



ANNUAL TITLE IX REPORT



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Some information in this report may be upsetting. In reading through this document, community members should remember that confidential counselors are available. Relevant contact information may be found on the Office of Title IX and ADA Compliance website.

INTRODUCTION

Introduction

BACKGROUND

Winthrop University is committed to providing a safe and hospitable environment for all members of its community. Title IX of the Education Amendments of 1972 prohibits discrimination based on sex, which includes sexual harassment or any acts of sexual misconduct.¹

Winthrop University's Title IX Sexual Harassment Policy² prohibits all forms of sexual misconduct, including sexual harassment, sexual assault, dating violence, domestic violence, stalking, and related claims of retaliation. The goal of this policy is to ensure that students, faculty, and staff can thrive on campus in an environment of respect and empowerment. Every individual, regardless of sex, race, gender identity, sexual orientation or background, is entitled to a climate free from discrimination and harassment.

The Office of Title IX and ADA Compliance promotes and monitors compliance with Title IX, and the University's response to allegations of sexual misconduct. This office houses the University's Title IX Coordinator and ADA Compliance Officer. This office also liaises with three Deputy Title IX Coordinators, including deputies for students through the Office of the Dean of Students, for faculty and staff through the Office of Human Resources, and student-athletes through the Athletics Department. Once the University is aware of an alleged incident of sexual misconduct, the Office of Title IX and ADA Compliance works to eliminate the harassment, prevent its recurrence, and address its effects.



Mr. Kevin Russell Sheppard, Sr.
Title IX Coordinator and ADA Compliance Officer

¹ On May 6, 2020, the Department of Education released new Title IX regulations regarding the duties of colleges and universities to address sexual misconduct, which took effect on August 14, 2020. Information on changes to the University's sexual misconduct policies and procedures after August 14 may be found on the University's website at <https://www.winthrop.edu/titleIX/>

² <https://www.winthrop.edu/uploadedFiles/Policies/policy-pdfs/governance/1.1.4.pdf>

INTRODUCTION

OVERVIEW AND GOAL OF THIS REPORT

The goal of this report is to promote transparency regarding the prevalence of sexual misconduct reported by our community members and the cases adjudicated through the University's formal processes, provide information about the use of campus resources, and share the ongoing work of the Office of Title IX and ADA Compliance and partner offices throughout campus. This report should be viewed in concert with the [2024 Winthrop University Campus Climate Survey](https://www.winthrop.edu/uploadedFiles/titleIX/2024WinthropClimateSurveyData.pdf), which provide additional detailed information on the prevalence of sexual misconduct on campus, as well as students' perceptions and attitudes on the issue. The survey results⁴ yielded powerful information that continues to inform our policies and practices for preventing and responding to sexual misconduct within the Winthrop community. This Inaugural Annual report is focused mainly on the experiences of students. It shares aggregated data and information regarding:

- alleged incidents of sexual misconduct disclosed/reported to the Office of Title IX and ADA Compliance;
- cases resolved through the Office of Student Conduct and Office of Title IX and ADA Compliance;
- individuals supported by clinicians in the Student Advocacy and Trauma Support Office (formerly the Office of Victims Assistance) within the Center for Student Wellness; and
- an overview of recent enhancements involving the University's ongoing work preventing and responding to sexual misconduct on campus.

The Office of Title IX and ADA Compliance hopes that this information will be used to educate the Winthrop community on the far-reaching impact of sexual misconduct, empower individuals to acknowledge and support one another, and be a reminder of the comprehensive resources available to serve and respond to the needs on campus.

DEFINITIONS

Important terms and concepts used in this report have been defined below:

- **Title IX of the Education Amendments of 1972 ("Title IX"):** a federal law that prohibits discrimination based on sex/gender, which includes sexual harassment/sex-based discrimination or any acts of sexual misconduct.
- **Survivor/Victim:** an individual who experienced an incident of alleged sexual misconduct. If this individual files a formal complaint through a formal University adjudication process, this person is also called a **"Complainant."**
- **Accused Individual:** an individual who has been alleged to have committed an act of sexual misconduct. If this individual has been alleged to have violated the Code of Student Conduct and/or another University policy through a formal University adjudication process, this person is also called a **"Respondent."**
- **University Title IX Coordinator or Deputy Title IX Coordinator ("Deputy"):** a University administrator responsible for overseeing the University's compliance with Title IX including the response to alleged incidents of sexual misconduct and ensuring the safety of individuals and the campus community. The University's Title IX Coordinator and

⁴ <https://www.winthrop.edu/uploadedFiles/titleIX/2024WinthropClimateSurveyData.pdf>

INTRODUCTION

Deputy Title IX Coordinators serve as resources to both survivors/victims of sexual misconduct and those accused of sexual misconduct.

- **Sexual Misconduct Report:** an account or disclosure, including identifiable information (if available), of an alleged incident of sexual misconduct that is shared with the Office of Title IX and ADA Compliance either directly or through a mandatory reporter for Title IX like a faculty or staff member. The University's Title IX Coordinator, or a deputy, will use this report to follow up with the survivor/victim to provide an overview of resources and available supportive measures, including medical care, counseling and crisis support, safety planning, academic and/or employment adjustments, housing relocation, and the option to pursue a formal complaint through the University and/or criminal adjudication processes.
- **Formal Complaint:** a written statement indicating a survivor's/victim's intent to pursue charges as a Complainant against an individual through a formal University adjudication process (e.g., through the Office of Title IX and ADA Compliance). Filing a formal complaint is optional for survivors/victims.
- **Confidential Counselor:** a licensed clinician who can provide crisis intervention and counseling services including assistance accessing medical care, safety planning, academic and/or employment adjustments, housing relocation, University and/or criminal adjudication processes, and a referral to other resources as needed.
- **Sexual Misconduct:** unwanted conduct of a sexual nature that constitutes sexual harassment, sexual assault, domestic violence, dating violence, or stalking, and includes related acts of retaliation.

PRIVACY

The Office of Title IX and ADA Compliance has gone to great lengths to ensure that the information contained in this report is non-identifiable, so that no information can be linked to individuals, and respects the privacy of the individuals to the greatest extent possible.

INCIDENTS REPORTED- OFFICE OF TITLE IX AND ADA COMPLIANCE

Incidents Reported - Office of Title IX and ADA Compliance

BACKGROUND

To help promote a safe campus environment, the University's Title IX Coordinator, with support from deputy coordinators, is responsible for monitoring trends and patterns on campus, which allows the University to better prevent and respond to alleged incidents of sexual misconduct. The University encourages all individuals who experience sexual misconduct to report so that the Title IX Coordinator can ensure that survivors are aware of the many resources and support available to them. In line with this effort, the University has designated all employees (with limited exceptions) as mandatory reporters, so that if a report of sexual misconduct is made, that information can be reported to a Title IX Coordinator and resources can be offered.

When a report of sexual misconduct is made to the University's Title IX Coordinator, or a deputy, that person offers to meet or speak with the impacted party or parties to provide an overview of resources and supportive measures available, including medical care, counseling and crisis support, safety planning, academic and/or employment adjustments, housing relocation, and options to pursue a formal complaint through the University and/or criminal adjudication processes. A 'report' to the Office of Title IX and ADA Compliance does not constitute filing a 'formal complaint' through a formal University adjudication process. Filing a formal complaint is one of many options for an Impacted Party, but it is not required or automatic.

TITLE IX DATA

The following data include reported incidents of all forms of sexual misconduct, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking. As such, reports to the Office of Title IX and ADA Compliance represent a broad range of conduct, from unwanted comments or sexual advances, to unwanted touching, to reports of relationship violence, stalking, and rape. Since the data represent only those alleged incidents of sexual misconduct that are reported to the Office of Title IX and ADA Compliance, the numbers do not necessarily reflect overall prevalence of sexual misconduct on campus. A more comprehensive understanding of our current climate related to sexual misconduct (including prevalence) will be gained by viewing the results of our 2017 and 2024 Campus Climate Surveys.

The following section shares data regarding reports of sexual misconduct made to the Office of Title IX and ADA Compliance for the last eight academic years. The data capture all incidents of sexual misconduct reported to have occurred on and off campus. Reports consist of alleged incidents that occurred since the time of matriculation for students or from the first date of employment for faculty and staff. If reports are received regarding alleged incidents that happened prior to those timeframes, the University's Title IX Coordinator, or a deputy, will connect those individuals to support and resources, however, such reports are not reflected in the numbers presented below.

⁵ <https://www.winthrop.edu/uploadedFiles/titleIX/2024WinthropClimateSurveyData.pdf>

INCIDENTS REPORTED- OFFICE OF TITLE IX AND ADA COMPLIANCE

Individuals may self-report to the Office of Title IX and ADA Compliance or may be connected through a faculty or staff member. All Winthrop University faculty and staff, except those designated as confidential, must report alleged incidents of sexual misconduct to the University's Title IX Coordinator, or a deputy, within twenty-four hours after the report has been made, or as soon as reasonably possible. Resident Assistants are required to report any alleged incidents of sexual misconduct they learn of or observe while serving in their capacity as a Resident Assistant.

The Jeanne Clery Disclosure of Campus Policy and Campus Crime Statistics Act ("Clery Act") requires higher education institutions to collect, report, and disseminate crime data to the campus community and the U.S. Department of Education. The Clery Act has specific criteria for reporting (e.g., location, crime definitions) and thus, data shared in our Annual Security Report⁶ may be different from data in this report.

The details regarding each report captured in this document are private, sensitive, and not shared publicly.

REPORTS OF SEXUAL MISCONDUCT FROM FALL 2017-SUMMER 2025

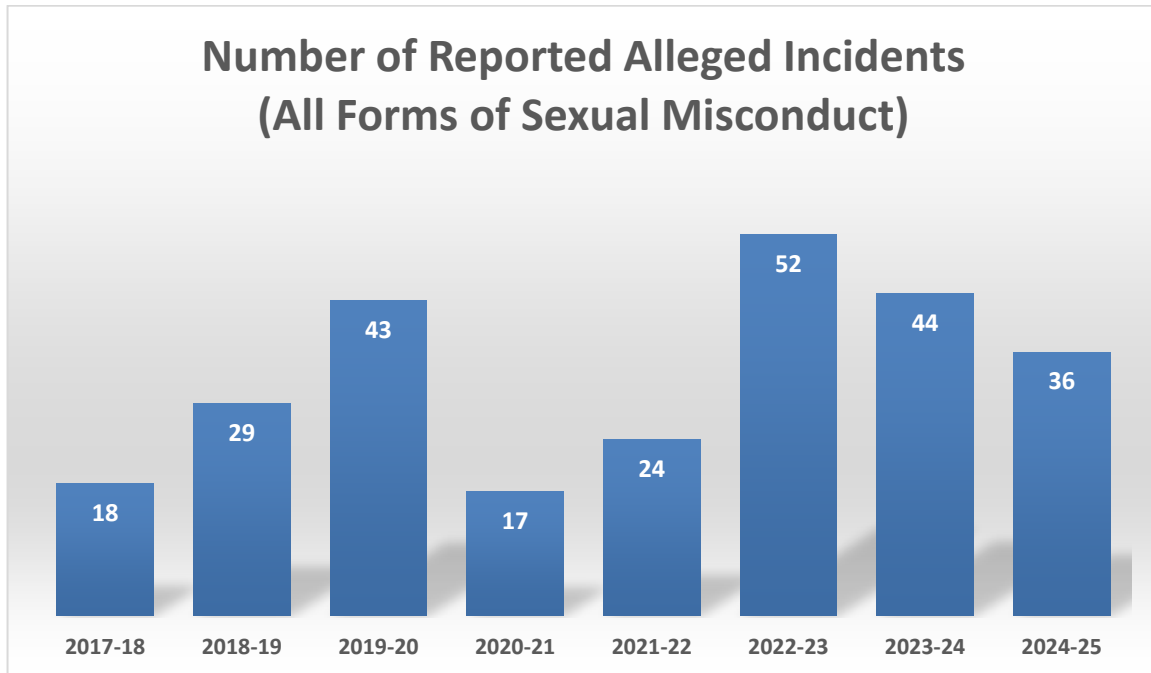
If an individual reported more than one distinct alleged incident, each incident was recorded separately. If multiple people reported experiencing sexual misconduct by a single individual, each person's disclosure was recorded as a separate distinct report.

For the following data, the closing date for fall was December 31, the closing date for spring was May 31, and the closing date for summer was July 31.

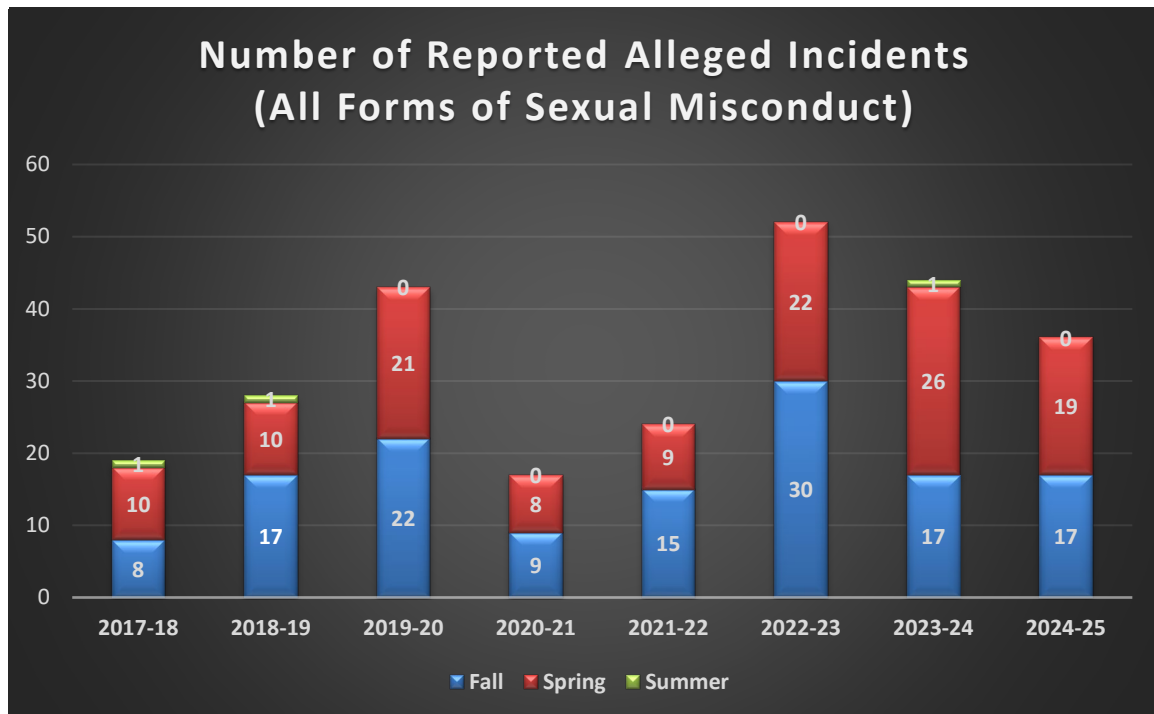
The following graphs depict the number of reported alleged incidents of sexual misconduct to the University's Title IX Coordinator, or a deputy, for the 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024, and 2024-2025 academic years:

⁶ <https://www.winthrop.edu/uploadedFiles/Police/AnnualReport.pdf>

INCIDENTS REPORTED- OFFICE OF TITLE IX AND ADA COMPLIANCE



For further clarity, the following chart breaks this information down by the semester in which the alleged incident was reported to the University's Title IX Coordinator or a deputy.



INCIDENTS REPORTED- OFFICE OF TITLE IX AND ADA COMPLIANCE

WHAT DO THE REPORTING NUMBERS MEAN?

There has been a notable number of alleged incidents being reported to the Office of Title IX and ADA Compliance. As this table represents, a number of individuals have reported incidents of misconduct to the University. After having an upward trend in reporting following the COVID outbreak where most students and community members were absent from campus, we've noticed a downward trend the past two years in reporting. A part of the Title IX Coordinator's responsibilities is to monitor potential barriers to reporting, therefore we are continuing to implement initiatives to encourage reporting of sexual misconduct and knowledge of where to report, but we also know that consistent with current national trends,⁷ there are still individuals who have not yet reported.

We know from research data, including Winthrop's Campus Climate Survey's, that alleged incidents of sexual misconduct often go unreported, meaning the affected individuals may not be getting the help and resources they need. Awareness initiatives like those we have engaged in here at Winthrop – climate survey(s), Title IX Student Ambassador Initiative, our Title IX Case Management Workgroup, our Title IX Advisory Council, creation of a stand-alone Title IX Office, targeted Town hall events and trainings, and ongoing informational outreach and campaigns – usually contribute to a better understanding of what constitutes sexual misconduct, where to report it when it happens, and how to get help, which in turn can lead to an increase in reporting and individuals seeking support. Additionally, we continue to train faculty and staff about their Title IX reporting obligations, resulting in more faculty and staff reporting alleged incidents and connecting their students to the Office of Title IX and ADA Compliance when disclosures of sexual misconduct are made. More people reporting means more people are getting connected to the help and information they need.

WHY ARE THE REPORTING NUMBERS LOWER IN 2020-2021 COMPARED TO OTHER YEARS?

As a result of the COVID-19 pandemic, the majority of the University community worked and lived remotely from March 2020 through August 2021. With a majority of our students, faculty, and staff members working and living off-campus, there were fewer community members interacting with one another. Furthermore, national, state, and CDC guidelines encouraged individuals to quarantine, isolate, and limit their interactions with others.

Anecdotal evidence would suggest that these are all factors that contributed to fewer incidents of sexual misconduct. Additionally, with most community members away from campus, they may have been less likely to report incidents of misconduct when they occurred. These factors likely contributed to the lower reporting numbers for 2020-2021 academic year.

⁷ <https://www.insidehighered.com/news/2019/10/15/underreporting-remains-top-issue-universities>.

INCIDENTS REPORTED- OFFICE OF TITLE IX AND ADA COMPLIANCE

IS A REPORT THE SAME THING AS A COMPLAINT?

A report occurs when an individual discloses an incident of sexual misconduct to a mandatory reporter or reports an incident directly to a Title IX Coordinator. Once an incident has been reported, the University's Title IX Coordinator, or a deputy, reaches out to the survivor/victim to provide an overview of resources and supportive measures available, including medical care, counseling and crisis support, safety planning, academic and/or employment adjustments, housing relocation, and the option to pursue a formal complaint through the University and/or criminal adjudication processes. Most commonly, individuals are interested in seeking counseling resources, supportive measures including housing relocation options, academic and/or employment adjustments (e.g., extensions on assignments or excused absences), and protective measures (e.g., barring notices or a no-contact order). Impacted Parties have the choice on whether to respond to a Title IX Coordinator's outreach and what resources and supportive measures, if any, they are interested in.

Filing a formal complaint is another option pursued by some impacted parties when they elect to have their case adjudicated through either a formal University process or the criminal process. The University's Title IX Coordinator, or a deputy, can help explain these processes to the impacted party. The University will typically defer to the wishes of an impacted party as the decision to proceed with a formal complaint is a personal one. In many cases, the impacted party does not wish to have their case formally adjudicated, but for those that do wish to file a formal complaint, the Office of Title IX and ADA Compliance will initiate that process. An impacted party is also encouraged to talk with a confidential counselor about the process for filing a formal complaint. The next section of this report provides data for those cases resolved through student conduct processes.

CASES ADJUDICATED – OFFICE OF TITLE IX AND ADA COMPLIANCE

Cases Adjudicated⁹ - Office of Title IX and ADA Compliance

BACKGROUND

As noted above, one option pursued by individuals reporting sexual misconduct is to have their case adjudicated through one of the formal University processes. For those individuals who want to pursue this option, the University provides a prompt, thorough, and equitable investigation and resolution of formal complaints that involve allegations of sexual misconduct filed against University students. The Office of Title IX and ADA Compliance serves undergraduate and graduate students, as well as Faculty and Staff. The Office of Student Conduct and the Office of Human Resources, Employee Diversity, and Wellness each have their own grievance procedures for addressing complaints of sexual misconduct that does not fall under the realm of Title IX. In all areas, the conduct process is executed by officials who receive annual and ongoing training, including on both the dynamics of trauma associated with allegations of sexual misconduct and how to conduct fair, equitable, and unbiased investigations and hearings.

CASES RESOLVED THROUGH THE OFFICE OF STUDENT CONDUCT AND/OR TITLE IX - SEXUAL MISCONDUCT

The following information describes the total number of cases that were resolved through the Office of Student Conduct from fall 2017–summer 2024. Further, the data below include all forms of sexual misconduct, not just sexual assault.

Academic Year	Total Cases Resolved through the Office of Title IX and ADA Compliance
2017-2018	18
2018-2019	29
2019-2020	43
2020-2021	17
2021-2022	24
2022-2023	52
2023-2024	44
2024-2025	36
Total	263

Of the 263 total cases that were resolved through the Office of Title IX and ADA Compliance from fall 2017– summer 2025, the overwhelming majority (238) were adjudicated via alternative resolution, with (25) cases being resolved via administrative hearing/action.

Of the (25) cases that went to administrative hearing or other administrative action:

- (11) resulted in findings of responsibility for sexual misconduct violation(s).
- (14) resulted in findings of no responsibility for sexual misconduct violation(s).

⁹ The Office of Student Conduct and the Office of Human Resources each have their own grievance procedures for addressing complaints of sexual misconduct that falls outside of Title IX. Due to the small number of complaints submitted in these areas, detailed data cannot be provided without compromising the confidentiality of the parties involved.

CASES ADJUDICATED – OFFICE OF TITLE IX AND ADA COMPLIANCE

Of those found responsible for sexual misconduct:

- (0) were suspended
- (0) were dismissed
- (11) were issued other types of sanctions

WHY ARE THE ADJUDICATION NUMBERS SO MUCH LOWER THAN THE TITLE IX REPORTING NUMBERS?

It is important to note that the number of incidents reported to the Office of Title IX and ADA Compliance includes all forms of reported alleged incidents of sexual misconduct. Some individuals whose cases are reported to the Office of Title IX and ADA Compliance may not want to avail themselves of *any* resources or processes. Others may seek resources like help accessing medical care, counseling and crisis support, safety planning, academic and/or employment adjustments, or housing relocation. The University's Title IX Coordinator, or a deputy, will also provide the individual with an overview of the option to pursue a formal complaint through the University and/or criminal adjudication processes, but the decision to file a formal complaint and engage in an adjudication process is a personal one. Since filing a formal complaint through the Office of Title IX and ADA Compliance is just one of many options and resources available to impacted parties, it is not surprising that the number of cases adjudicated through the Office of Title IX and ADA Compliance is lower than the overall number of alleged incidents reported. While filing a formal complaint is not pursued by everyone, it is the University's goal to ensure that individuals are aware of and understand this option.

CLIENT APPOINTMENTS- CENTER FOR STUDENT WELLNESS SERVICES

Client Appointments – Center for Student Wellness Services

BACKGROUND

The Center for Student Wellness Services, within the Division of Student Affairs, houses the Student Advocacy and Trauma Support Office. Health and Counseling Services offers confidential crisis intervention, advocacy and counseling for students struggling with issues related to sexual misconduct including relationship violence. Licensed health professionals and professional staff provide services including assistance accessing medical care, safety planning, academic and/or employment adjustments, housing relocation, University and/or criminal adjudication processes, and a referral to other resources as needed. All services are private, confidential, and free of charge. Health and Counseling Services does not have a Title IX reporting obligation.

CLIENT APPOINTMENT DATA¹¹

The data below include services provided for both undergraduate and graduate students by professional staff members in the office. The academic year was calculated from July 1 through June 30.

The following chart reflects only the number of individual students seen and the number of appointments that these students had with a confidential counselor in Health and Counseling Services for concerns related to all forms of sexual misconduct, not just sexual assault. The clinicians also spend time, which varies by case, with emails, phone contact, follow-ups, and meetings regarding conduct hearings, which is not reflected below. The data represent only face- to-face meetings with a student. Number of contacts are provided in aggregated form for this report.

Health and Counseling Services	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Individual Student Clients	118	139	138	83	88	62	72	75
Total Number of Appointments	865	1,070	1,173	515	492	371	355	391

¹¹As a result of the COVID-19 pandemic, the University community worked and lived remotely from March 2020 through July 2021. Anecdotal evidence suggests that students may have utilized on-campus resources less often while they were away from campus, due to a variety of factors.

RECENT ENHANCEMENTS TO ONGOING WORK

Winthrop addresses the issue of sexual misconduct through a combination of educational programs, policies, and resources that are constantly being enhanced. Winthrop has a long history of providing a “safety net” of health professionals, response mechanisms, and services to support employees and students who are struggling with complex personal issues. Supporting survivors/victims of sexual misconduct has long been a part of this network. Winthrop has developed educational programs to address issues of sexual misconduct and these programs are delivered throughout the academic year in various settings. University policies and codes of conduct address expectations and consequences related to sexual misconduct.

Winthrop has had staffing focused on sexual misconduct issues throughout the years, handled primarily through the Division of Student Affairs with general oversight by the University’s Title IX Coordinator. Due to the increased need for direction and support in these areas, Winthrop University implemented several changes. Since November of 2021, Winthrop has had a full-time, stand-alone Title IX Coordinator. Winthrop also has three Deputy Title IX Coordinators, including deputies for undergraduate and graduate students, faculty and staff, and student-athletes, who support both impacted parties of sexual misconduct and those accused. The Title IX Coordinator and Deputies are responsible for responding to alleged incidents of sexual misconduct and ensuring the safety of individuals and the campus community. Many within the Winthrop community, to include groups comprised of students, faculty, and staff, have worked on an ongoing basis to improve policies, review services for students, and promote educational outreach.

NEW DEPARTMENT OF EDUCATION TITLE IX REGULATIONS

- **Proposed Title IX Regulations:** In November 2018, the U.S. Department of Education (“Department”) proposed new regulations regarding the duties of colleges and universities to address sexual misconduct under the federal nondiscrimination law known as “Title IX.” Winthrop University is committed to holding institutions and individuals accountable, encouraging reporting, and addressing the broad range of sexual misconduct that impacts Winthrop through fair, just, and supportive educational and administrative grievance procedures.
- **Final Title IX Regulations:** In May 2020, the Department of Education released new Title IX regulations, which took effect August 14, 2020. The University revised its Policy on Sexual Misconduct and its sexual misconduct grievance procedures to comply with new requirements outlined in the regulations.
- **New Title IX Notice of Proposed Rulemaking (NPRM):** In June 2022, the U.S. Department of Education (“Department”) proposed new regulations regarding the duties of colleges and universities to address sexual misconduct under the federal nondiscrimination law known as “Title IX,” with a 60-day public comment period that ended on September 12, 2022. The Department finalized and published the new regulations in April of 2024, with an effective date of implementation/compliance being August 1, 2024.

NOTE: On January 9, 2025, the U.S. District Court for the Eastern District of Kentucky vacated the Biden administration’s 2024 Title IX regulations. The vacatur applies nationwide, meaning the 2020 Title IX final rule and Title IX regulations are [still] effective.
(See: <https://www.huschblackwell.com/newsandinsights/federal-district-court-vacates-2024-title-ix-regs>)

RECENT ENHANCEMENTS TO ONGOING WORK

COMMITTEE AND TEAM WORK

- 2017 Winthrop University Campus Climate Survey: In Spring 2017, the University launched its Campus Climate Survey convened by 3rd Millennium. The objective of the study was to measure incidence and characteristics of incidents of sexual assault and misconduct among our student population. It also assesses characteristics of perpetrators of sexual violence; evaluates interactions between alcohol use and abuse and incidents of sexual violence; explores students' experiences and perceived reactions to sexual assault incidents; and, assesses knowledge of on-campus and off-campus resources available to victims.
- The survey was open for student participation from March 29th to April 25th 2017. The University invited 5,410 eligible students to complete the Campus Climate Survey. Therefore Winthrop University's first Campus Climate Survey was not based on a sample; all active degree and non-degree seeking students were invited to participate. As an incentive, students who completed the survey entered a raffle for one of five \$25 Starbucks gift cards, or one \$325 Barnes & Noble gift card. As part of the recruitment efforts, a reminder was sent to students on the week of April 10th, and tables with information on the survey were set up in campus common areas at common time during the data collection period. In addition, door hangers were placed in most residence halls to remind students of the importance of their participation in the survey. Recruiters visited large enrollment classrooms to invite students to participate and to answer any questions they might have on the objective of the study as well as on confidentiality and anonymity measures of the campus climate survey. Faculty were informed by the Provost of these efforts and invited to assist in recruitment efforts.
- 2024 Winthrop University Campus Climate Survey: In the Spring of 2024, the University launched its Campus Climate Survey distributed by Vector Solutions following the same aforementioned framework at the 2017 climate survey. The survey generated an over 20% response rate and is currently housed on the University Title IX website.
- Title IX Case Management Workgroup and the Title IX Advisory Council: Under the direction of the new Title IX Coordinator, a "cultural shift" at Winthrop University was introduced. These are all parts of the next steps in the evolution of Winthrop University's ongoing work around issues of interpersonal violence. The purpose of these groups are to provide a multidisciplinary approach to preventing and addressing sexual assault, sexual misconduct, harassment, stalking and interpersonal violence. Using a trauma-informed approach, Winthrop's Case Management Workgroup and Advisory Council will continue to work towards systematic and sustainable changes.
- Title IX Student Ambassadors Initiative: The Office of Title IX and ADA Compliance launched a new student initiative in the fall 2022, which was designed to provide undergraduate and graduate students with a unique opportunity to positively influence the campus climate and culture through the design, development, facilitation, and assessment of workshops, programs, and training aimed at awareness-raising and the prevention of sexual misconduct. It was intended to be an extension of the educational environment and an opportunity to work on an issue that affects all individuals, not only on Winthrop's campus, but globally. Unfortunately, campus response was low, and this initiative is being refocused and rebranded for future implementation.

RECENT ENHANCEMENTS TO ONGOING WORK

TRAINING AND EDUCATION

- Mini Sexual Misconduct Awareness Campaign: As students return to campus each semester, they will arrive to posters, flyers, sandwich boards, and digital screens highlighting data from the Sexual Assault and Misconduct Climate Surveys and/or other relevant resources.
- “Title IX Office Brochure”:¹³ In spring 2023 the Office of Title IX and ADA Compliance created a comprehensive guide to accessing support on and off campus for students. The document is designed as a tool to help individuals navigate the resources available. This document serves as a starting reference point if an individual is unsure what supports are available (or needed) and how to access them.
- Title IX Office Hours: As a pilot program implemented during the fall 2023 semester, the Office of Title IX and ADA Compliance will be collaborating with different affiliate offices requesting to host office hours in their spaces or join students in some other capacity. The goal is to raise awareness about the Office of Title IX and ADA Compliance and to offer an opportunity for students to get to know the University’s Title IX Coordinator in a comfortable environment. This project will continue in future academic years.
- Bystander Intervention Training: In the Spring of 2025, the Office of Title IX and ADA Compliance implemented the ‘Red Flag Campaign’, which is primarily focused on engaging bystanders to ‘say something if they see something’ as well has presented ways to intervene in real-time when they notice potential harmful behaviors.
- Additional Training for Campus Faculty: Beginning in fall 2022, the Title IX Coordinator began visiting with faculty departments to lead trainings on being a mandatory reporter and answer questions about what happens when a report is made to the Office of Title IX and ADA Compliance, as well as provided information about the resources and support available for members of the community, including students, faculty, and staff. The goal is to continue these individualized trainings each semester.
- New Mandatory Training for New Employees: Winthrop University anticipates the updating and revision of mandatory training courses on sexual misconduct and harassment, Title IX, and Clery. All new faculty and staff are now required to complete several online courses dealing with these matters.
- Online and In-person Supplemental Training for Faculty, Staff and Students: The Title IX Coordinator avails himself to all Academic and Administrative Departments, as well as all Student Organizations and Athletic Teams to provide supplemental training.

¹³ <https://www.winthrop.edu/titleIX/>

RECENT ENHANCEMENTS TO ONGOING WORK

NEW STAFFING

- New Title IX Coordinator: Effective November 1, 2021, Winthrop appointed a new Title IX Coordinator and ADA Compliance Officer, Mr. Kevin Russell Sheppard, Sr. Mr. Sheppard came to Winthrop University after having previously served as a Lead Title IX Investigator and Trainer at the University of South Carolina where he was employed for over 16 years, spending 8 years of his employment there also working in the Office of the General Counsel. Since his hire, he has become deeply familiar with Winthrop University, its resources, policies and procedures, and campus community.

RECENT ENHANCEMENTS TO ONGOING WORK

ONLINE UPGRADES

- Title IX and Sexual Misconduct Website: The Title IX website is undergoing continuous updates and upgrades to keep the University community aware of the latest and most accurate information.¹⁴ Students and administrators also worked to fully update and streamline the existing website to be more user and mobile friendly, including a complete reorganization of materials and new information for students.
- Reporting and Data Tracking Systems: In spring 2023, the Office of Title IX and ADA Compliance updated its data-tracking and case management system, called Maxient, to include all University members (faculty, staff, and students). This system increases the efficiency, ease, security, and accuracy of tracking, reporting, and responding to reports of sexual misconduct. This external system has been customized to Winthrop and is used primarily by the University's Title IX Coordinator and Deputy Title IX Coordinators.
- Online Title IX Reporting: Winthrop's online reporting option continues to be enhanced so students, faculty, and staff can more easily report concerns or alleged incidents related to sexual misconduct to the Office of Title IX and ADA Compliance. Such reporting helps ensure that survivors/victims of sexual misconduct understand their options and are made aware of available supports and resources. Reporting also helps the University monitor trends and patterns to more effectively prevent and respond to sexual misconduct and promote a safe campus environment. Reporting online allows community members to report in a comfortable and safe space when they are ready to share.
- Title IX News and Updates (Tidbits): New in spring 2023, the Office of Title IX and ADA Compliance will implemented the periodic dissemination of information called 'Title IX Tidbits' via Winthrop University's Daily Digest listserv, as well via its Faculty/Staff listserv and AllStudents listserv, in order to keep faculty, staff, and students informed of news, updates, and developments related to Title IX and the Title IX office.

¹⁴ <https://www.winthrop.edu/titleIX/>

CONCLUSION

POLICIES AND PROCESSES

- Title IX Sexual Harassment Policy¹⁷: This policy has undergone a thorough review with proper revisions made to make this policy more inclusive in language and application, in reference to the entirety of the Winthrop University Community. (NOTE: Additional revisions to this policy will be necessary to remain in compliance with Federal regulations amendments, Executive Orders, etc., as released)
- Student Sexual Misconduct Policy: This policy (along with the Student Code of Conduct) is used for sexual misconduct that does not meet the criteria to be addressed under Title IX for students. This policy will be continuously reviewed to ensure compliance with Federal regulations amendments, Executive Orders, etc., as released.
See policy here:
<https://www.winthrop.edu/uploadedFiles/Policies/policy-pdfs/students/3.1.2.pdf>
See code of conduct here:
<https://www.winthrop.edu/uploadedFiles/studentconduct/StudentConductCode.pdf>
- Non-Discrimination and Anti-Harassment Policy: This policy is used for sexual misconduct that does not meet the criteria to be addressed under Title IX for employees. This policy will be continuously reviewed to ensure compliance with Federal regulations amendments, Executive Orders, etc., as released.
See policy here:
<https://www.winthrop.edu/uploadedFiles/Policies/policy-pdfs/human-resources/4.412.pdf>

¹⁷ <https://www.winthrop.edu/uploadedFiles/Policies/policy-pdfs/governance/1.1.4.pdf>

CONCLUSION

Conclusion

As displayed in this report, there are many stakeholders responsible for responding to and preventing sexual misconduct in meaningful, comprehensive, and thoughtful ways. Winthrop University remains committed to this enduring challenge, and it is our hope that the information shared in this report will inform this important dialogue moving forward.

QUESTIONS AND COMMENTS

Please share any questions and comments with Kevin Sheppard, the University's Title IX Coordinator and ADA Compliance Officer. He may be reached at:

Kevin Russell Sheppard, Sr.
Title IX Coordinator and ADA Compliance Officer
Winthrop University
256 DiGiorgio Campus Center
Rock Hill, SC 29733
803-323-3928 or 803-833-7743
sheppardk@winthrop.edu or titleix@winthrop.edu
www.winthrop.edu/titleIX/



2024 Campus Climate Survey Results

Survey and analysis conducted by  **Vector**
Solutions

Summary of Survey Respondents

Demographic information about respondents participating in the 2024 Winthrop Climate Survey

Total Participation

1,011

Year in School

First Year Undergrad
24.1%

Second Year Undergrad
18.1%

Third Year Undergrad
20.3%

Fourth Year Undergrad
20.3%

Grad Student
13.1%

Other
2.4%

Race/Ethnicity

Non-White
31.9%

White
68.1%

Gender Identity

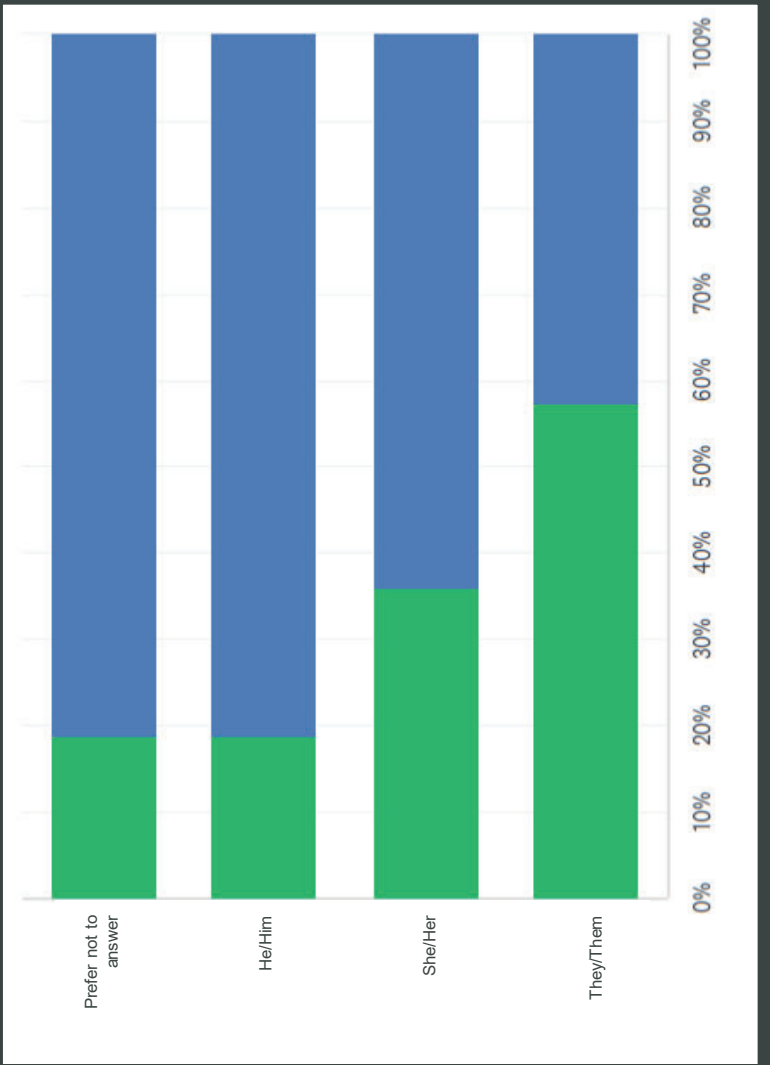
She/Her
72%

He/Him
22.5%

They/
Them
7.5%

Other
1.5%

34% of Respondents Experienced Unwanted Sexual Contact Before Coming to Winthrop

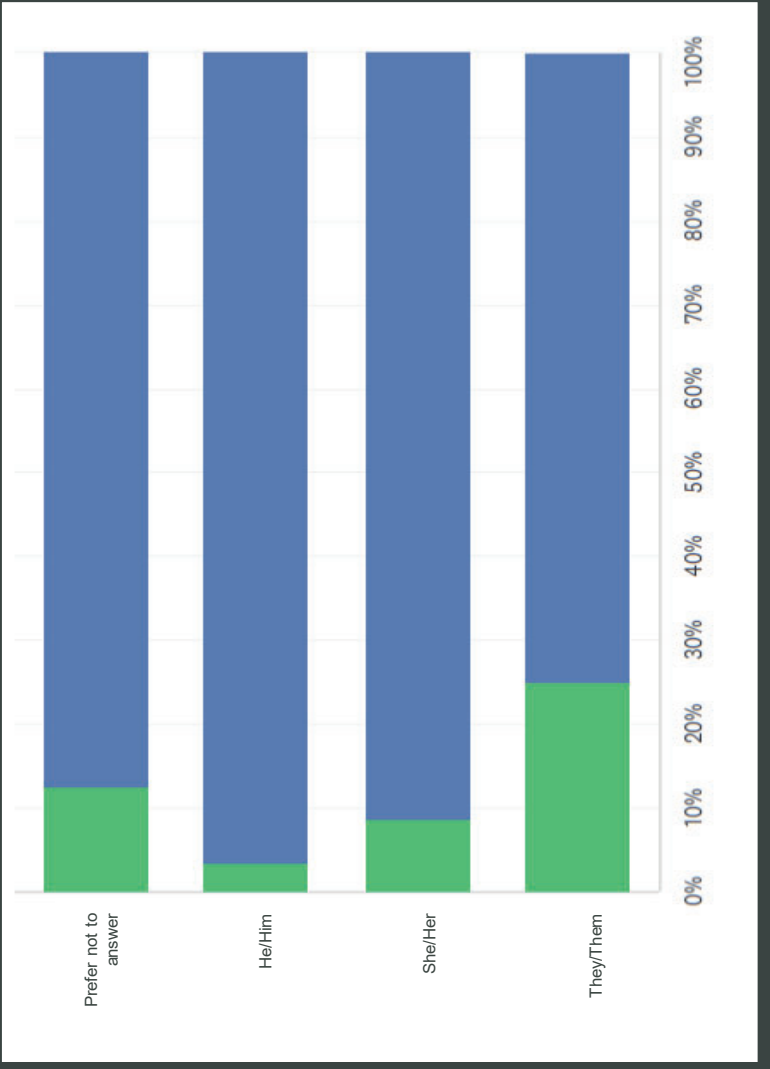


Have you experienced sexual contact without your consent before you became a student at this school?

Yes No

	Yes	No	Total
Prefer not to answer	18.75% 3	81.25% 13	1.79% 16
He/Him	18.91% 38	81.09% 163	22.46% 201
She/Her	35.96% 237	64.04% 422	73.63% 659
They/Them	57.35% 39	42.65% 29	7.60% 68
Total Responses	286	609	895

8.2% of Respondents Experienced Unwanted Sexual Contact Post-Matriculation



Have you experienced sexual contact without your consent since you became a student at this school?

Yes No

	Yes	No	Total
Prefer not to answer	12.50% 2	87.50% 14	1.79% 16
He/Him	3.48% 7	96.52% 194	22.51% 201
She/Her	8.52% 56	91.48% 601	73.75% 657
They/Them	25.00% 17	75.00% 51	7.61% 68
Total Responses	72	821	893

Sexual Assault Survivors Experience a Range of Negative Impacts

Students experiencing unwanted sexual contact before coming to Winthrop are 3 times more likely to experience revictimization post-matriculation

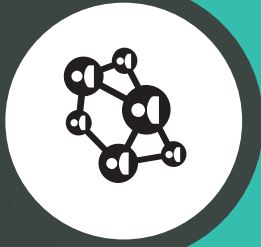


Mental Well-Being

On average, respondents report disruptions to at least 2 areas of their life – school work, relationships, and/or work

89.3%

of respondents report at least one mental health concern after unwanted sexual contact



Relationships

56.9% of respondents report disruptions to social relationships. 50.7% of respondents report disruptions to intimate relationships

90.9%

of respondents report that they knew the person that had unwanted sexual contact with them

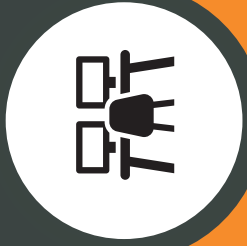


School Work

Almost half (49.2%) of respondents report that the incident had a negative impact on school work

16.1%

of respondents report they *usually* or *always* consider dropping out of school as a result of this incident



Work

18.5% of respondents report that the incident of unwanted sexual contact had a **negative impact on their job**

23.1%

of respondents report retaliation as a result of this incident

Perceptions of Winthrop's Support of Sexual Assault Survivors

In thinking about the event(s) where you experienced unwanted sexual contact without your consent, did your school play a role by...? (select all that apply)

27.2% of respondents who experienced unwanted sexual contact thought their school played a role in the incident

Of the 27.2% of respondents that believed their school played a role in the incident, here are the most common responses:

66.7%	61.1%
Creating an environment in which this type of experience seemed common or like no big deal	Responding inadequately to the experiences reported

Other responses:

- Creating an environment where the experience **seemed more likely to occur** (50%)
 - **Making it difficult to report** the experience (38.8%)
- **Not taking proactive steps** to prevent this type of experience (33.3%)
 - **Covering up** the experience (22.2%)
- **Punishing you** in some way for this experience (e.g., loss of privileges or status) (11.1%)

Exploring the Context of Sexual Assault Experiences at Winthrop

When did the incident occur?

- 63.6% of respondents report that the incident occurred post-matriculation but before the start of the current semester

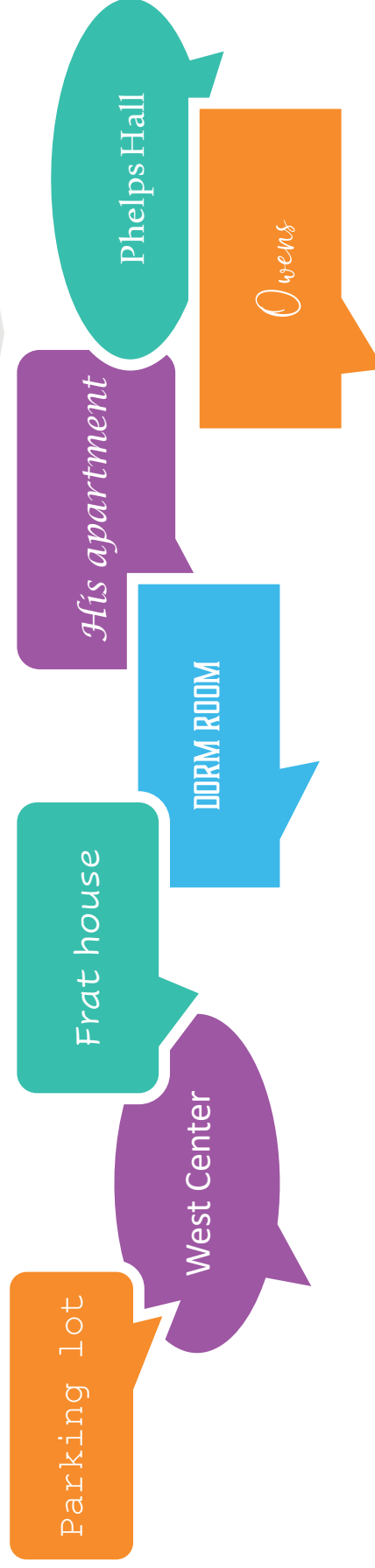
The influence of drugs and alcohol

- 16.9% of respondents report the other person was under the influence of drugs or alcohol
- 25.4% report they were under the influence of alcohol

Where did the incident occur?

- 46.9% of respondents report that the incident occurred on campus
- 37.5% report that the incident occurred near campus
- 15.6% report that the incident happened outside the vicinity of campus

Open-Ended Responses:

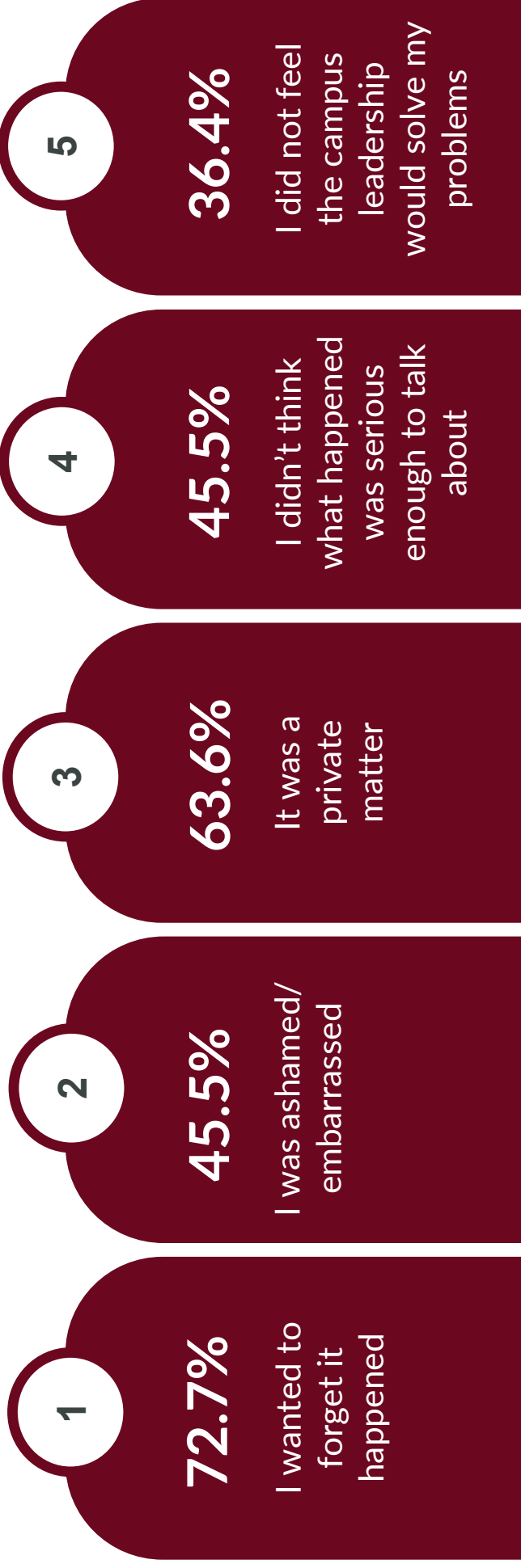


Reporting Experiences of Unwanted Sexual Contact

18.2% of respondents who experienced unwanted sexual contact report telling no one about the incident

There are a lot of good reasons why someone may not tell anyone about an incident of non-consensual or unwanted sexual contact. **What were your reasons?** (select all that apply)

Below are the most common reasons that were chosen.



Reporting Experiences of Unwanted Sexual Contact: Use and Impact of Resources

Did you report the incident to the police?

5.8%

of respondents who experienced unwanted sexual contact reported the event to police

Did you use the procedures available at your school to report the incident?

17.6%

of respondents who experienced unwanted sexual contact used procedures available at Winthrop to report the incident

Did you feel that you were treated fairly through your school's formal procedures?

75%

of respondents who reported the incident to Winthrop felt they were treated fairly in the reporting process

How do you feel your school's formal procedures helped you deal with the incident?

11.1%

Didn't help me at all

22.2%

Helped me a little

33.3%

Helped, but more could've helped

22.2%

Helped me a lot

11.1%

Completely solved the problem

42.4%

of those that experienced unwanted sexual contact utilized medical, counseling, and/or advocacy resources

Did you seek any of the following as a result of the incident? (select all that apply)

25%

sought medical treatment

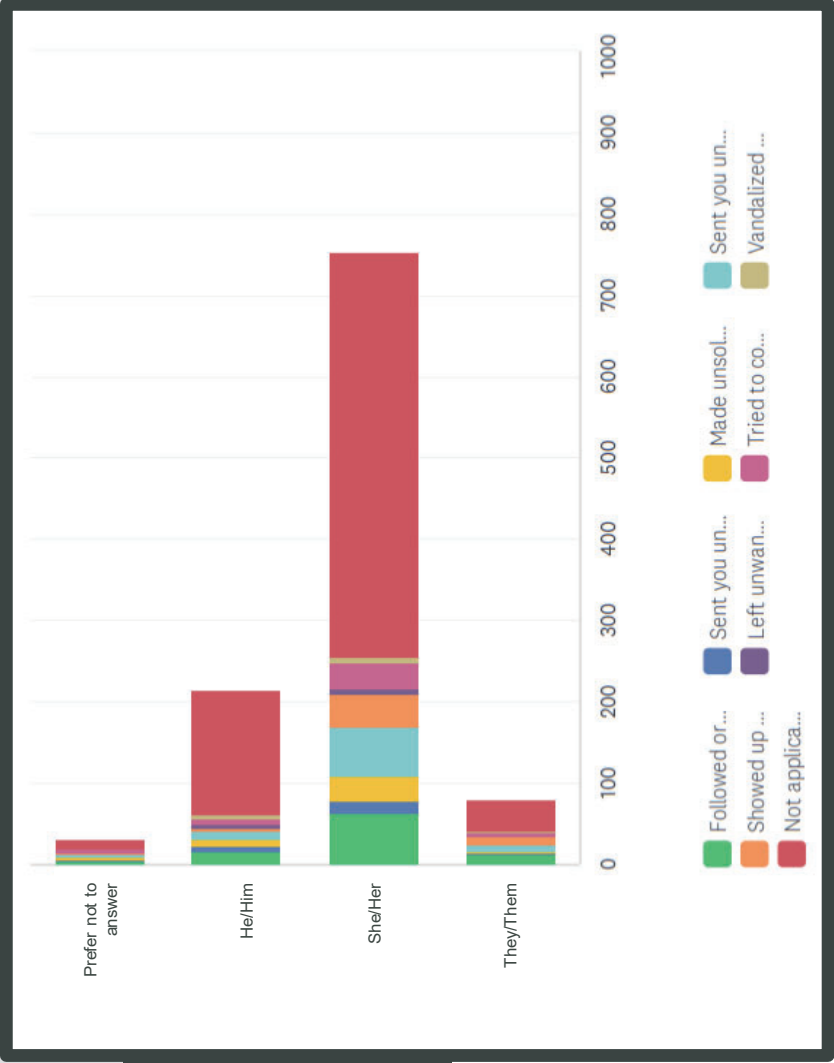
96.4%

sought counseling services

25%

sought advocacy services

Experiences of Stalking



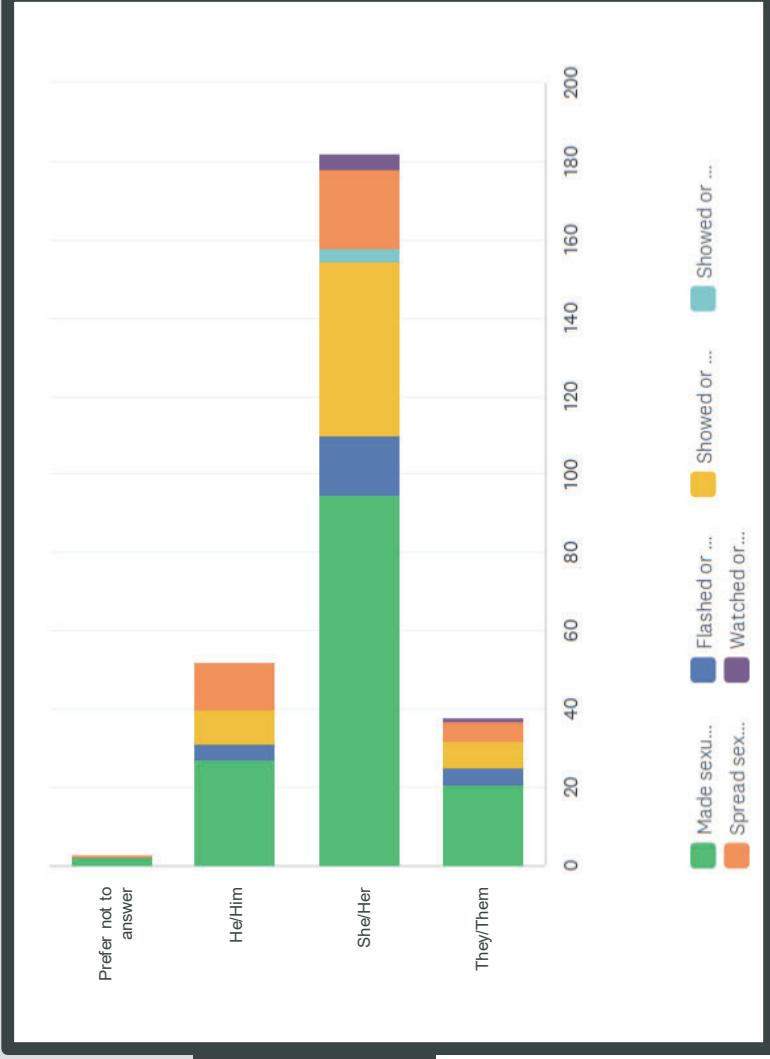
Gender Identity

Not including bill collectors, telephone solicitors, or other sales people, has anyone, of any gender, ever:

- a. Followed or spied on you?
- b. Sent you unsolicited letters or written correspondence?
- c. Made unsolicited phone calls to you?
- d. Sent you unsolicited emails or text messages?
- e. Showed up at places where you were even though they had no business being there?
- f. Left unwanted items for you to find?
- g. Tried to communicate in other ways against your will?
- h. Vandalized your property or destroyed something you loved?
- i. Not applicable – I have not experienced any of these things

Experiences of Harassment

Since the beginning of the current academic year, has anyone done the following to you, either in person or by phone, text message, e-mail, or social media? Please include any experiences, regardless of where they occurred.



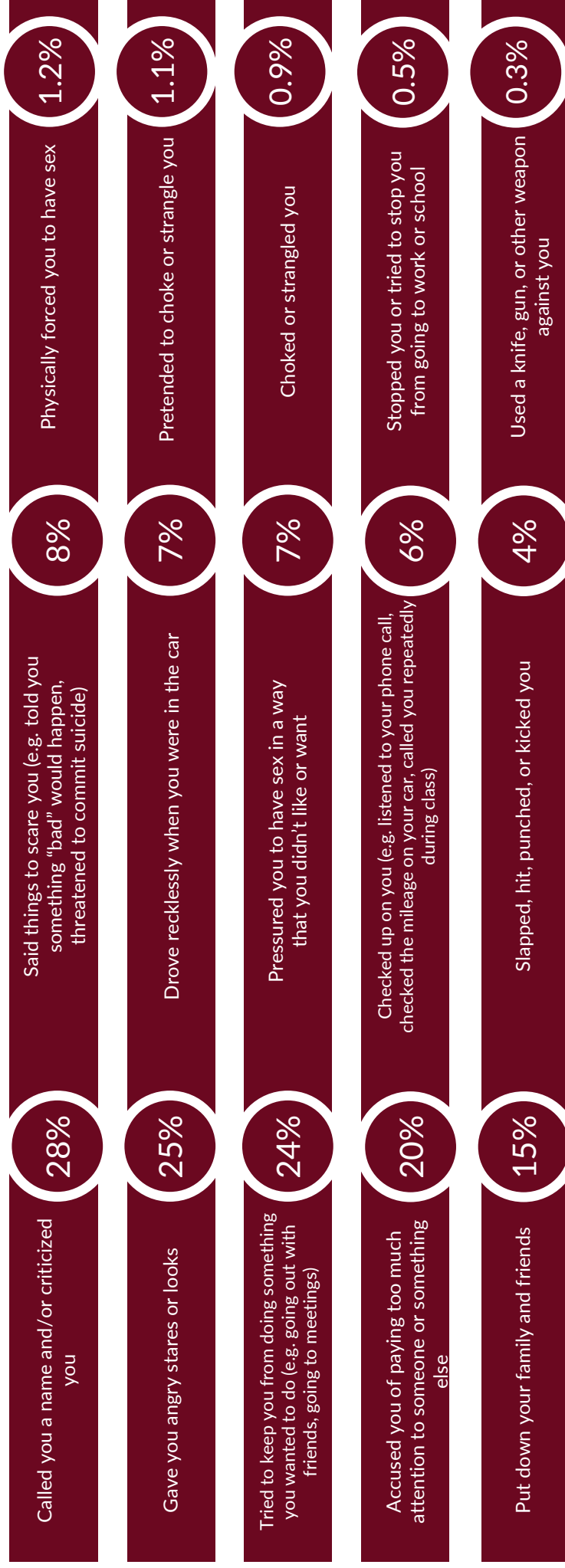
Gender Identity

- Made sexual advances, gestures, comments, or jokes that were unwelcome to you
- Flashed or exposed themselves to you without your consent
- Showed or sent you sexual pictures, photos, or videos that you didn't want to see
- Showed or sent sexual photos/videos of you that you didn't want shared
- Spread sexual rumors about you that you didn't want shared
- Watched or took photos/videos of you when you were nude or having sex, without your consent

Experiences of Relationship Harms

Select a response for each of the items listed below to show your closest estimate of how often your partner has used any of the following behaviors in your current or previous relationship(s) since you became a student at this school.

(Percentages represent respondents reporting experiencing this behavior at least one time)



Campus Environment

Please indicate your level of agreement with the following statements:

Percentages indicate those that chose "Agree" or "Strongly agree" in response to each statement.

Faculty, Staff, and
Administrators respect
what students at
this school think

81.5%

Faculty, Staff, and
Administrators at this
school treat students
fairly

71.5%

Faculty are genuinely
concerned about my
welfare

81.7%

Administrators are
genuinely concerned
about my welfare

58.5%

Campus Environment

Please indicate your level of agreement with the following statements:

Percentages indicate those that chose "Agree" or "Strongly agree" in response to each statement.

I know where to go to
get help regarding
sexual assault at my
school

64.3%

I understand my
school's formal
procedures to address
complaints of sexual
assault

53.9%

I understand where I
can find confidential
support at my school

66.3%

I have confidence
school administrators
will follow the
procedures necessary
to address complaints
of sexual assault fairly

62.7%

Campus Environment

Please indicate your level of agreement with the following statements:

Percentages indicate those that chose "Agree" or "Strongly agree" in response to each statement.

I feel close to people at
this school

62.2%

I feel safe at this school

74.6%

I am happy to be at this
college/university

81.9%

Bystander Intervention

Based on behavior you have observed,
how likely do you think most students at your school would be willing to...

Percentages indicate those that chose "somewhat likely" through "very likely"

Confront other students who make inappropriate or negative sexual
comments/gestures about a person

83.4%

Ask for verbal consent when they are intimate with their partner, even if
they are in a long-term relationship

85.2%

Stop sexual activity when asked to, even if they are already sexually
aroused

83.6%

Check in with a friend who looks drunk when they go to a room with
someone else at a party

88.9%

Say something to a friend who
is taking a drunk person back
to their room at a party.

85.9%

What questions do you still have related to these topics?

Is there an extra layer of oversight that helps administrators improve handling every situation and learn to keep up with changing trends and situations (like handling sexual assault cases against LGBTQ members)?

Should I report a sexual assault if the victim would be endangered by the report?

Should people contact local police or campus police for any incident

Do we have SA survivor support groups on campus? Or any support to help victims feel seen?

Will they ever be taken seriously?

I think it would be helpful to have something sent out fully explaining how to make a report, like a screen recording.

Will this school actually take rape or sexual assault cases seriously? Before I enrolled here, I came across this tik Tok of a girl who was sexually assaulted at Phelps... and how the school didn't take it seriously

AS A GUY, HOW TO HELP/ADVISE FEMALE FRIENDS THAT HAVE HAD UNCOMFORTABLE SEXUAL EXPERIENCES

What can we do better to help people (that experienced) sexual assault?



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