

EWU TITLE IX REPORT



2023

EWU Title IX Report - 2023

Our Campus Commitment

Eastern Washington University is dedicated to providing a campus community free from discrimination, sexual misconduct, and interpersonal violence. As part of this commitment, EWU has a cross-disciplinary Title IX team that receives and responds to complaints of gender/LGBTQ+ discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking. This team coordinates EWU's compliance efforts with Title IX, a federal law prohibiting discrimination on the basis of sex in higher education, and the Campus Sexual Violence Elimination Act.

Our Team

Civil Rights & Compliance

Annika Scharosch, *Title IX Coordinator*
Stacey Reece, *Investigator*

EWU Police Department

Robert Schmitter, *Detective*

Human Resources

Deborah Danner, *Assoc. Vice President*

Student Life

Samantha Armstrong-Ash, *Dean of Students*
Brock Sieb, *Interim Director of Student Accommodations Support Services (SASS)*
Michelle Helmerick, *Case Manager- SASS*
Colleen Vandenoorn, *Interim Director of Student Rights & Responsibilities*

EWU's Deputy Title IX Coordinators also focus on the following areas:

Gender Equity in Athletics- Catherine Walker, Senior Associate Athletic Director
Student Education- Tricia Hughes, Senior Director of Counseling & Wellness Services

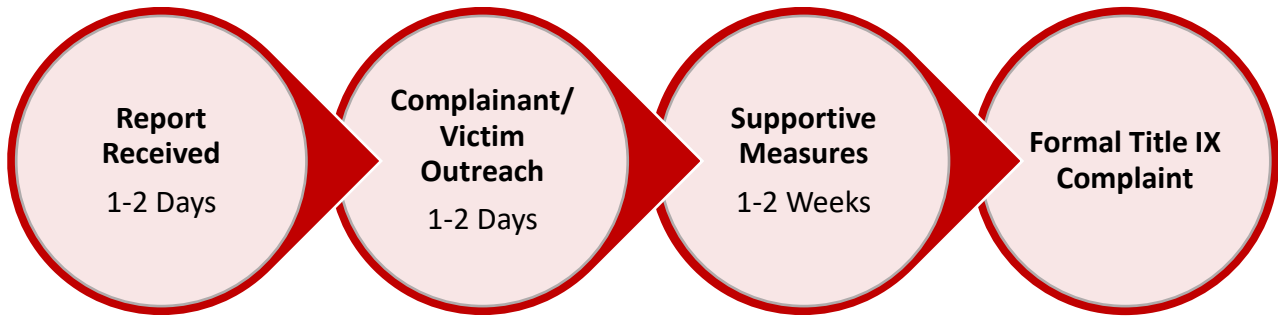
Annual Title IX Report

This annual report summarizes the number of reports EWU received of gender/LGBTQ+ discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and other forms of sexual misconduct in 2023, along with statistics regarding the processing of such reports. This report contains information about all of these types of reports, not just those that fall within the Department of Education's definition of a formal Title IX complaint. More information about EWU's process and commitment is available on our Title IX website at <https://inside.ewu.edu/titleix/>.

If you are aware of an incident of sexual misconduct or interpersonal violence involving a member of the EWU community, we encourage you to report such information to:

Annika Scharosch,
Title IX Coordinator & Associate Vice President Civil Rights & Compliance
211 Tawanka Hall
ascharosch@ewu.edu
(509) 359-6724

Title IX Process



Campus community reports a Title IX incident to the Title IX Coordinator.
[Title IX Reporting Form](#)

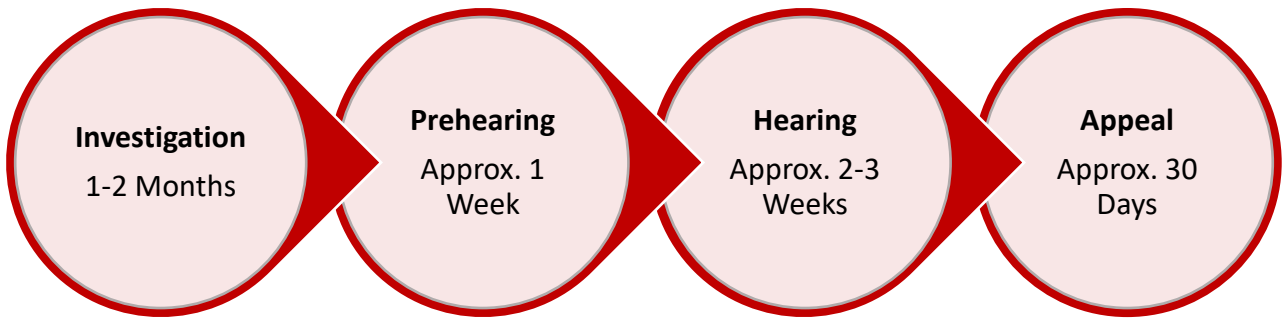
Student Accommodations and Support Services (SASS) or the Title IX Coordinator reaches out to the complainant/victim to offer supportive measures, resources, and explain reporting options.

SASS/Title IX Coordinator works with the complainant/victim to identify and implement supportive measures, such as safety planning, mutual restrictions, or modifications to academic, workplace, or housing arrangements.

If the complainant wishes to file a complaint, EWU will review the complaint to determine which process applies.

Complaints are generally referred for an investigation. At that time, the complainant and respondent will receive a notice of investigation.

Average Cases Completed Around 100 Days



The investigator will meet with both parties to gather evidence and their statements. The investigator will also gather documentary evidence and interview witnesses. This information is documented in an investigative report, which both parties have an opportunity to review. This investigation is separate from any criminal investigation.

Prior to a hearing, the Director of Student Rights and Responsibilities or Labor Relations Manager will meet with the parties to review the hearing process.

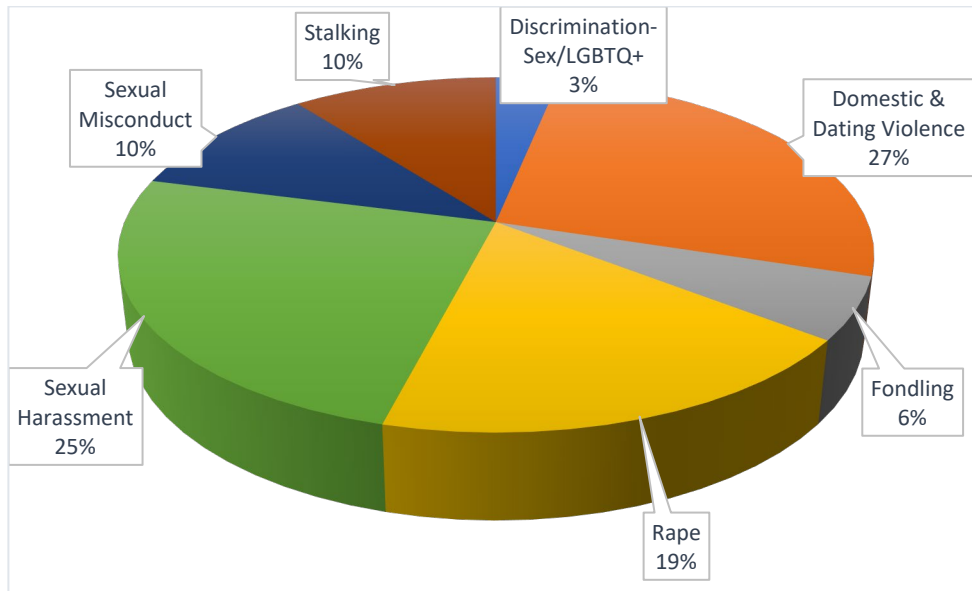
During the hearing, live witnesses will provide testimony. A hearing board will determine whether or not the student or employee has engaged in misconduct and determine the appropriate sanction.

More information is included in [WAC 172-121](#) (Student Conduct Code) and [EWU Policy 402-05](#) (Title IX Investigations & Hearings).

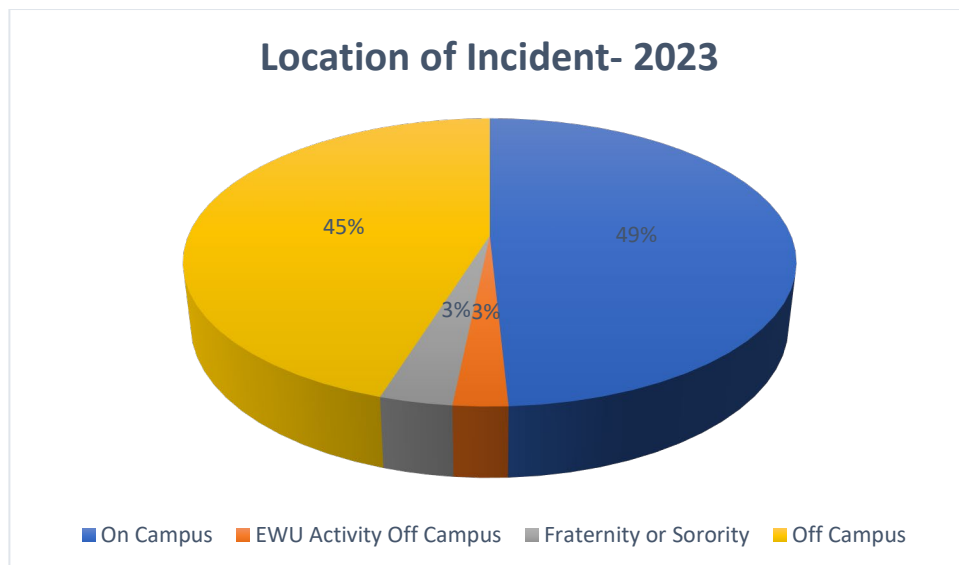
Both parties will have the opportunity to appeal the hearing board's decision as set forth in [EWU Policy 402-05](#) and [WAC 172-171-130](#).

EWU's Title IX Team reached out to all identifiable complainants/victims to offer support regardless of where the incident occurred or if the respondent is a member of the EWU Community. Of the 124 cases reported in 2023, only 6.5% resulted in a formal complaint against an EWU community member.

Types of Reports Received in 2023

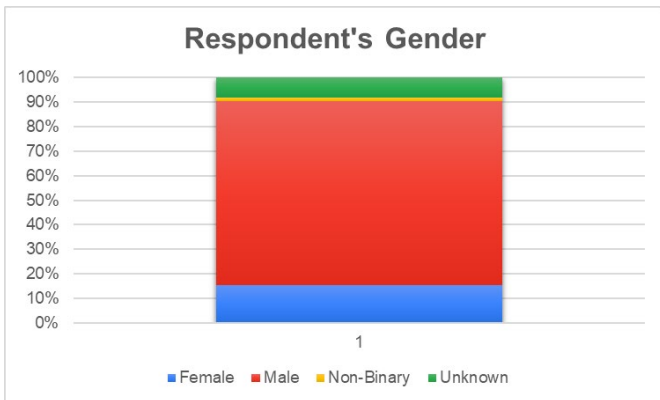
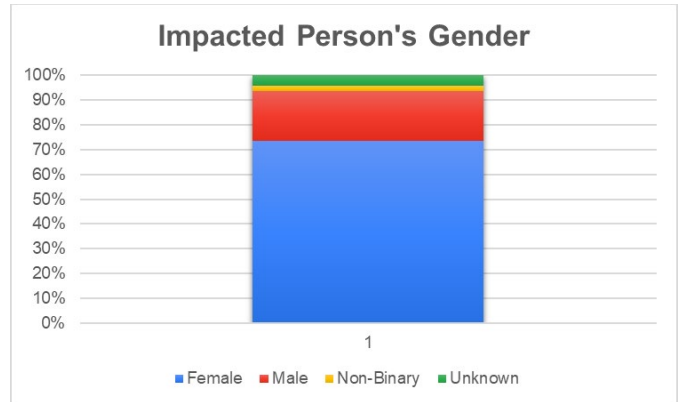


Of the 124 cases reported to EWU in 2022, 34% fell within the Department of Education’s definition of a “Formal Title IX Complaint”.¹



¹ A “Formal Title IX Complaint” is defined by the Department of Education and must follow a certain process required by Title IX regulations. More information about what constitutes a “Formal Title IX Complaint” is available in [EWU Policy 402-01](#) (Sexual Misconduct, Interpersonal Violence & Title IX Responsibilities).

78% of all complainants were EWU students and 5.6% were EWU employees. The remainder of complaints were from other sources.



48% of all respondents were EWU students, 23% were not members of the EWU community, 13% were employees, and the identity of the respondent was unknown for 12% of the reports.

Resources, Supportive Measures, and Reporting Options

After receiving a complaint, SAAS or the Title IX Coordinator will promptly reach out to the complainant to provide information about EWU's process, their rights, reporting options, and available resources, and supportive measures regardless of whether a complaint is filed or if the complaint constitutes a Formal Title IX Complaint. If EWU moves forward with an investigation, resources and supportive measures are also provided to respondents.

Resources Provided

- ✓ A list of resources for obtaining protective, no contact, restraining, or similar order, if relevant.
- ✓ Information on how to seek medical treatment, the importance of preserving evidence relevant to the alleged conduct or that may be helpful in obtaining a protective order and procedures to follow to preserve evidence.
- ✓ A list of existing on and off campus counseling, health care services, mental health services, victim advocacy, financial aid, legal assistance, visa and immigration assistance, and other services for complainants and respondents.
- ✓ Information about available supportive measures.

Supportive Measures

Supportive measures are available regardless of whether someone wants to file a formal complaint. Supportive measures may be in place before a complaint is filed, during the investigation and decision-making process, and/or after the final determination of responsibility. Supportive measures are available for both complainants and respondents. Examples include:

- ✓ Safety planning with EWU
- ✓ Mutual restrictions on contact between the parties
- ✓ Academic or workplace modifications
- ✓ Leaves of absences
- ✓ Increased security
- ✓ Counseling options on campus or through the Employee Assistance Program
- ✓ Campus housing modifications

Reporting Options

The support team advises complainants of the reporting options available to them, including filing a criminal complaint, filing a complaint with the university, pursuing both options, or choosing not to file a complaint at all. The support team also assists the person in finding information about how to file a complaint, if they wish to do so. If an individual files a university complaint against an EWU community member and the alleged conduct could be a violation of EWU's standards for discrimination, sexual misconduct, or interpersonal violence, EWU will move forward to the investigative phase of the process.

Investigations & Outcomes

Number of Investigations Conducted in 2023:

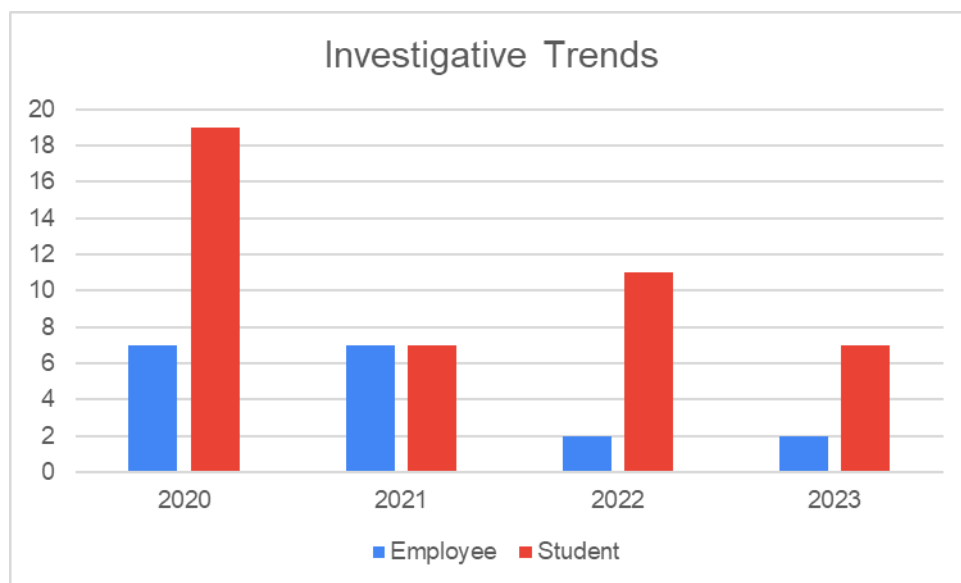
Student Respondents: Total 7

TYPES	NUMBER
DOMESTIC/DATING VIOLENCE	0
RAPE	0
FONDLING	1
STALKING	2
SEXUAL HARASSMENT	3
OTHER SEXUAL MISCONDUCT	1

Employee Respondents: Total 2

TYPES	NUMBER
SEXUAL HARASSMENT	2

In August of 2020, the federal government’s rules regarding the handling of Title IX complaints changed significantly. This has impacted EWU’s ability to investigate a reported incident if the impacted party is not willing to file a formal complaint with the university. As a result, there has been a significant decline in the number of cases investigated by the Title IX team during this period as shown below.



Length of Initial Resources, Reporting, Investigation, Hearing & Appeal Process for Formal Complaints*:

Employee Respondents: 96 days

Student Respondents: 118 days

**The amount of time it takes for a report to make it through EWU’s Title IX process has increased due to additional procedural steps required by the Department of Education beginning in August 2020. This is the period from the initial report to the end of any internal appeal period. In some cases, there is a significant delay between when an incident is reported and when an impacted person decides to move forward with a formal complaint.*

Outcomes for Title IX Cases That Resulted in a Hearing in 2023:

Employee Discipline**:

Finding of responsibility: 1/1

Sanctions:

Resignation: 1

Student Discipline**:

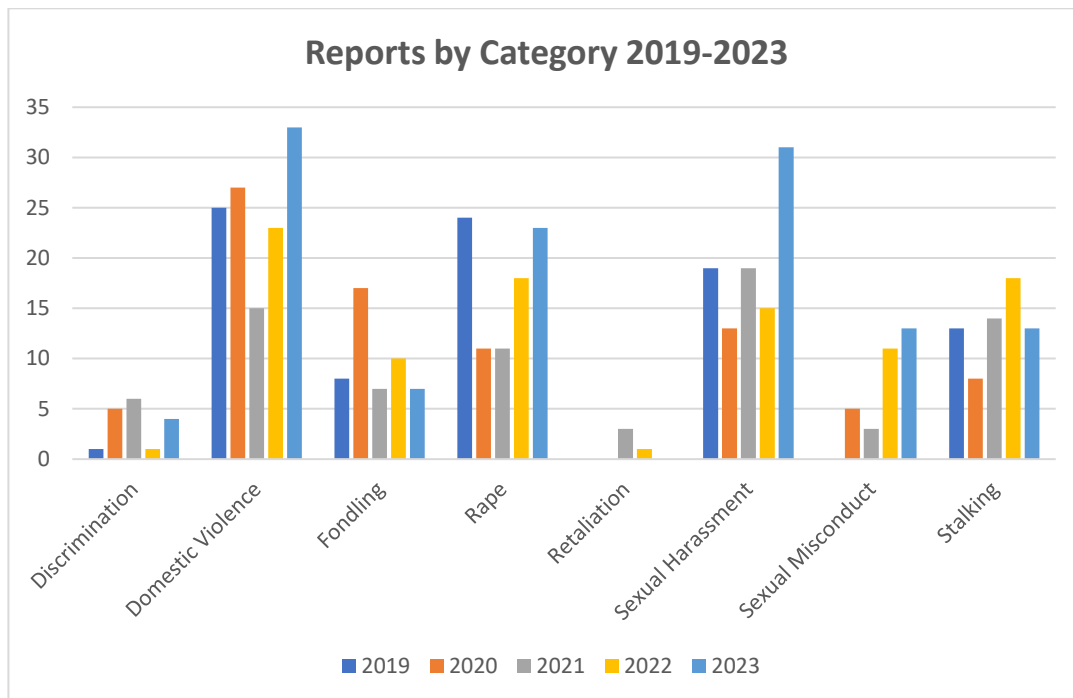
Finding of responsibility: 1/6

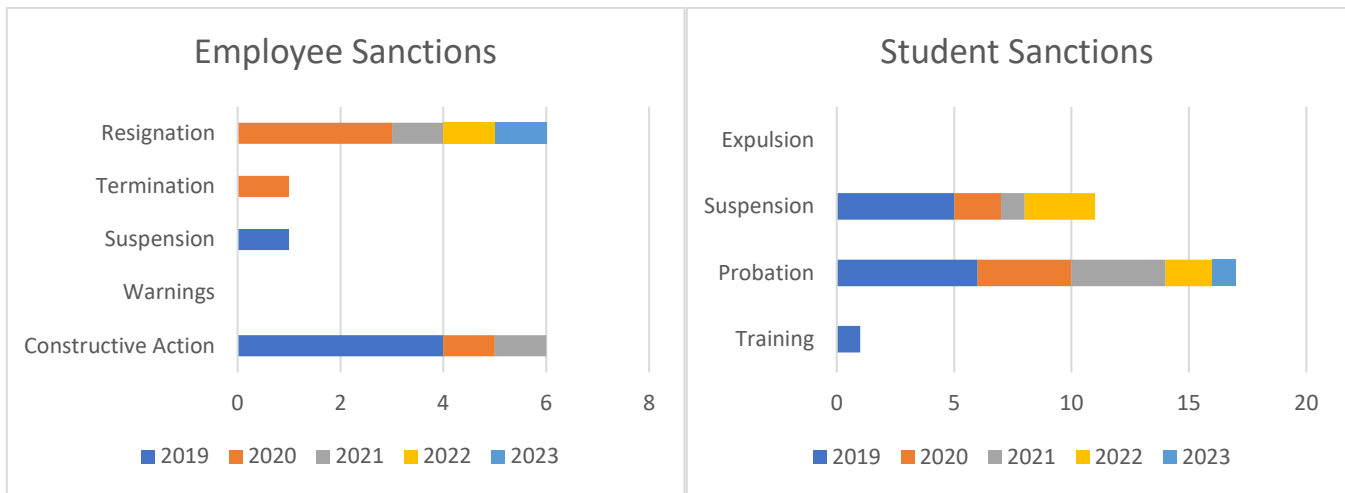
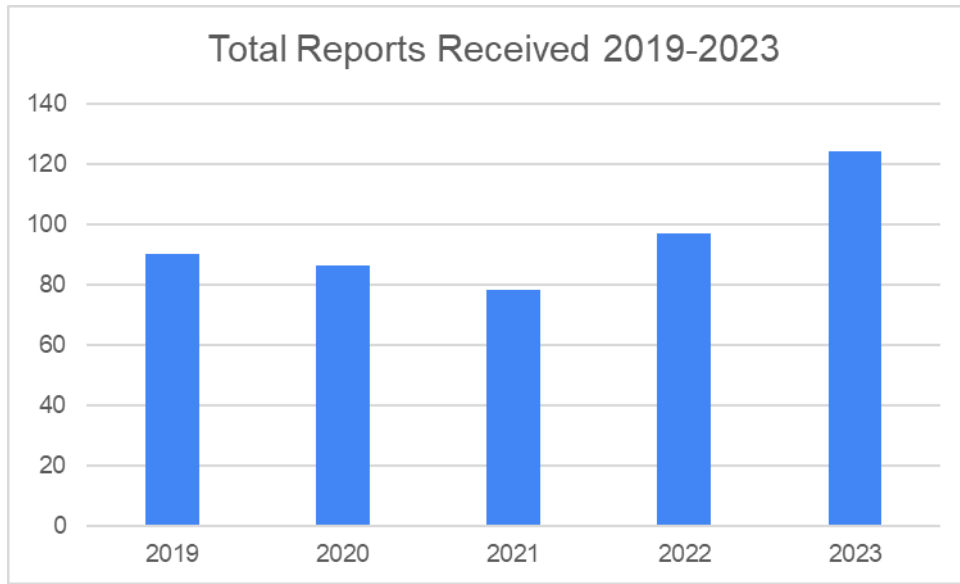
Sanctions:

Warning: 1

***This includes four cases that were reported in 2022 and the hearing occurred in 2023. It does not include cases that were pending at the close of 2023. Cases that were pending at the close of 2023 are included above in the investigation statistics, but not in the hearing statistics.*

Comparisons with Previous Years





Average Length of Process (from initial report through the end of any internal appeal):

Employees

2021: 104 days
 2022: 155 days
 2023: 96 days

Students

2021: 133 days
 2022: 117 days
 2023: 118 days