

# Sexual Misconduct & Title IX Annual Report

2023 -2024

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The Office of Community, Diversity and Inclusion

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## Message from the Title IX Coordinator

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To Our Maroon Community,

We remain committed to providing our community a safe and welcoming environment where students, faculty, and staff feel included and heard. In matters that involve sexual misconduct and sexual violence, it is our responsibility to provide education and support and to conduct a process that not only addresses concerns but operates in a manner that works toward resolution and prevention and advocates a safe environment for all.

This report shares information about sexual misconduct and Title IX, the types of incidents reported, the outcomes, and explanations for the terms used regarding sexual misconduct and Title IX.

Title IX is a Civil Rights Act and prohibits sex-based discrimination in educational programs and activities, such as activities related to the classroom, in the residence halls, within athletics, student organizations, student financial aid, protections for parenting students, and any college-sponsored programs. Title IX pertains to students, faculty, staff, and visitors to our campus.

This report will also provide insight into the number of incidents and how the College has moved toward Resolution. Please note that we can only provide the information reported to the College.

Eliminating acts of sexual misconduct and Title IX incidents is a community responsibility. All employees of the College, other than the designated Confidential Reporters, are expected to report incidents of sexual misconduct to members of the Title IX Committee or directly to me as the Title IX Coordinator.

As a community, we can work together to prevent, educate, and support members of our community and foster an environment that transforms our culture into one that promotes healthy engagement and safety.

Sincerely,

A handwritten signature in black ink that reads "Teresa J. Ramey". The signature is written in a cursive, flowing style.

Teresa J. Ramey, EdD  
Vice President for Community, Diversity, and Inclusion  
Title IX Coordinator  
[ramey@roanoke.edu](mailto:ramey@roanoke.edu)

## Definitions and Terminology

**Complainant** – Any individual who has reported being or is alleged to be impacted by prohibited conduct and is participating in a Roanoke College program or activity (or attempting to participate) at the time of the alleged misconduct.

**Confidential Reporter(s)** – Members of the campus community who, by their role on campus, are exempt from sharing confidential information. These campus members include the Student Health and Counseling staff, the Chaplain, the athletic training staff, and any outside agency the College has a written agreement for outside counseling services.

**Consent** – The voluntary and willful act of approval. Situations where an individual(s) are unconscious, fearful, or in a position where one cannot respond appropriately for fear of injury or retaliation, are considered void of consent.

**Formal Process or Hearing** – The method for resolving the matter is through a formal hearing process conducted by trained individuals. Hearings require investigation, decision-making, and the option to appeal by either party.

**Informal Process or Facilitated Resolution** – Resolving the matter through mediation with a trained facilitator. Facilitated Resolution must be voluntary for both parties. There is no determination of responsibility; however, any agreements or remedies are confidential between the complainant(s) and the respondent(s).

**Mandatory Reporter(s)** – All employees of the College are obligated to report instances of sexual assault, sexual violence, and sexual discrimination matters to the Title IX Coordinator, either directly or to one of the Deputy Title IX Coordinators (See the listing of all Coordinators on the resource page in this document).

**Respondent(s)** – The individual or group of individuals who allegedly conducted behaviors that could be a possible violation of sexual misconduct or Title IX policies.

**Sexual Assault** - Any nonconsensual sexual act that includes touching, groping, penetration, and violence.

**Sexual Harassment** – Behavior that includes coercion, unwanted attention, and gender harassment of another individual or groups of individuals.

**Stalking** – Unwelcomed conduct directed toward another to cause fear, substantial emotional and physical distress, or a lack of confidence in their safety. Two or more acts can constitute stalking.

**Supportive Measures** - Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons to the Complainant or Respondent to restore or preserve that party's access to the College's educational program or activity.

**Title IX** – The Civil Rights Act protects from sex-based discrimination and any behavior that deprives another of employment, education, and participation in educational activities. Title IX includes students, faculty, staff, and visitors in any educational program in College-owned and sponsored areas.

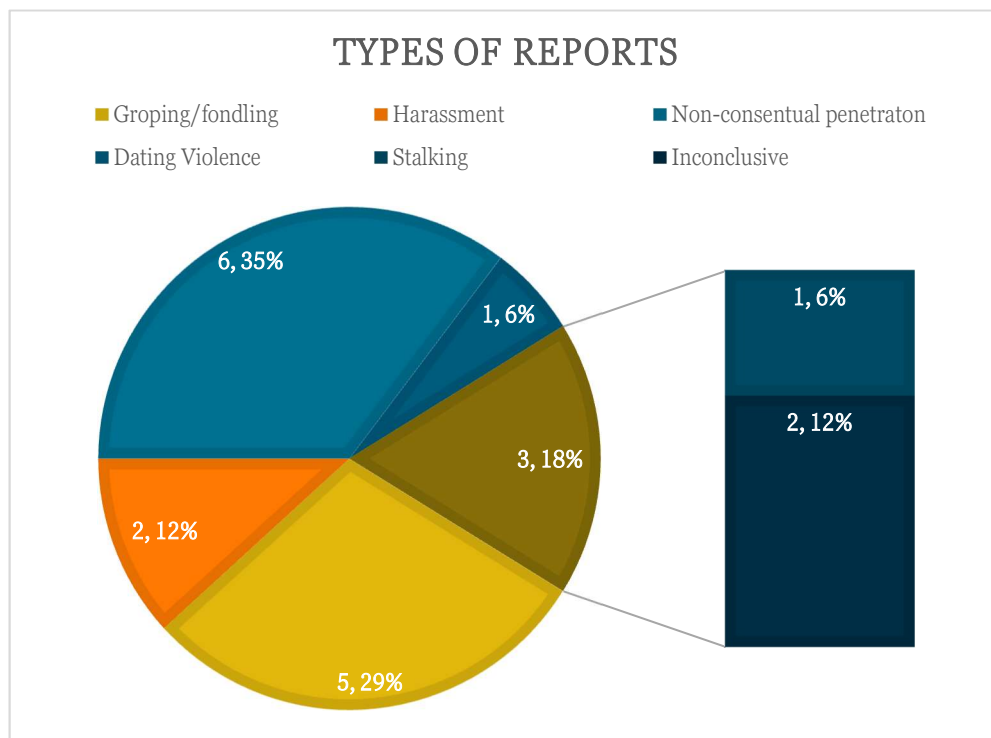


## Our Commitment

The collegiate environment is unique because it comprises diverse people, thoughts, and experiences that impact our interactions. When there are instances that involve sexual misconduct and sexual violence, the College takes all matters seriously and provides several avenues to report, get support, and resolve. Be it in the form of supportive measures, education, resources, or on and off-campus support; we are committed to members of this community and our obligation to Title IX processes to address each matter reported.

### Reports 2023 -2024

During the 2023 – 2024 academic year, there were 17 incidents of sexual misconduct reported to the College. This number is slightly lower than the 24 reports to the College in 2022-2023. Of the 17 incidents, 2 were formal complaints and resolved by informal or facilitated Resolution (mediation). The only formal hearing started in 2023 but was completed in 2024 and included within 2023 data.



### Demographics:

**Complainants** - Of the 17 incidents reported, all 17 were students; 16 of the reports came from students who identified as female, and one report was from a student who identified as male; 16 of the complainants identified racially as Caucasian and 1 of mixed race.

**Respondents** - All of the respondents (accused) were students who identified as male. 16 of the 17 were students and one non-student; 14 of the respondents identified racially as Caucasian, 1 as Asian, and 1 as other.

## Our Response

When a member of our Title IX team receives information about a sexual misconduct incident, an initial meeting is arranged with the person affected, often referred to as the complainant, with the Title IX Coordinator or a Deputy Title IX Coordinator. The initial meeting aims to assist the individual in effectively managing any disruptions the incident may have caused and provide information about possible next steps and options.

### Supportive Measures

In each of the 17 incidents reported to the College, 100% were offered supportive measures that ranged from no-contact agreements to counseling. During the 2023 – 2024 academic year, the College provided no contact orders, academic accommodations, housing relocation, an expedited counseling appointment, an expedited health services appointment, and a request from the Salem Police Department to take a statement on campus in the Campus Safety Office. Please note that if an incident does not meet the criteria for Title IX, supportive measures may, in some instances, be appropriate.

### Processes and Outcomes

It is up to the individual making the report to indicate if it will move to a formal complaint unless there is a potential danger to the campus community. The Title IX Coordinator will make a formal complaint on behalf of the College. That determination is based on various factors and in consultation with Campus Safety. Complainants reported that these incidents location of incidents occurred in residence halls, off-campus, and on the athletic fields.

During the 2023 – 2024 academic year, of the 17 reports, two resulted in formal complaints and were resolved through Facilitated Resolution (mediation). There is no determination of responsibility or findings, and 15 of the 17 reports did not move to a formal complaint and thus stayed in Supportive Measures.

## Education and Training

Supporting members of our community and providing education and resources is a priority. Throughout the 2023-2024 academic year, methods to engage the community and educate come as a result of campus collaborations, such as:

- Annual Resident Assistant training
- New Faculty Orientation
- New Staff Orientation
- New students through the “Voices of Change” online education that includes sexual assault and violence with a bundle that also explores diversity and inclusion
- “Take Back the Night” – The Wellness Peer Education Team
- The Red Flag Campaign (dating violence awareness) – The Wellness Peer Education Team
- What Were You Wearing Exhibit – The Wellness Peer Education Team
- Campus distribution of teal ribbons in recognition of Sexual Assault Awareness Month
- “Swipe Right” (consent and healthy relationships) – The Wellness Peer Education Team
- Title IX Team Training:
  - Title IX certification: Regulations
  - Title IX certification: Investigations
  - Title IX certification: Facilitated Resolution

## Resources and Support

### Title IX Coordinators

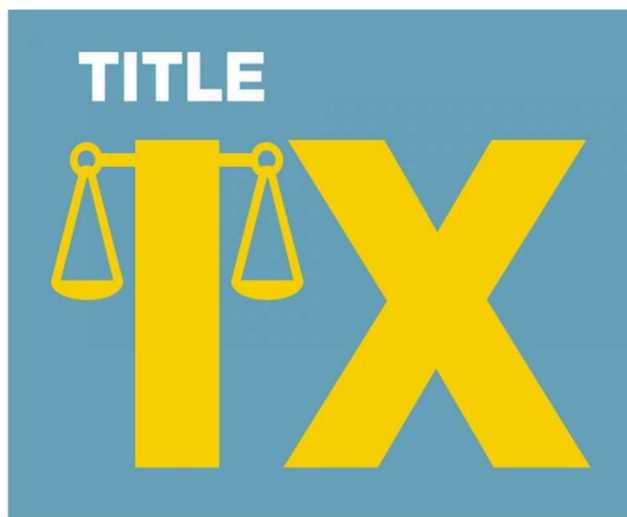
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Amy Perkins, MAEd	Associate Dean of Students / Deputy Title IX Coordinator	<a href="mailto:perkins@roanoke.edu">perkins@roanoke.edu</a>
Michele Vineyard, MA	Senior Director for Human Resources / Deputy Title IX Coordinator	<a href="mailto:vineyard@roanoke.edu">vineyard@roanoke.edu</a>

### Title IX Campus Committee

Teresa J. Ramey, EdD	Title IX Coordinator	Co-Chair
Amy Perkins, MAEd	Deputy Title IX Coordinator	Co-Chair
Michele Vineyard, MA	Deputy Title IX Coordinator	Member
Sandy McGhee, MS, RNCS/FNP	Associate Dean of Students and Director of Student Health and Wellness	Member
Carl Flaherty, MS	Senior Woman Administrator (SWA) and Women's Head Basketball Coach	Member
Thomas Rambo, MS	Dean of Students	Member
Catherine Potter, JD	General Counsel and Advisor to the President	Member

## Additional Resources

Sexual Misconduct and Title IX Policy	<a href="https://www.roanoke.edu/titleix">https://www.roanoke.edu/titleix</a>
Office of Civil Rights	<a href="https://www.hhs.gov/ocr/index.html">https://www.hhs.gov/ocr/index.html</a>
Student Health and Counseling Services	540-375-2286
Title IX Office – Title IX Coordinator	540-444-4535
Dean of Students Office	540-375-2592
Campus Safety	540-375-2310
Anonymous Reporting	<a href="https://forms.roanoke.edu/silentwitness">https://forms.roanoke.edu/silentwitness</a>
Sexual Assault Response and Awareness (SARA)	<a href="https://sararobanoke.org">https://sararobanoke.org</a>



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