

# Title IX Annual Report

2024–25 ACADEMIC YEAR

Susquehanna University is committed to addressing all incidents of sex- and gender-based discrimination and harassment, including sexual assault, stalking, and other forms of interpersonal violence. The primary focus of the University's Title IX office is to respond to reports of prohibited conduct by stopping the alleged behavior; remedying its effects through the provision of resources and support; and preventing its recurrence. The following information provides updates for the Title IX office and details the outcomes of reports received by the Title IX office August 1, 2024, through July 31, 2025.

## 2024 Title IX Regulations and Updated Campus Policy

On January 9, 2025, a federal judge ruled that the 2024 Title IX regulations that became effective August 1, 2024 were unlawful, vacating the rule nationwide. On January 31, 2025, the U.S. Department of Education announced that it would officially be enforcing the 2020 Title IX regulations, and that all colleges and universities receiving federal funding needed to reorient to the previous rule. Accordingly, Susquehanna reinstated its *Policy and Procedures for Addressing Sex and Gender-Based Discrimination and Harassment*, last updated September 5, 2022. This policy underwent a revision process during summer 2025, resulting in the University's current *Title IX, Sexual Assault, & Gender-Based Violence Policy*.

The changes made to the policy include (1) separating the defined Prohibited Conduct definitions into conduct that falls under Title IX-covered prohibited conduct and conduct that falls under community standards prohibited conduct; (2) definitions of prohibited conduct were revised to reflect the National Incident-Based Reporting System (NIBRS) offense classifications as required under Title IX; and (3) the procedures for community-based prohibited conduct were differentiated from the procedures required pursuant to Title IX. Revisions were also made to the policy to reflect the interplay between this policy and the University's *Policy on Harassment and Discrimination*.

## Staffing Updates

The University's Director of Title IX Compliance, Chelsey Eiel, returned from parental leave on September 1, 2025 and resumed full responsibilities in overseeing Title IX compliance, support services, and response efforts. The Title IX Team, including its pool of trained advisors and process administrators, will undergo annual training this fall through nationally recognized organizations specializing in equity and compliance. Additionally, the office continues to strategize around bringing on an additional staff member to assist in response and prevention services.

## Title IX and Sexual Misconduct Prevention Trainings

### STUDENTS

During the 2024-25 academic year, over 1,200 campus community members were trained on consent, bystander intervention, and healthy relationships through the Violence Intervention &

Prevention (VIP) Center. Between August 1, 2024 and July 31, 2025, the VIP Center held 26 prevention/intervention training opportunities reaching a total of 1,246 attendees, as well as 25 awareness/education community tables reaching a total of 576 attendees, for a total 1,792 student interactions with University prevention efforts and programming. The VIP Center's most well attended awareness/education program was Take Back the Night, the culminating event of April's Sexual Assault Awareness Month initiatives, with 116 attendees who reclaimed feeling safe after dark. The VIP Center will be able to continue these efforts in cultivating a culture of consent on campus for the next two years through the Office on Violence against Women (OVW) Campus Grant program's funding of \$375,000 awarded in September of 2024.

## EMPLOYEES

All employees are required to complete annual training on Title IX; as of September 1, 2025, faculty and staff show a 90% completion rate for Title IX training. In addition to the Title IX training, employees are also required to complete annual training modules on the following: Children on Campus: Keeping Minors Safe; Clery Act Overview; Discrimination Awareness in the Workplace; FERPA: Confidentiality of Records; Sexual Harassment: Staff-to-Staff; and Title IX and Sexual Harassment Prevention for Employees. Please note, these training requirements exclude short-term temporary employees, faculty on full sabbaticals, and adjunct faculty.

## Title IX Reported Cases

This information is presented in a deidentified fashion, in alignment with records and information known to the Title IX office at the time of finalizing this report. Categories of reports and case types may change if additional information and/or requests are provided to the Title IX office.

Following is a table of cases reported by semester. Please note that the Title IX office often receives multiple reports for the same incident and consolidates those reports into one case; therefore, the numbers in the first table will not necessarily correspond with those in the second.

Reporting Category	Fall 2024	Spring 2025
Dating violence	7	8
Discrimination on the basis of sex	3	2
Other	2	7
Pregnancy/parenting	1	0
Retaliation	0	0
Sexual assault (including rape and fondling)	8	12
Sexual harassment	13	24
Sexual exploitation	3	4
Stalking	3	5
Unknown	2	0
Total Reports	42	62

The table below shows the outcomes of reported cases by semester.

Reporting Outcome	Fall 2024	Spring 2025
<b>Informational and/or Supportive Measures Only</b>	35	45
<b>Case Transferred to Another Office</b>	4	5
<b>Formal Complaint Filed</b>	3	5
<b>Open Cases</b>	0	0
<b>Closed via Formal Resolution</b>	1	2
<b>Dismissed</b>	0	2
<b>Closed via Informal Resolution</b>	2	1

#### REPORTING CATEGORIES

Summarized definitions of reporting categories follow; full definitions can be found in our policy, which is linked from the [Title IX webpage](#).

Additionally, the 2020 Title IX Regulations adopted the Clery Act's definition of sexual assault and the Clery Act refers to the FBI's National Incident-Based Reporting System (NIBRS) User Manual. The FBI's definition of sexual assault includes forcible and nonforcible sex offenses such as rape, fondling, incest or statutory rape.

#### **Dating Violence**

Violence, including sexual or physical abuse or the threat of such abuse, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim.

#### **Discrimination**

Actions that deprive someone of educational or employment opportunities, access, or benefits.

#### **Sexual Harassment**

Unwelcome conduct on the basis of sex, or that is sexual in nature.

#### **Other**

Alleged behavior or conduct reported to the Title IX Office that does not meet one of these definitions and/or is not based on sex. These cases are referred to appropriate offices to be addressed.

#### **Pregnancy/Parenting**

Title IX ensures the equal treatment of pregnant and parenting individuals.

#### **Retaliation**

Any materially adverse action taken against an individual because they were involved in the disclosure, reporting, investigation, or resolution of a report of Prohibited Conduct.

### **Sexual Assault (Including Rape and Criminal Sexual Contact)**

A range of behaviors, including criminal sexual contact (nonconsensual sexual touching), rape (nonconsensual penetration), incest, and statutory rape.

### **Sexual Exploitation**

Taking nonconsensual, sexual advantage of another, either for one's own advantage or the benefit of a third party.

### **Sexual Harassment**

Unwelcome conduct that is sexual in nature and that interferes with an individual's working or academic experience or creates a hostile working, academic or living environment.

### **Stalking**

Engaging in a course of conduct (two or more acts) directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

### **Unknown**

The details described in the submitted Title IX Report do not clearly identify the type of alleged conduct that occurred, and the Title IX office did not receive any additional response or updated information from the person harmed. Anonymous reports fall into this category.

## **REPORTING OUTCOMES**

### **Formal Resolution**

Resolution was achieved via a University investigation and/or hearing to determine whether policy was violated.

### **Informal Resolution**

Resolution was achieved through the completion of voluntary and mutually agreed upon terms put forward by both Parties.

### **Information Only**

No response was received from the Complainant (person alleging harm) following outreach from the Title IX office.

### **Referral**

For cases where the behavior described does not constitute prohibited conduct as defined under Title IX policy, the case is referred to another appropriate office to address, including to Human Resources, the Bias Process, or Student Conduct.

### **Supportive Measures Only**

The Complainant did not wish to move forward with a resolution process, but received supportive resources such as academic support, a No Contact Notice, or a referral to the Health Center/CAPs. *All Complainants in every reported case are offered supportive measures.*