

September 27, 2021

To the GW Community:

The Title IX Office is deeply saddened to learn that members of our community feel impacted by our process. The Title IX Office is a team of committed individuals who have dedicated their professional careers to addressing and eradicating sexual misconduct. We each come into this work with substantial education, training, and experience in higher education. For us, this work is deeply personal. We also acknowledge that our process must be rooted in prevailing federal Title IX regulations that may not always align with desired outcomes. Given the recent social media posts, we feel it is important to provide a response to the community in the hopes of offering clarity.

GW's Title IX Office is the university's centralized resource for receiving reports of sexual harassment, supporting members of the community, and pursuing accountability. Confusion and misinformation surrounding the university's response to Title IX-related issues may cause individuals to feel reluctant to report incidents, which in turn means that they may not get connected to the resources and supportive measures they need and deserve. This can also create unsafe conditions for our community and make it difficult for the Title IX Office to detect patterns where they exist. It is important that the GW community is aware of the Title IX Office's process for conducting outreach following a report, supportive measures offered to community members, and resolution options available under [GW's Title IX Sexual Harassment and Related Conduct Policy](#).

GW's Title IX Office was not involved in the privacy breach that was recently reported on social media. The Title IX Office is a private resource and information related to reports is handled discreetly and shared with a limited circle of university employees in order to assist in the assessment, investigation, resolution of the report, and related issues. The Title IX Office staff have received training on how to safeguard private information and are committed to maintaining GW community members' privacy.

Following a report of sexual harassment and/or sexual assault, when the Title IX Office is able to identify an individual alleged to have experienced sexual harassment (the "Complainant"), the Title IX Office aims to conduct direct outreach to that individual within 24-48 business hours. For example, the Title IX Office has received 56 reports since July 1, 2021 and we have conducted outreach to 100% of the identified Complainants. These Complainants may simultaneously access services from other university offices while maintaining their connection to the Title IX Office as their primary point of contact for obtaining university resources. The Title IX Office facilitates hundreds of supportive measures per semester for individuals working with the office. Title IX outreach provides Complainants the opportunity to schedule a meeting with the Title IX Office to discuss on- and off-campus resources, available supportive measures, evidence preservation, and resolution options. The university is working to address concerns about the timely handling of Title IX complaints, including implementing new case management software and hiring more staff.

Supportive measures are available to individuals throughout the Title IX process regardless of whether a formal complaint is filed and a resolution option is pursued. Supportive measures may include academic support, changes to on-campus housing, issuing mutual no contact orders, safety planning, and referrals to legal and other community resources. It is important to note that in approximately 90% of the reports received, impacted

parties only seek supportive measures, and Title IX staff members are actively involved in facilitating these supportive measures for students, faculty, and staff. This means that, for example, after a sexual assault, if a student cannot attend class, the Title IX Office may request that a faculty member excuse the student's absence. In addition, the student will be connected to resources such as a Sexual Assault Nurse Examiner (SANE) exam and counseling. Students do not need to request that the Title IX Office begin to investigate or name the alleged perpetrator (the "Respondent") to receive this type of support. The Title IX Office facilitates investigations and alternative resolutions in the other reports, while also providing supportive measures to community members throughout these processes.

The Title IX Office provides Complainants information regarding internal and external reporting options, including reporting to GWPD as well as the Metropolitan Police Department (MPD). When a community member seeks a notice issued by GWPD barring an individual from property owned, controlled, or leased by the university, the Title IX Office connects the individual with GWPD. GWPD has the exclusive authority to bar individuals from campus property pursuant to the [Barring People from Campus Policy](#). GWPD considers the following when evaluating whether to issue a barring notice: (i) whether GWPD is able to communicate with the individual such that they will be informed of the notice and potential consequences of violating the notice; (ii) whether GWPD is in possession of police reports or other court documents that demonstrate a threat to the community; and/or (iii) whether the student has been suspended or expelled and the Title IX Office or SRR has informed GWPD regarding this change to the student's status.

Individuals found in violation of a barring notice may be subject to arrest. When a student is suspended or expelled from the university, they are typically also barred from campus during this time. Following a period of suspension, and compliance with all other requirements of a conduct outcome, these barring notices are typically lifted. GWPD stands ready to review that decision if new information or new conduct warrants additional review and consideration.

The Title IX Office has and will continue to work with parties to provide supportive measures, including safety-planning, that preserve access to a student's education at GW. We remain committed to fostering a campus that prioritizes the safety and well-being of our community. We will engage in ongoing dialogue with members of our community in the coming days about our policies, practices, and the regulations that guide our work.

Regards,

Asha Reynolds, Director & Title IX Coordinator  
Caroline Laguerre-Brown, Vice Provost for Diversity, Equity, and Community Engagement