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The George Washington University
Title IX Office Annual Report
Academic Year 2021-2022

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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 Title IX regulations, which was the first time the Title IX regulations were formally amended in over 40 years. Additionally, on June 23, 2022, the 50th Anniversary of Title IX, the Department of Education released [proposed changes to the Title IX regulations](#).

II. Purpose of Report

GW's Title IX Office is the university's 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, this report was developed to present anonymized data on the reports the Title IX Office receives as well as information on prevention and response. Through this report 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 in this report represents reports that have been received from July 1, 2021, through June 30, 2022. While this report will include data from the entire 2021-2022 academic year, it will also breakdown data by semester with July 1, 2021, to December 31, 2021, representing fall of 2021 and January 1, 2022, to June 30, 2022, representing spring of 2022.

Data included in this 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 governs 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 report.

III. About GW's Title IX Office

The George Washington University ("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 pregnant and parenting students.

The Title IX Office is a unit within the Office for Diversity, Equity, and Community Engagement ("ODECE") led by Vice Provost for Diversity, Equity, and Community Engagement, [Caroline Laguerre-Brown](#). 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 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

The Title IX Office at GW is comprised of seven full-time staff members and two part-time graduate project assistants. Each staff member brings a unique set of skills and experiences to GW and is committed to preventing and responding to sexual harassment on campus.

To lead and oversee the Title IX Office's prevention and response efforts, the university appointed Asha Reynolds as Director and Title IX Coordinator in April 2021 and appointed Kiera Bloore as the Deputy Title IX Coordinator in August 2021. In addition, the Title IX Office filled three vacant positions over the summer and fall of 2021 including Elizabeth Wynkoop Riley, the Assistant Director of Sexual Assault Prevention and Response, Daniel DeLuca, a

Title IX Investigator, and Sarah Harring, the Case Manager & Hearing Administrator. Additionally, in January 2022, the Title IX Office added two new Response Coordinator positions. The primary responsibility of the Response Coordinator position is to conduct prompt outreach to an individual following a report and offer an array of supportive measures, regardless of whether a formal complaint is filed. Joshua Segalewitz currently serves as one of the Title IX Office's Response Coordinators. At the time of this report, the Title IX Office is in the process of hiring for a second Response Coordinator position.



Asha Reynolds first joined the GW community in 2018 and served as a Title IX Investigator for three years. Prior to coming to GW, Asha was the Assistant Director of Equity Compliance & Title IX Coordinator for Bowie State University. In addition, she served as the Managing Attorney for a Maryland-based nonprofit providing free legal representation to state residents. Asha also has previous experience serving as an Assistant District Attorney for the New York County District Attorney's Office. Asha received her undergraduate degree in Justice from American University and her J.D. from the New York University School of Law.



Kiera Bloore first joined the GW community in 2017 and served as a Title IX Investigator for four years. Prior to coming to GW, Kiera was a Staff Attorney at the Network for Victim Recovery of D.C. (NVRDC) where she represented D.C. crime victims in criminal cases, civil protection order hearings and Title IX proceedings. Kiera received her undergraduate degree from the School of Foreign Service at Georgetown University and her J.D. from Georgetown University Law Center.



Prior to coming to GW, **Beth Riley** worked at the Maryland Coalition Against Sexual Assault, focusing on both primary prevention and collaborative response to sexual violence. She was also a Senior Trainer at Alteristic, Inc, where she trained internationally on the Green Dot bystander intervention curriculum.



Prior to coming to GW, **Daniel DeLuca** worked in the Office of Student Advocacy & Accountability at Louisiana State University where he worked with students who were alleged to have violated the Code of Student Conduct. Dan received his undergraduate degree from Nichols College and his J.D. from Suffolk University Law School.



Prior to coming to GW, **Sarah Harring** worked at the University of Colorado Colorado Springs in the Office of Institutional Equity, which addressed sexual misconduct and protected class discrimination and harassment, and the Office of the Dean of Students, which oversaw students of concern and student conduct. Sarah received her undergraduate degree from Indiana University of Pennsylvania and her Masters from Ball State University. Sarah also holds a Restorative Justice Facilitation and Leadership Certificate from the University of San Diego.



Prior to coming to GW, **Joshua Segalewitz** worked at Palladium International, primarily supporting a global, USAID-funded project aimed at using data to address the HIV epidemic and COVID pandemic. Joshua has also served as a volunteer Crisis Intervention Advocate with the DC Rape Crisis Center since December, 2020. Joshua received his undergraduate degree from the University of Dayton, where he spent four years as a sexual violence peer educator and worked as a research assistant in UD's Women's Center.

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 has provided definitions of several key terms that will aid individuals when reading this report. Please note that the 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.

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 Reporter

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 someone to the Title IX Coordinator without their 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.

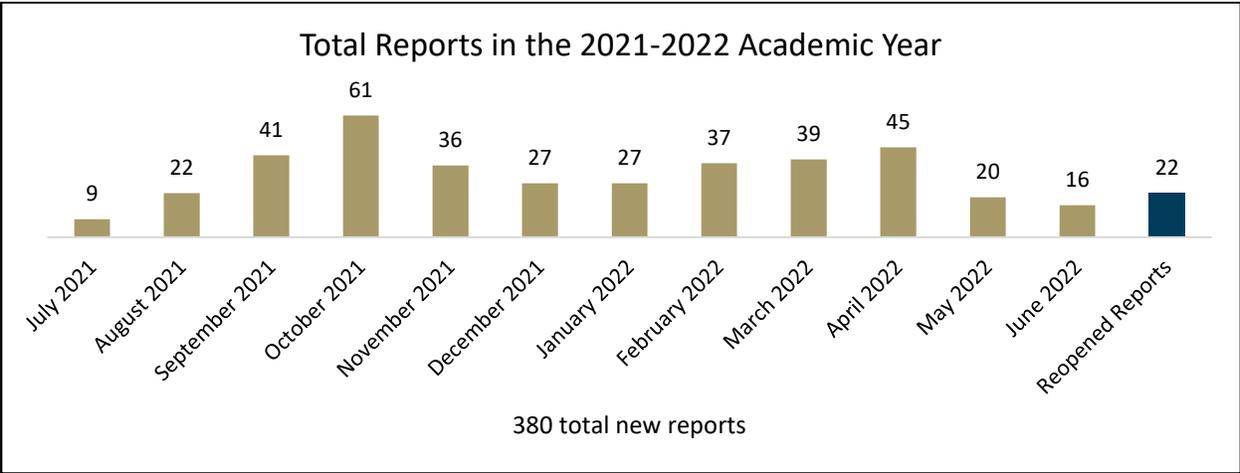
Formal Complaint

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 Alternative Resolution or Formal Resolution to resolve allegations of sexual harassment.

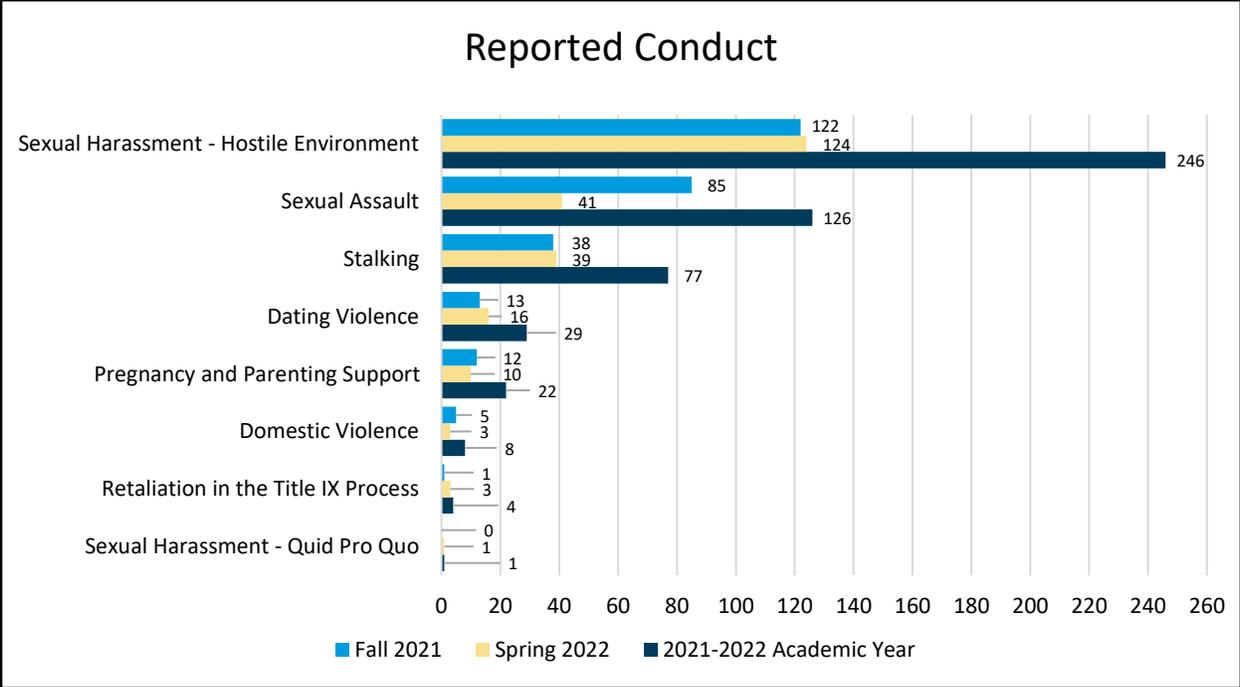
V. Reporting

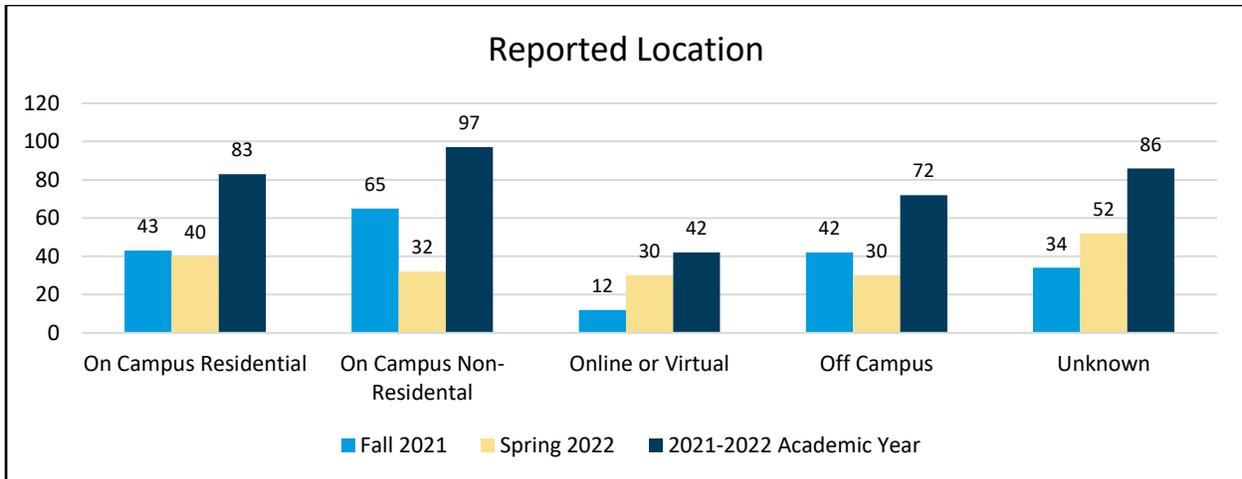
The Title IX Office's primary concern is the safety and wellbeing of all University community members. Upon the receipt of a report, the Title IX Office takes steps to eliminate prohibited conduct, prevent its recurrence, and remedy adverse effects.

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 Alternative Resolution or Formal Resolution.



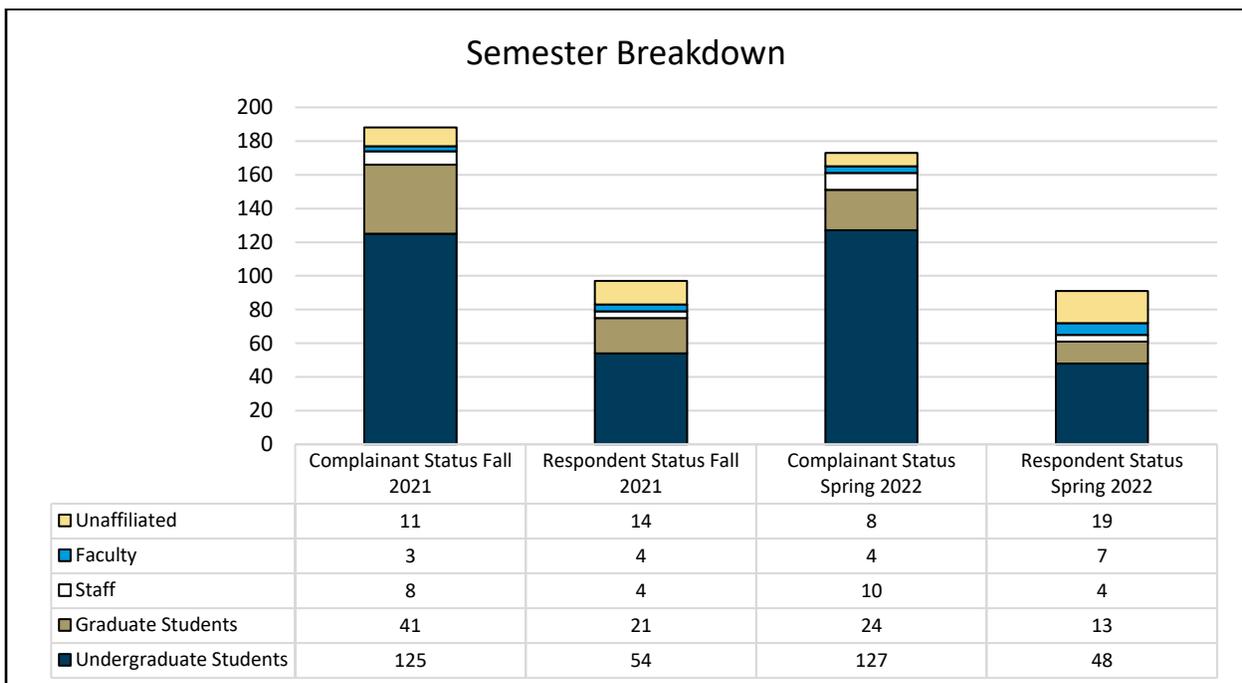
During the 2021-2022 academic year, the Title IX Office received 380 new reports. Furthermore, during the spring of 2022, 22 reports were reopened after a Complainant asked for additional support from the Title IX Office. Once a report has been made, the Title IX Office assesses the nature and circumstances 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 2021-2022 academic year, the Office received 126 reports of sexual assault, 246 reports of sexual harassment - hostile environment, 1 report of sexual harassment - quid pro quo, 29 reports of dating violence, 8 reports of domestic violence, 77 reports of stalking, 4 reports of retaliation in the Title IX process, and 22 reports requesting pregnancy and parenting supportive measures. It is important to note these numbers will not total 380 because one report may fall into multiple categories.





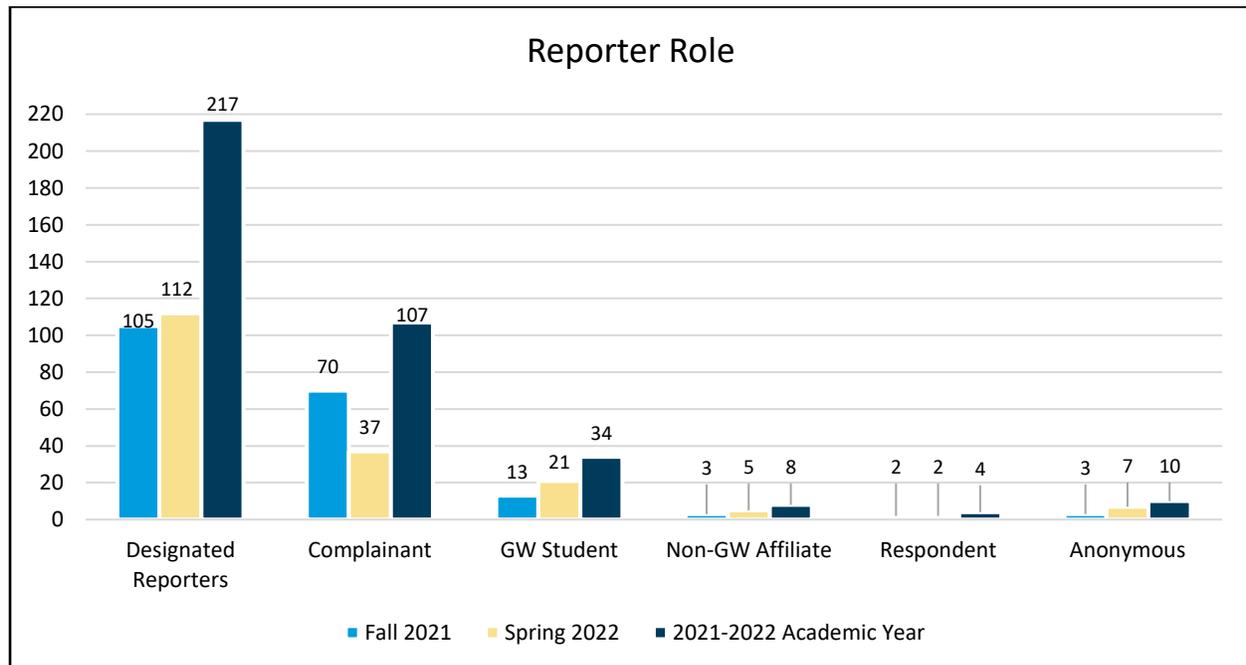
Additionally, of the 380 reports received in the 2021-2022 academic year there were 83 reports of behavior occurring in residential buildings on campus, 97 reports of behavior occurring on campus, but not in a residential building, 42 reports of behavior occurring online or in a virtual environment, 72 reports of behavior occurring off campus, and 86 reports where the location was unknown.

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 in some cases the identities of the Complainant and/or Respondent are unknown. Additionally, some reports involve multiple Complainants and Respondents.



During the 2021-2022 academic year, the Title IX Office documented 252 undergraduate student Complainants, 65 graduate student Complainants, 18 staff Complainants, 7 faculty Complainants, and 19 unaffiliated Complainants. There were also 102 undergraduate student Respondents, 34 graduate student Respondents, 8 staff Respondents, 11 faculty Respondents, and 33 unaffiliated Respondents. Furthermore, there were 202 reports where the Title IX Office documented that an unknown party was involved which equates to 53% of the total reports. In addition to the Complainant and Respondent status, the Title IX Office also documented 183 reports where the Complainant knew the involved Respondent which equates to 48% of the total reports.

At GW, the Title IX Office also 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 2021-2022 academic year, there were 217 reports received by Designated Reporters, which was the highest source of reports. There were also 107 reports made by a Complainant, 34 reports made by GW students, 8 reports made by non-GW affiliates, 4 reports made by a Respondent, and 10 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 38 days after an incident occurred.

Understanding Reporting Numbers

During the 2021-2022 academic year, there was a notable increase in the overall number of reports to the Title IX Office compared to the 2020-2021 academic year. There may be several factors that contributed to this increase, including the Covid-19 pandemic. During the 2020-2021 academic year, the majority of students and community members attended the university remotely, however GW safely brought community members back to campus for the 2021-2022 academic year. Additionally, the Title IX Office has continued to engage in prevention and education efforts about reporting options which are aimed to encourage community members to report. Consequently, an increase in the number of reports may also be attributed to an increase in the number of community members that are aware of the services provided by the Title IX Office and that wish to be connected with university resources and support. While nationwide trends indicate that sexual harassment, sexual assault, dating and domestic violence, and stalking often go unreported, an increase in the number of reports means our community members are connecting with university resources and getting the help they may need and deserve.

It is also important to note that while the Title IX Office can offer support to any GW community member who has experienced sexual harassment, regardless of where the incident occurred, the Title IX Sexual Harassment and Related Conduct Policy applies to sexual harassment that occurs in the university's programs or activities. As described above, there were 180 reports of behaviors that occurred on-campus, 42 reports of behavior occurring online or in a virtual environment, 72 reports of behavior occurring off-campus, and 86 reports where the location was unknown during the 2021-2022 academic year.

If the reported behavior occurred outside the university's programs or activities, the Title IX Coordinator may still apply the policy if there is close proximity between the reported conduct and the university community, if there is a sufficient nexus between the reported conduct and the university's programs or activities, and/or if the reported conduct has alleged continuing adverse effects or creates a hostile environment on campus or in the university's programs or activities. This is an important distinction because not all the reports received by the Title IX Office are related to behavior that occurred on campus and not all reports involve GW community members.

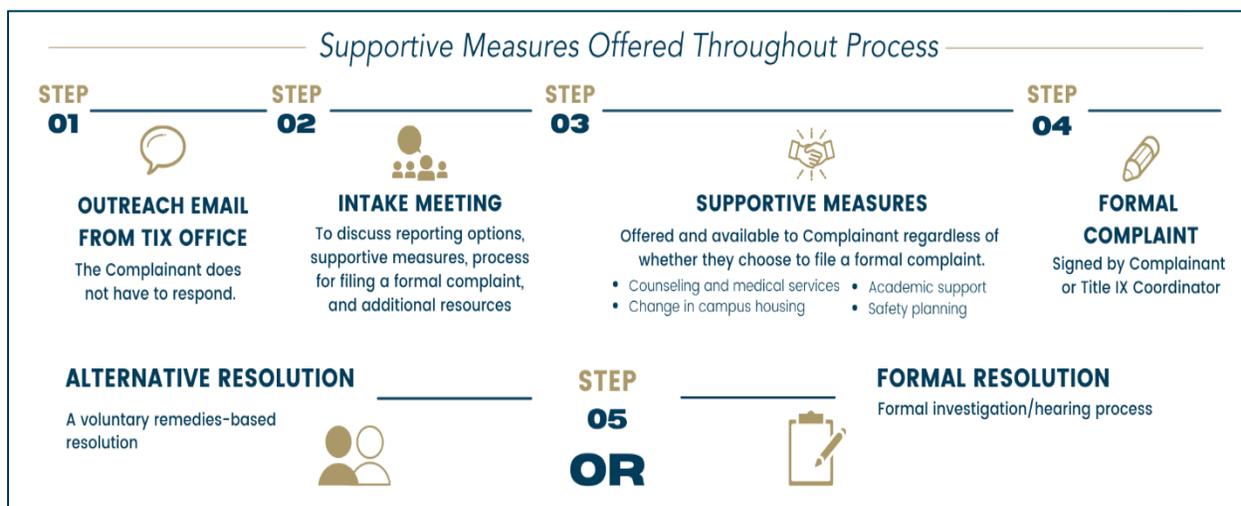
VI. Report Resolution

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 e-mail 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.

The initial email the Complainant receives from the Title IX Office includes referral information for accessing on- and off-campus services, including but not limited to: mental health services, victim advocacy, forensic Sexual Assault Nurse Examiner (SANE) exams, and information on the Complainant's rights. After sending the initial email, the Title IX Office strives to protect 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. During the 2021-2022 academic year, the Title IX Office documented 128 reports where there was no response to the initial email and 62 reports where, after meeting with the Title IX Office and discussing available options, no further action was requested.



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 is 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, Student Rights & Responsibilities, 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 sexual assault forensic 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 (DSS) 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.

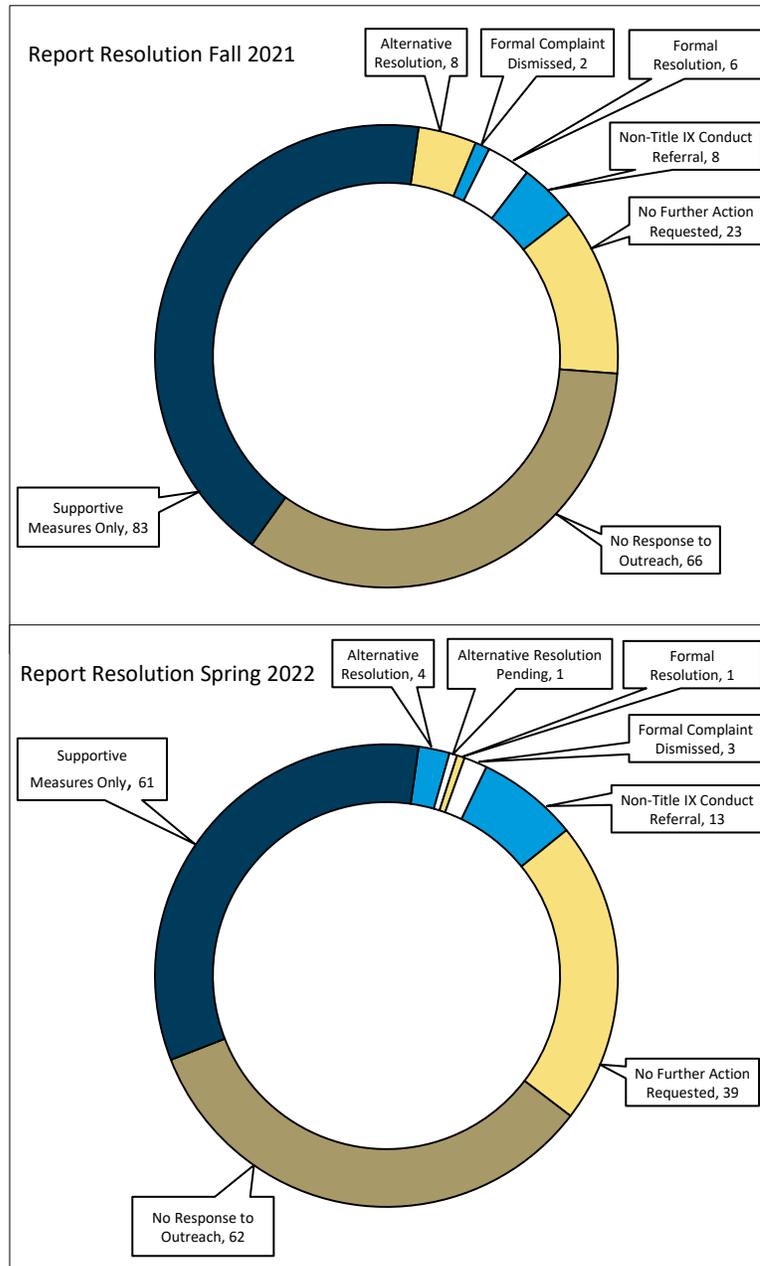
In addition to supportive measures, other topics may be discussed including:

- 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 2021-2022 academic year, the Title IX Office documented 144 reports where supportive measures were provided and no other resolution options 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 21 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 options available to resolve formal complaints: alternative resolution and formal resolution. Alternative resolution is a voluntary and remedies-based resolution that may be available after a formal complaint is filed. Alternative resolution requires the mutual informed written consent of all parties and the process 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. During the 2021-2022 academic year, the Title IX Office facilitated 12 alternative resolutions and two formal complaints were dismissed after the Complainants withdrew their complaint during the alternative



resolution process. One alternative resolution is ongoing at the time of this report.

The university's formal resolution process is designed to determine whether there has been a policy violation and implement an individualized response intended to eliminate sexual harassment, prevent its recurrence, and remedy its effects. 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.

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. A preponderance of the evidence means it is more likely than not that a policy violation occurred. 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. During the 2021-2022, the formal resolution process was initiated to resolve 10 formal complaints. However, two formal complaints were dismissed after the Complainants withdrew their complaint during the formal resolution process and one formal complaint was dismissed for Title IX purposes but referred for resolution to another university office. It is important to note that throughout both the alternative resolution and formal resolution processes, all parties are offered and provided supportive measures.

Understanding Resolution Numbers versus Reporting Numbers

The Title IX Office resolves far fewer formal complaints through the alternative resolution and formal resolution processes than the number of reports received. 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. The Title IX Office strives to respect the autonomy of a Complainant's decision regarding how to resolve their report.

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
- Responsibilities of Designated Reporters
- How to Respond to Disclosures
- Reporting Options on- and off-campus
- Resources on- and off-campus

Mandatory online and live training is required for all incoming students and during the 2021-2022 academic year, 2,706 students completed the mandatory training. The student modules also examine the interconnected issues of unhealthy relationships and substance abuse. Additionally, the Title IX Office released a new online training in February 2021, Preventing Harassment & Discrimination: Gateway, for all faculty and staff.

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 April 2022, the Title IX Office trained over 300 individuals affiliated with GW athletics.

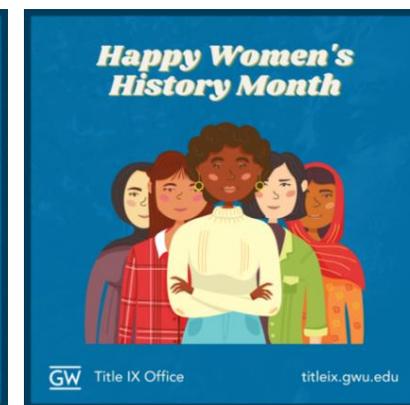
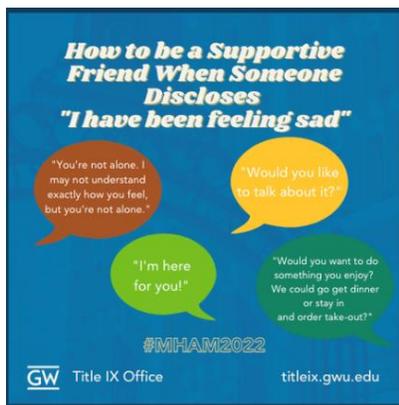
Throughout the 2021-2022 academic year, various groups across campus requested individualized trainings, with the most requested training being on the Title IX Policy & Procedures. Over 1,700 GW community members attended additional trainings hosted by the Title IX Office during the 2021-2022 academic year with representation from student leaders, student organizations, medical residents, academic advisors, faculty, and staff.

Additionally, in the fall of 2021, the Title IX Office initiated holding virtual office hours in an effort to help the GW community learn more about how Title IX works, what happens when a

report of sexual harassment, sexual assault, dating and domestic violence, or stalking 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 7 virtual office hours during the fall of 2021 and 10 office hours during the spring of 2022 semester, and while each office hour is scheduled for one hour, the Title IX Office will also extend office hours to ensure that all community members have the opportunity to attend.

Social Media

In the Spring of 2022, the Title IX Office launched the @gwtitleix Instagram account. This Instagram account helps the Title IX Office meet our community members where they are at and provides an avenue to share information and resources in a manner that is accessible and relatable. Below are some examples of posts that we shared during the Spring 2022 semester.



VIII. Title IX Updates

Policy

On May 6, 2020, the Department of Education (“ED”) published new regulations that outline how institutions must respond to allegations of sexual harassment. Consequently, the university revised its sexual harassment policy and procedures to ensure compliance with the new regulations. The revised policy went into effect on August 14, 2020, and is the [Title IX Sexual Harassment and Related Conduct Policy](#).

As of December 16, 2021, the Title IX Office also revised its [Hearing Procedures](#) in response to legal developments and ED guidance. In practical terms, the Hearing Officer may now consider statements made by parties and witnesses regardless of whether the parties or witnesses submit to cross-examination at the live hearing. This means that the Hearing Officer may rely on all relevant evidence in reaching a determination regarding responsibility. The Hearing Procedures also clarify that the Hearing Officer has the discretion to determine the appropriate weight to assign to all relevant evidence in reaching their determination.

Finally, on June 23, 2022, the 50th Anniversary of Title IX, the ED released proposed amendments to the Title IX regulations. In response to these proposed amendments, the Title IX Office will convene the Title IX Regulations Task Force. The purpose of the Task Force will be 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 consider 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.

Additional Updates

Throughout the 2021-2022 academic year, the Title IX Office implemented the following measures to better serve the GW community:

- Transitioned to a new case management system in July 2021 which facilitates more seamless and consistent communication with parties and witnesses;
- Hosted DC Forensic Nurse Examiners (DCFNE) and the Network for Victim Recovery of DC (NVRDC) to train Title IX staff and community partners on their services;
- Participated in GW’s Raise Up Community Fair;
- Distributed Title IX magnets to all incoming students to display on their refrigerators to remind students the GW Title IX Office can offer support if someone experiences sexual harassment, sexual assault, dating and domestic violence and stalking.
- Promoted the “MY COSTUME ≠ MY CONSENT” campaign during Halloween. This campaign involved displaying flyers and distributing lollipops with Title IX stickers in residence halls and Gelman library to educate the campus community that consent cannot be determined based on someone’s attire.

- Developed one-page resources detailing the Alternative Resolution and Formal Resolution procedures. These resources are designed to make these complex processes more accessible and easier to understand and are provided to parties and witnesses to Title IX-related incidents
- Updating the Title IX Website to provide additional information such as:
 - [A sample Title IX syllabus statement](#)
 - [A new webpage designed for Title IX and Pregnancy](#)
 - [A more robust webpage about supportive measures with a detailed explanation of No Contact Orders](#)
 - [A new quick links section for several on- and off-campus resources](#)
 - An "Escape Site" button at the top of each webpage to allow users to leave the site quickly if needed.
- Established the DMV Title IX Working Group, which brings together on a quarterly basis a group of Title IX administrators from various DMV institutions to: 1) discuss the evolving Title IX legal landscape and how our universities are updating our policies and procedures in response to these legal developments; 2) share challenges & successes we have experienced; and 3) identify opportunities for further collaboration and partnership between our campuses. This working group includes representatives from The George Washington University, Georgetown University, Howard University, American University, Gallaudet University, University of the District of Columbia, Catholic University, University of Maryland, George Mason University, Bowie State University, Wesley Theological Seminary and Trinity Washington University.

IX. Resources

There are many resources, both on- and off-campus, available to GW students, faculty, and staff who have experienced sexual harassment. 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: titleix.gwu.edu. Additional resources can also be found on the GW Title IX instagram account (@gwtitleix).

On Campus - Confidential Resources

- **[Colonial Health Center \(CHC\)](#)**, 202-994-5300
Students may contact the Colonial 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 get connected with a CAPS clinician, students can call 202-994-5300 during the daily 12:00pm-4:00pm virtual walk-in hours. Medical and Counseling support are also available 24 hours a day, 365 days a year by calling 202-994-5300.
- **[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 is a resource for GW community members experiencing trauma or any other form of violence. 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.

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.
- **[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.
- **[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 24/7.
- **[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, Summer & Non-degree Programs, and Family Engagement. 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 Student Rights and Responsibilities \(SRR\)](#)**, 202-994-6757
The Office of Student Rights & Responsibilities engages across GW to foster equitable and restorative accountability to community standards. SRR achieves this through promoting individual rights and communal responsibilities, supporting community members to identify and repair harm, and growing community capacity for conflict management.
- **[Sexual Assault Response & Consultation Team \(SARC\)](#)**, 202-994-7222
If you've experienced any form of Sexual Harassment it helps to talk about it with someone who is trained to help you get the assistance you need and deserve. The SARC Team can help anyone in the GW community who has been affected by sexual or gender-based harassment, sexual violence, intimate partner violence or stalking. The SARC Team is available 24/7 and is a private resource.
- **[GW Title IX Office](#)**, 202-994-7434
Individuals are encouraged to report any incident of 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](#)**, 202-333-7273 (24/7)
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 24/7 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.

- **Sexual Assault Nurse Examiner (SANE) Examination**

In the District of Columbia, a free SANE 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 SANE 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 SANE 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

- [Alternative Resolution One Pager](#)
- [Formal Resolution One Pager](#)
- [Title IX Brochure](#)