educational environment.
- Not punitive in nature and are designed to not unreasonably burden any party.

The Title IX Office provides supportive measures to Complainants, Respondents, and third parties and/or provides a referral to the appropriate campus office or resource. To ensure a coordinated and holistic approach to the support provided, the Title IX Office works closely with a wide range of offices across campus to implement reasonable supportive measures. Given that an incident can impact a person's life in various ways, these partnerships are crucial to supporting our community. Offices that the Title IX Office partners with regularly include, but are not limited to: Office of Advocacy and Support, Counseling and Psychological Services, Campus Living and Residential Education, Student Support, Office for Student Success, Fraternity and Sorority Life, Conflict Education and Student Accountability (formerly Student Rights & Responsibilities or SRR), Disability Support Services, Department of Athletics, Faculty Affairs, and Equal Employment Opportunity & Access.

Supportive measures may include, but are not limited to:

- Facilitating access to counseling and medical services;
- Guidance in obtaining a Physical Evidence Recovery Kit (PERK) Examination;
- Assistance in arranging rescheduling of exams and assignments and extensions of deadlines;
- Academic support;
- Assistance in requesting long-term academic accommodations through Disability Support Services if the individual qualifies as an individual with a disability;
- Change in class schedule, including the ability to transfer course sections or withdraw from a course;
- Changes to university work schedules and/or job assignments;
- Change in campus housing;
- Escort and other safety planning steps;
- Mutual No Contact Order, an administrative remedy designed to curtail contact and communications between two or more individuals;
- Referrals to resources to assist in obtaining a protective order;
- Referral to resources to assist with any financial aid, visa or immigration concerns; and
- Referrals for additional support.

In addition to supportive measures, other topics may be discussed including:

- Evidence preservation;
- Options to report criminal conduct to law enforcement; and
- Resources designed for and about individuals from intersectional communities including, but not limited to, culturally specific service providers, resources for individuals with a disability identity, and/or access to interpreter services.

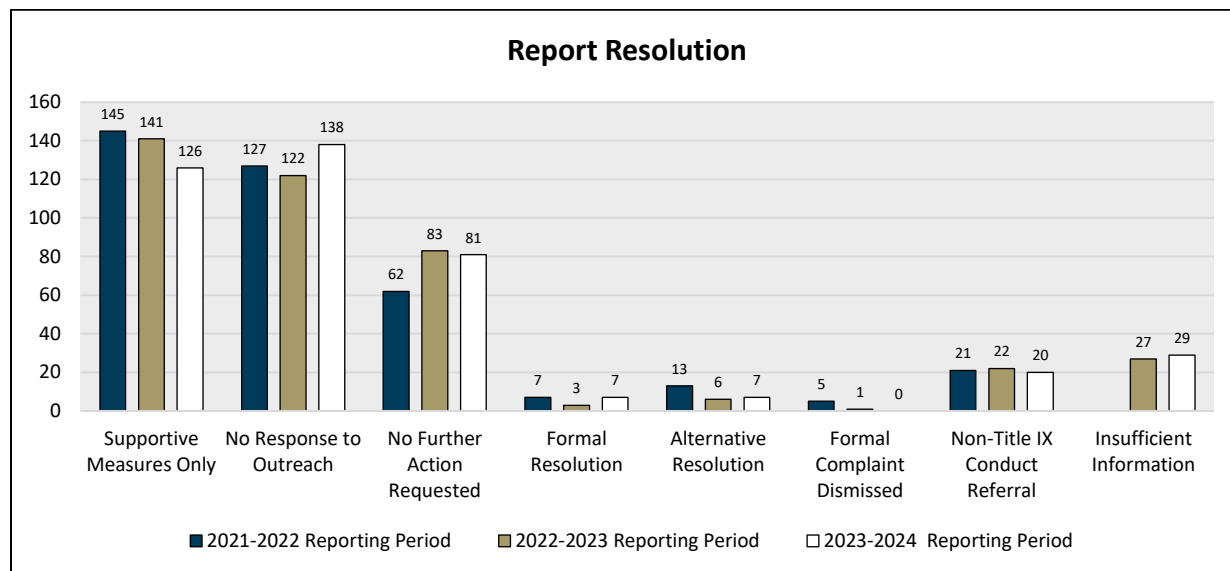
During the 2023-2024 reporting period, the Title IX Office documented 126 reports where supportive measures were provided and no other resolution options were pursued. Within those reports, the Title IX Office often provided several supportive measures with the most common supportive measure being academic support. Additionally, there were 20 reports where the Title IX Office referred the report to another resource on campus after determining the reported behavior was not within the scope of the Title IX policy.

During intake meetings, the Title IX Office also discusses the two resolution options⁸ available to resolve formal complaints: alternative resolution and formal resolution. Alternative resolution is a voluntary and remedies-based resolution that requires the mutual informed written consent of all parties and is rooted in restorative justice principles. During alternative resolution, the Title IX Office works to help the parties identify the harm experienced and any remedies/corrective actions that may be taken in order to remedy the effects of the alleged conduct and prevent its recurrence. If an agreement acceptable to the university and all parties is reached through alternative resolution, the terms of the agreement are implemented and the matter is deemed resolved and closed. The alternative resolution process was initiated to resolve 7 formal complaints reported during the 2023-2024 reporting period.

The university's formal resolution process is designed to determine whether there has been a policy violation by a preponderance of the evidence (more likely than not). During formal resolution, the Title IX Office conducts a prompt, impartial and equitable investigation to gather information relevant to the formal complaint. The Complainant and Respondent have the opportunity to identify witnesses and provide other relevant information, such as documents, communications and other evidence, if available. The university expects all members of the university community to cooperate fully with the university's procedures for resolving a formal complaint. The university may, however, move forward with an investigation and resolution without the participation of parties or witnesses. At the conclusion of the fact-gathering portion of the investigation, the Complainant and Respondent have an equal opportunity to inspect and review all evidence through the preliminary investigative report, receive a final investigative report, and participate in a live hearing.

⁸ At the beginning of the fall 2024 semester, the Title IX Office revised the names of the resolution options to better reflect the resolution processes. The "Alternative Resolution" process was renamed "Negotiated Resolution" and the "Formal Resolution" process was renamed "Investigated Resolution."

The Hearing Officer is the individual designated by the university to preside over the hearing. After the live hearing, the Hearing Officer makes a finding by the preponderance of the evidence as to whether the Respondent violated the policy and will issue a written notice of outcome. If the Hearing Officer determines that the Respondent is responsible for a policy violation, the Hearing Officer will refer the matter to the appropriate university disciplinary authority, who will determine the appropriate remedies and/or sanction(s) to be imposed. At the conclusion of the formal resolution, both the Complainant and Respondent have the right to file an appeal. The formal resolution process was initiated to resolve 7 formal complaints reported during the 2023-2024 reporting period.



Understanding Resolution Numbers versus Reporting Numbers

From reporting through resolution, the Title IX Office strives to respect the Complainant’s autonomy, which includes prioritizing their choice for how to resolve a report made to the Title IX Office. Over the past three years the way cases are resolved has stayed consistent. The two largest categories of resolution are supportive measures only and no response to outreach, each accounting for approximately one third of the overall resolution numbers.

It is very common that a Complainant connects with the Title IX Office to receive support or to file a report with the Title IX Office without proceeding to a resolution option. A Complainant is entitled to reasonable supportive measures despite whether they file a formal complaint or not, which is why so many reports are resolved as supportive measures only. Additionally, the Title IX Office would never force someone to respond to outreach after an incident has been reported. An individual who has experienced sexual harassment has a wide variety of options and resources that are open to them. For example, the individual may choose to report to law enforcement, seek support from a confidential resource such as Counseling and

⁹ Report Resolution numbers may change in subsequent years if a report was reopened and closed with a different resolution category.

Psychological Services (CAPS) and/or the Office of Advocacy and Support (OAS), or may choose not to report at all. Decisions following an incident are extremely personal and not everyone chooses the same pathway following an incident.

Each year the Title IX Office also resolves far fewer reports through the alternative resolution and formal resolution processes than the number of reports received. Over the past three years, the number of reports resolved through a formal complaint using the alternative or formal resolution process has not exceeded 5%. A sizable factor that impacts alternative and formal resolution numbers is when a resolution option is not available. For example, when the identity of the Respondent is not shared and is unknown to the Title IX Office, the formal and alternative resolution processes cannot be pursued. During the last two reporting periods, this accounted for a little over 40% of overall reports to the Title IX Office. However, even when the identity of a Respondent is unknown, a Complainant can still receive supportive measures through the Title IX Office.

The Title IX Office does not release outcome data for cases resolved through the two resolution processes. There are relatively few cases resolved through the formal and alternative resolution processes; thus, releasing outcome data is not consistent with our commitment to protecting the privacy of our community members.

VII. Prevention and Education

In addition to responding to reports of sexual harassment, the Title IX Office is also committed to addressing sexual harassment through prevention and education. GW offers many ongoing prevention and awareness trainings and programs for students, staff, and faculty on issues related to sexual harassment, sexual assault, domestic and dating violence, and stalking.

Training topics include, but are not limited to:

- An overview of GW's Title IX Sexual Harassment and Related Conduct Policy
- Definitions of Prohibited Conduct
- Consent
- Supportive Measures
- Resolution Options
- Intoxication & Incapacitation
- Bystander Intervention
- Healthy Relationships
- Strengths-Based Prevention
- Creating Cultures of Consent
- Building Communities of Support
- Title IX: Focus on International Students
- Title IX and Intersectional Response
- 50 Years of Title IX
- Responsibilities of Designated Reporters

- How to Respond to Disclosures
- Reporting Options on- and off-campus
- Resources on- and off-campus
- Title IX for Student Organizations

During the 2023-2024 reporting period, all new, incoming undergraduate students were required to complete a mandatory two-part Title IX training. 2,729 students completed the mandatory training which included:

- An online session offered during summer 2023 focusing on Title IX policies, sexual harassment, consent, coercion and incapacitation, how to make a report, and on- and off-campus resources; and
- An in-person workshop providing a refresher of the virtual session and focusing on bystander intervention which helps develop students' confidence to safely intervene in concerning situations.

Consistent with the Title IX Office's goal of creating inclusive workplace environments, the Title IX Office partnered with Student Employment to offer mandatory Title IX training to all student employees as part of their onboarding process during the 2023-2024 reporting period. The Title IX for Student Employees module, launched in October 2023, covers how Title IX and other GW policies protect students in their dual roles as university employees and as students. The training discussed Title IX policies and how they apply in the workplace, how GW's Title IX Office operates, and how student employees can support individuals who have experienced sexual harassment, sexual assault, dating and domestic violence, and stalking. During this reporting period, 3,626 student employees completed this module.

Title IX training is also offered to all staff and faculty. During the last reporting period, the Title IX Office created a customized, GW specific live training, "Anti-Discrimination & Title IX Basics for Faculty and Staff," that included additional content on Title IX policy and procedures, designated reporting responsibilities, supportive measures, responding to disclosures, and taking proactive actions to contribute to protective environments. In the 2023-2024 reporting period, this training was converted to an online module and added to Talent@GW. In the spring of 2024, the Title IX Office launched the online module to all new faculty and staff. The Title IX Office also hosts in-person and live virtual training sessions for departments and groups of faculty and staff when requested.

In addition to mandatory programs provided for incoming students, and consistent with NCAA policy, the university also conducts annual training for all athletics department coaches, administrative staff, and students involved in athletics programs. Mandatory athletics training is necessary so that GW's athletics program is knowledgeable about, integrated in, and compliant with GW's Title IX Sexual Harassment and Related Conduct Policy. During the 2023-2024 reporting period, students involved in athletics programs completed an online training, and athletics staff were trained by the Title IX Office.

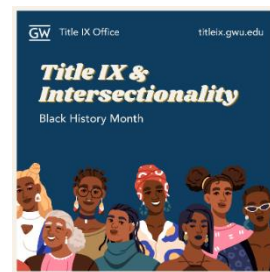
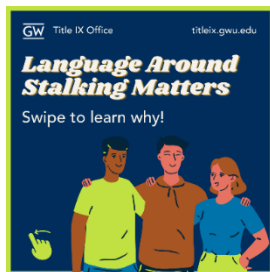
Throughout the 2023-2024 reporting period, various groups across campus requested individualized training, with the most requested training being Title IX Policy & Procedures.

Notably, the Title IX Office trained the presidents and financial officers of all student organizations during the mandatory Fall Organizational Officer training sessions. Title IX also offered training during university events including the Diversity Summit and the Healthy Sexuality Symposium. In addition, Title IX Staff hosted and/or participated in outreach events fifteen times in the 2023-2024 reporting period to meet community members, offer resources, and share information on preventing and responding to sexual harassment. During the 2023-2024 reporting period, over 2,285 GW community members attended additional trainings and outreach events hosted by the Title IX Office with representation from student leaders, student organizations, academic advisors, athletics staff, faculty and other staff. This figure does not include the 2,729 incoming students who completed their mandatory Title IX training during orientation or the 3,626 student employees who completed their mandatory Title IX onboarding training.

The Title IX Office continued to hold virtual office hours twice a month in an effort to help the GW community learn more about how Title IX works, what happens when a report of sexual harassment is made to the Title IX Office, what the formal complaint process looks like, and what resources are available. These office hours are hosted by the Title IX Coordinator and Deputy Title IX Coordinator. The Title IX Office hosted 8 virtual office hours during the fall of 2023 and 10 virtual office hours during the spring of 2024. While each office hour is scheduled for one hour, the Title IX Office extends office hours as needed to ensure that all community members who register have the opportunity to meet with Title IX staff.

Social Media

The Title IX Office’s Instagram account, @gwtitleix, was launched in the spring of 2022. This account helps the Title IX Office meet our community members where they are and provides an avenue to share information and resources in a manner that is accessible and relatable. Here is a sample of some of the posts that we shared during the 2023-2024 reporting period:



VIII. Title IX Updates

Policy

On June 23, 2022, the 50th Anniversary of Title IX, the Department of Education (ED) released proposed amendments to the 2020 Title IX regulations. During the 2022-2023 reporting period, the Title IX Office [convened the Title IX Regulations Task Force](#), which is comprised of students, faculty, and staff representing 21 departments and student organizations. The purpose of the task force is to engage a cross section of community members to inform the university's development of policies that comply with Title IX regulations, ensure fair and equitable processes, and take into account the unique experiences and needs of those impacted by sex-based discrimination and harassment in order to maintain a safe, respectful, and inclusive GW community.

During the fall of 2022, the Title IX Office hosted, "The Department of Education's Proposed Title IX Regulations: A Webinar on Major Provisions." This webinar provided an update on the major provisions of the proposed Title IX regulations and discussed how they compare with GW's current policies and procedures. The [webinar](#) was recorded and is available on the Title IX website.

In addition, the Title IX Office actively sought feedback and comments through various channels, including engaging with the task force and developing an [online submission form](#) to accept feedback from the campus community. The Office's goal is to use this information to guide discretionary changes that universities will have the autonomy to make.

On April 29, 2024, the ED published [new Title IX regulations](#) that outline how colleges and universities must respond to reports of sex discrimination and sex-based harassment. The regulations became effective as of August 1, 2024. However, a recently issued injunction that applies to nearly 700 universities, including GW, blocks the Department of Education from enforcing the 2024 Title IX regulations for any of the universities covered by the injunction. Unless, and until, the injunction is lifted or narrowed, the existing regulations remain in effect. Therefore, GW's current Title IX Sexual Harassment and Related Conduct Policy will remain in effect until further notice.

As of the publication date of this Annual Report, the university is in the process of reviewing the 2024 regulations and determining what provisions the university may be able to implement while still complying with the requirements of the 2020 regulations. The university remains committed to staying abreast of these legal developments and updating its policies and procedures as necessary and in line with the needs of the GW community.

Additional Updates

Throughout the 2023-2024 reporting period, the Title IX Office implemented the following programming and resources to better serve the GW community:

- In partnership with the Office of Survey Research and Analysis, the Title IX Office released the 2024 Sexual Harassment Climate survey in April to a random sample of 6,000 GW students. Everyone who received the survey was encouraged to take part, make their voice heard, and contribute to a safe, respectful, and inclusive university climate where sexual harassment is not tolerated. The Title IX Office, in collaboration with campus offices, is currently analyzing the results to identify trends and areas of growth in prevention and response practices;
- Established dedicated Drop-In Hours on Mondays from 10:00AM - 1:00PM and Wednesdays from 12:00PM - 3:00PM to assist individuals with making reports, accessing support, and understanding rights and resources;
- Hosted or participated in 13 tabling activities for GW community members around events such as Halloween, Valentine's Day, the Diversity Summit, and Sexual Assault Awareness Month;
- Hosted or promoted 10 Sexual Assault Awareness Month (SAAM) events in collaboration with the Office of Advocacy and Support, Health Promotion and Education, and the Student Government Association;
- Hosted "Awareness@GW a SAAM Interview Series" on the Title IX Instagram account which encouraged the GW community to learn more about the staff members at GW who support survivors of sexual violence in their day-to-day work;
- Presented "Title IX: Beyond the Bystander: Building a Future Without Sexual Violence" at the 2024 Healthy Sexuality Conference hosted by the Office of Advocacy and Support; and
- Presented "Reimagining the Relationship Between Laws Governing Sexual Violence and Society" at the Office for Diversity, Equity, and Community Engagement's Diversity Summit.

IX. Resources

There are many resources, both on- and off-campus, available to GW students, faculty, and staff who have experienced sexual discrimination, including sexual harassment, sexual assault, dating and domestic violence, and stalking. Many resources are listed in the Title IX Sexual Harassment and Related Conduct Policy, however additional resources individuals access frequently when working with the Title IX Office have also been provided in this section. For a complete and current list of campus, community, and emergency resources, please visit the university's [Title IX website](#). Additional resources can also be found on the GW Title IX instagram account (@gwtitleix).

On Campus - Confidential Resources

- **[Student Health Center \(SHC\)](#)**, 202-994-5300
Students may contact the Student Health Center to obtain confidential medical and counseling services. Specifically, Counseling and Psychological Services (CAPS) counselors provide a safe, non-judgmental and confidential environment for students to discuss concerns. To connect with a clinician, visit the SHC Foggy Bottom location Monday to Saturday from 12 - 4 pm or the Mount Vernon Health Center on Mondays from 12 - 4pm to request an in-person session, or call (202) 994-5300 from 12 - 4pm for a virtual session. Medical and Counseling support are also available 24 hours a day, 365 days a year by calling 202-994-5300 or using [TimelyCare](#).
- **[Employee Assistance Program \(EAP\)](#)**, (866) 522-8509
GW's Employee Assistance Program (EAP) is available at no cost to employees and all members of their household. The service can assist with a range of needs - from finding daycares in an employee's area to confidential counseling. Services are confidential and available 24 hours a day, 7 days a week.
- **[Office of Advocacy and Support \(OAS\)](#)**, (202) 994-0443
The Office of Advocacy and Support (OAS) provides trauma-informed and healing-centered confidential support to GW students impacted by sexual harassment, sexual violence, relationship violence, and/or stalking. OAS advocates provide emotional and administrative support, psychoeducation on the impact of trauma and cycle of violence, space to discuss and process feelings and reactions in confidence, and referrals and resources both on and off-campus.
- **[Sexual Assault and Intimate Violence Helpline \(SAIV\)](#)**, 202-994-7222
The confidential SAIV Helpline is available 24 hours a day, 7 days a week to help faculty, staff, and students who have been impacted by sexual harassment, including sexual assault, dating or domestic violence, or stalking. SAIV responders are clinically-trained professionals who can provide crisis counseling, safety planning, and emotional support. Responders are also well-informed about resources both on- and off-campus.

On Campus - Additional Resources

- **[CARE Team](#)**, gwcares@gwu.edu
The CARE Team is a program in place to ensure that students who experience any sort of challenge during their time at GW are connected proactively to a staff member or resource that can help them through and maintain their success. The CARE Team helps create a community that cares for each other by creating a pathway through which students who may need additional support can be identified and referred to the most appropriate services.

- **[Conflict Education and Student Accountability \(CESA\)](#)**, 202-994-6757
The Office of Conflict Education and Student Accountability (CESA, formerly known as Student Rights & Responsibilities or SRR) engages across GW to foster equitable and restorative accountability to community standards. We do this through promoting individual rights and communal responsibilities, supporting community members to identify and repair harm, and growing community capacity for conflict management.
- **[Disability Support Services \(DSS\)](#)**, 202-994-8250
Disability Support Services (DSS) is the university's central resource for academic support for students with disabilities. DSS works collaboratively with students, faculty and staff across the campus to foster a climate of universal academic excellence, while also promoting disability culture and GW's broader diversity and inclusion initiatives.
- **[Equal Employment Opportunity and Access \(EEOA\)](#)**, 202-994-9656
The Equal Employment Opportunity and Access office (EEOA) provides consultative services to assist staff with situations that involve allegations of unfair treatment, discrimination and affirmative action, as well as disability and religious accommodations. EEOA is responsible for compliance with the [Equal Opportunity, Nondiscrimination, Anti-Harassment, and Non-Retaliation Policy](#) related to staff at the university.
- **[Faculty Affairs](#)**, 202-994-6783
The Office for Faculty Affairs provides innovative resources and meaningful guidance to ensure that all faculty members thrive throughout their lifecycles at the university. From recruitment to retirement and beyond, Faculty Affairs works collaboratively with all campus stakeholders to establish and maintain a vibrant, diverse, inclusive, and internationally recognized academic community of scholars. Faculty Affairs is responsible for compliance with the [Equal Opportunity, Nondiscrimination, Anti-Harassment, and Non-Retaliation Policy](#) related to faculty at the university. In addition, Faculty Affairs manages the [Student Discrimination Report Procedures](#).
- **[GW Police Department \(GWPD\)](#)**, Emergency: (202) 994-6111, Non-Emergency: (202) 994-6110
The George Washington Police Department (GWPD) provides residential hall security and patrol services to the Foggy Bottom and Mount Vernon campuses and oversees security at the VSTC campus. The Department also coordinates safety and security for a variety of on-campus special events. In addition to those roles and responsibilities, GWPD provides crime prevention education to the GW community. GWPD is available 24 hours a day, 7 days a week.
- **[Human Resources Management and Development](#)**, 202-994-8500
The mission of Human Resource Management and Development is to serve as an effective partner by providing efficient and solution-focused services for faculty, staff, and students, dedication to attracting, developing, rewarding, and retaining a talented and diverse workforce, and to support the university's mission of fostering excellence in teaching and research.

- **[Office for Diversity, Equity and Community Engagement \(ODECE\)](#)**, 202-994-7434
The Office for Diversity, Equity, and Community Engagement (ODECE) provides leadership, resources, and support to advance and sustain inclusive environments for our faculty, staff, and students across the university.
- **[Office for Student Success \(OSS\)](#)**, 202-994-6710
The Office for Student Success (OSS) includes the Office of The Registrar, Academic Success & Retention, and Summer & Non-degree Programs. OSS teams oversee the implementation of academic processes and policies from registration through graduation, special programs, and support services, to ensure that students have the resources they need to thrive in this dynamic learning environment.
- **[Office of Ethics, Compliance, and Risk \(OECR\)](#)**, 202-994-3386
The Office of Ethics, Compliance, and Risk (OECR) has oversight and monitoring responsibilities of the operational compliance units to ensure compliance program effectiveness and risk mitigation in consideration of legal and regulatory requirements and compliance best practices. OECR also provides members of the GW community a way to report concerns of potential unethical conduct and/or allegations of noncompliance with laws, regulations, or university policies. Reports can be made to OECR through [EthicsPoint](#) and can be submitted anonymously if preferred.
- **[GW Title IX Office](#)**, 202-994-7434
Individuals are encouraged to report sex discrimination, including sexual harassment, sexual assault, domestic or dating violence, and stalking to the Title IX Office even if they were not directly involved and even if they wish to remain anonymous. Individuals can report by calling 202-994-7434, emailing titleix@gwu.edu, or filing an [online report](#).

Off Campus – Local Resources

- **[DC Rape Crisis Center \(DCRCC\)](#)**, 202-333-7273 (24/7)
DC Rape Crisis Center (DCRCC) is the designated State Sexual Assault Coalition for the District of Columbia providing survivor-centered advocacy through therapeutic services, training and technical assistance, community education, public policy initiatives as well as volunteer opportunities. More specifically: Individual & group counseling (English and Spanish), 24-hour crisis hotline (202-333-RAPE), Community education & outreach, Training & technical assistance, Public policy & legislative Initiatives, Volunteer opportunities, and Undergraduate and graduate internship opportunities.
- **[DC Victim Hotline](#)**, 844-443-5732 (24/7)
The DC Victim Hotline is available 24 hours a day, 7 days a week by telephone, text, or online chat. Through a partnership with the Mayor’s Office of Victim Services and Justice Grants and the National Center for Victims of Crime, the hotline provides comprehensive information, resources and referrals in the District of Columbia.

Physical Evidence Recovery Kit (PERK) Examination

In the District of Columbia, a free PERK exam (sometimes called a SAFE, SANE, or sexual assault evidence kit exam) may be obtained at the Washington Hospital Center (WHC). WHC is located at 110 Irving St., NW Washington, DC 20010. Students at GW's Foggy Bottom and Mount Vernon campuses may contact GWPD at 202-994-6111 for assistance in obtaining transportation to WHC. Alternatively, students may call the DC Victim Hotline at 844-443-5732 to speak with an advocate and obtain a free Uber ride to and from WHC. In addition to speaking with an advocate, individuals can request to speak with a forensic nurse about the exam process. More information about the exam process is available at the [DC Forensic Nurse Examiner's website](#).

In Northern Virginia, a free PERK exam may be obtained at [INOVA Fairfax Hospital](#), 703-776-4001.

In Montgomery County, Maryland, a free Sexual Assault Forensic Exam (SAFE) may be obtained at [Shady Grove Adventist Hospital](#), 240-826-6000.

Additional Resources Created by the Title IX Office

- [Negotiated Resolution One Pager](#)
- [Investigative Resolution One Pager](#)
- [Title IX Brochure](#)
- [SAIV Helpline Flyer](#)
- [Understanding Your Responsibility to Report](#)