Washington College

Sexual Harassment & Discrimination Title IX Review

Fall 2026

Greg Krikorian, Dean of Students/Title IX Coordinator

Prohibited Conduct

Sexual Harassment & Discrimination - quid pro quo, hostile environment, sexual assault (rape/sodomy), nonconsensual contact, incest, statutory rape, dating violence, domestic violence & stalking

Typical scenarios:

- Student to Student
- Student to Employee
- Employee to Employee
- Off-campus incident

- **STOP-PREVENT-REMEDY**

Red Zone 50% of all sexual assaults occur on college campuses.

Legal & Regulatory intersects

- Titles IV, VII
- Americans with Disabilities Act (504)
- VAWA
- Clery
- State laws
- Department of Education “guidance” and Dear Colleague letters

CONSENT

Consent is defined as an affirmative, knowing, voluntary and mutual decision among all participants to engage in sexual activity.

- Coercion
- Incapacitation
- Withdrawn

Mandated Reporters

ALL staff, faculty and coaches.
RA's & PM's
**Only health professionals & counselors performing their professional responsibilities are exempt.*

PREVENT

Proactive Education, Review of patterns, Partnerships

- ALL new students (4x, within one week of arrival)
- New Employees
- Annual review at staff coffee, faculty meetings, key departments (athletics, SA, PS, AVI)
- Annual February BVG
- Higher Risk student populations & student leadership-athletics, Greeks, SGA, off-campus students, RA's, PM's, peer counselors

Bystander interventions as **THE STRATEGY**

Key Components of our current policy

- ALL members of the campus community under the same policy (including Trustees)
- Prescribed & rigid in protocols/process
- Proximity-based, non-T9 sexual harassment & discrimination
- Live hearing
- Annual training & maintaining records (7 years)

Washington College process (90-120 days)

REMEDY

- Complainant Driven
- Intake
- Formal Complaint
  - Official notice (5 days)
- Supportive Measures
- Investigation
- Draft Investigatory Report (10 days review)
  - Evidence file
- Second Review (5 days)
- Formal vs Informal Resolution
- Pre Hearing meetings
- Adjudication- Three-person panel…**preponderance**
  - Victim impact statement
- Appeal-new evidence, procedural error, gross disproportionate sanctions

Resources vital to Compliance

- Title IX Team
- ATIXA
- Grand River Solutions
- CIC/NASPA
- NCAA
- Vector & UE
- College Legal

WC Reports and Opportunities

Fall 2022 – Spring 2023: 12
Fall 2023 – Spring 2024: 7
Fall 2024 – Spring 2025: 10
Fall 2025 – Spring 2026: 9

Trends/Strategies

- More employee-involved issues
- Success in bystander intervention
- Community education
- Informal Resolutions vs Adjudications
- Legalistic
- Supportive measures-available to all parties

Washington College

Title IX Team

Coordinator
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Pool of trained investigators, advisors & decision makers

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Questions?