

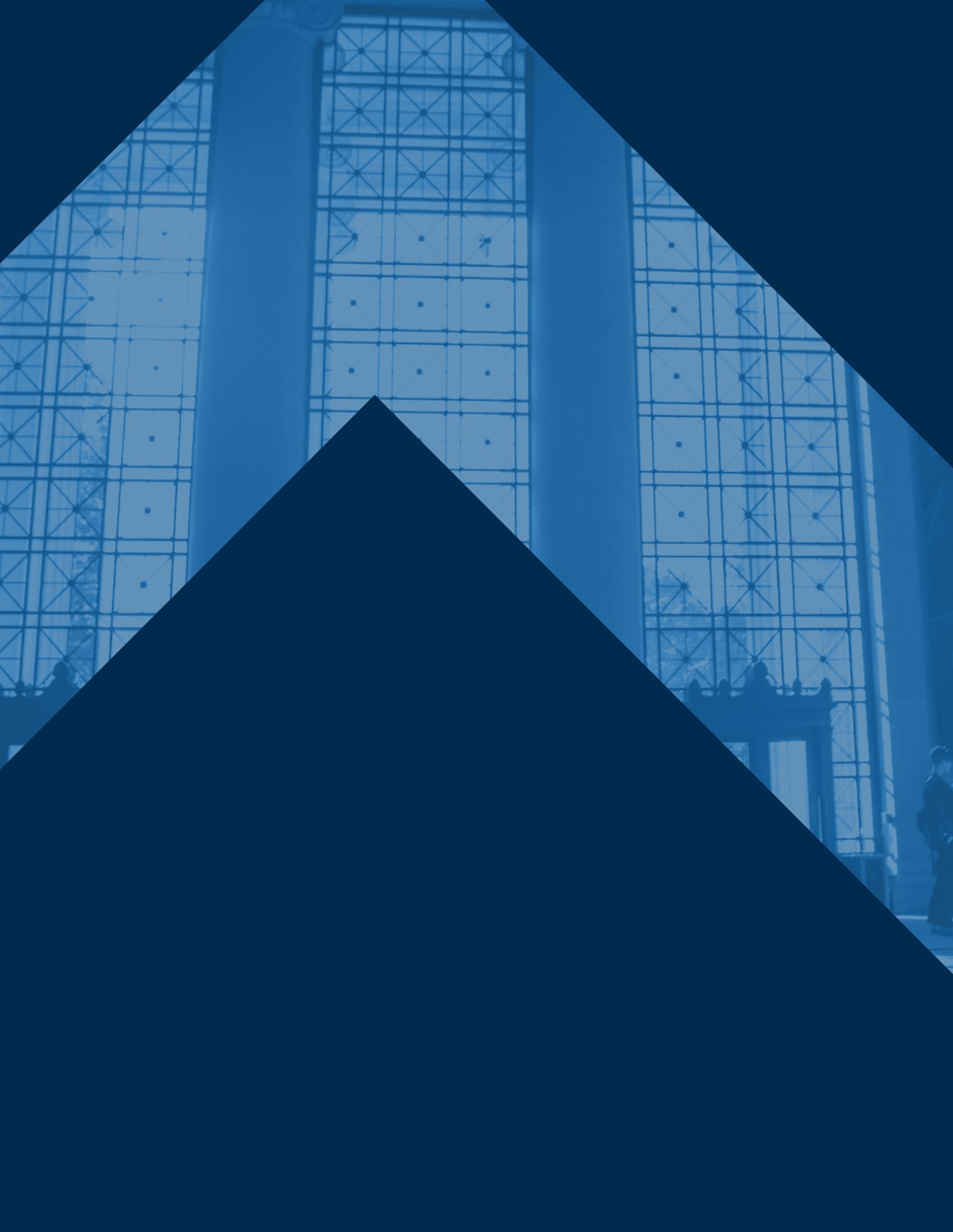


**INSTITUTE  
DISCRIMINATION  
AND HARASSMENT  
RESPONSE OFFICE**

**ANNUAL REPORT**  
**2019-2020 Academic Year**



**INSTITUTE DISCRIMINATION &  
HARASSMENT RESPONSE OFFICE**



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# OUR OFFICE



# DIRECTOR'S MESSAGE



Dear Members of the MIT Community,

Welcome to the fall 2020 semester! While we're living in unusual times, I know we're all here to support each other as we navigate the school year together.

This past academic year, we expanded our scope, becoming the central portal all community members can access when they are concerned they have been subjected to discriminatory treatment at MIT. With our new duties came a new name: the Institute Discrimination & Harassment Response office. In addition to growing our team, we spent time throughout the year redeveloping our website, updating our materials and trainings, and reintroducing ourselves to the MIT community. We're excited to continue this work in the 2020-21 academic year and to build new relationships across campus as we address the impact of discrimination at both the individual and the community level.

Only a few weeks after we'd relaunched as the IDHR Office, COVID-19 arrived and radically changed our approach to community building at MIT. I want to underscore the ways in which the IDHR Office remains a resource in these physically distant times. We know that incidents of discrimination have not stopped just because some of us are not in classrooms, residence halls, labs, or other campus spaces together. The IDHR Office will continue to serve the community this academic year by putting supportive measures in place, leading informal/alternative dispute resolution processes, conducting investigations, and providing ongoing training to community members virtually.

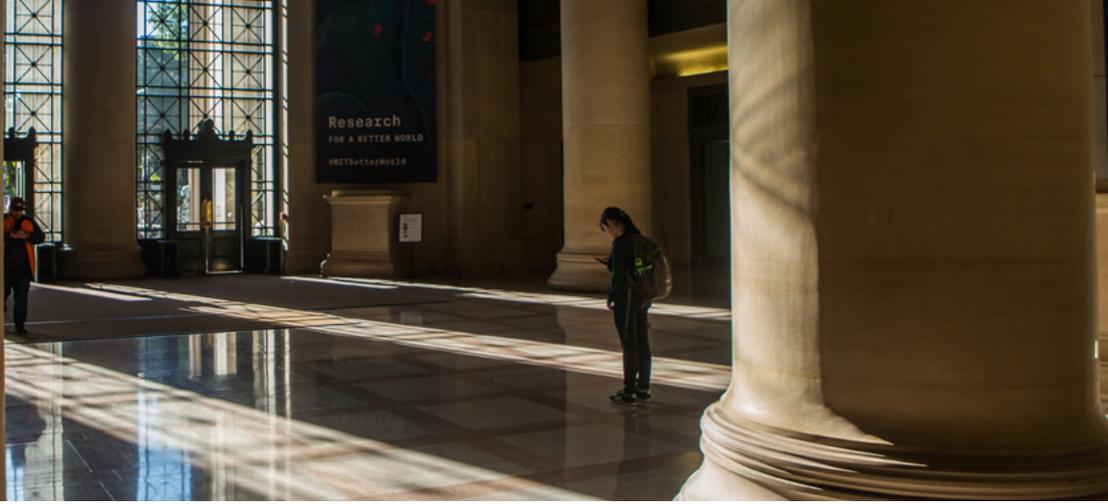
As you may know from the August Institute letter, new federal Title IX regulations now require MIT to follow specific processes when the Institute responds to a report or formal complaint of certain categories of sexual misconduct, referred to as "Title IX Sexual Harassment." While the new regulations mean changes for MIT's policies and procedures, what hasn't changed is our commitment to a process that respects the dignity of all members of our community. Our priorities remain the same: providing fair and equitable processes, repairing harm, and facilitating healing and safety for all members of the community irrespective of race, sex, gender identity/expression, age, ability, religion, socio-economic status, and other facets of identity within our diverse community.

We have an opportunity this academic year to be more intentional about the way we build community in a virtual world. Our hope at the IDHR Office is that everyone in our community makes time to reflect on how we each are showing up to support, include, and welcome one another into the work of solving the world's most challenging problems.

Lastly, I want to thank all of our campus partners who work passionately with the IDHR Office to ensure that MIT stays true to our goal of being an inclusive and welcoming community.

Wishing everyone a successful 2020-2021 academic year,

*Sarah Rankin, Director of IDHR*



## OUR MISSION

MIT is committed to providing a working, living, and learning environment free from discrimination and discriminatory harassment for all community members including students, faculty, and staff. While preventing such incidents is a community-wide responsibility, the Institute Discrimination and Harassment Response Office serves community members who have experienced harm and provides access to supportive measures, resources on or off campus, and resolution pathways including the informal/alternative dispute resolution process or the formal complaint process.

In addition to handling student concerns related to Title IX (sexual assault, sexual harassment, and other forms of discrimination) the IDHR Office is a central resource for the entire MIT community for concerns related to discrimination, discriminatory harassment, and bias. This centralization is part of an Institute-wide effort to streamline informal and formal complaint processes to ensure that a dedicated and well-trained team is available to address incidents and establish a centrally tracked incident report and case management system.

## OUR TEAM



**Sarah Rankin**  
Director & Title IX Coordinator



**Jamie Sinetar**  
Case Manager



**Jay Matthews**  
Administrative Assistant



**Bianca Kaushal**  
Education Specialist

IDHR  
Investigation  
team:



**Sarah Affel**  
Manager of Investigations



**Justin Brogden**  
Investigator



**Courtney Wilson**  
Investigator

# OUR MODEL

Providing engaging, relevant, and informative trainings and workshops.



Providing appropriate supportive measures to individuals to ensure equal access to education and work.

Providing the community with regular updates about prevalent patterns and trends at MIT.

Providing mechanisms for resolution of discrimination and discriminatory harassment.



## DEPUTY TITLE IX COORDINATORS

For concerns specifically related to gender-based discrimination (including sexual harassment, sexual assault, intimate partner violence, and stalking), there are additional, designated community members with whom you may feel more comfortable discussing your experience.

Deputy Title IX Coordinators are trained staff members who are knowledgeable about resources and reporting options available to employees and students at MIT, specifically regarding concerns of gender-based discrimination. The Deputy Title IX Coordinators are available to receive reports alleging violations of the Institute's policy on sexual harassment, sexual assault, intimate partner violence, and stalking.

### For Undergraduate Students

#### DON CAMELIO

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## OUR HISTORY

In 2013, the Institute hired a Title IX Investigator/Coordinator to conduct the intake, investigations, and informal remedies within the Division of Student Life. As students became more familiar with the Title IX procedures, the need for staff and resources grew. The Title IX office was created in 2015, with a staff of three, including a full-time Investigator, Education Specialist, and the Title IX Coordinator.

In 2017, the office's scope changed again, this time to support students with experiences of discrimination on the basis of other identities including race, national origin, and other protected identities. This broadening of scope led to the creation of the Bias Response Team (BRT) which includes community members from across the Institute who meet regularly to process new online reports and determine any necessary intervention strategies. The office added a second Investigator and an administrative assistant to support the office's work.

In 2020, after a comprehensive review of the various systems in place to manage allegations of discrimination against faculty, staff, postdocs, and students, the scope of the office expanded again. In an effort to streamline processes, ensure that a dedicated team is available to address issues, and coordinate reporting information across the Institute, the IDHR Office became MIT's centralized office for students, faculty, and staff with concerns related to discrimination, discriminatory harassment, and bias. The office added two new positions including a Manager of Investigations and a Case Manager. The office is in the process of hiring for an Education Specialist and an Alternative Dispute Resolution Coordinator.

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## TIXSAC

Title IX Student Advisory Committee (TIXSAC) was formed in 2013 to help guide MIT's education and outreach efforts. TIXSAC is made up of undergraduate and graduate students from across the Institute who provide feedback and input to the IDHR Office regarding our messaging and outreach campaigns and help us most effectively engage with the student body around issues of gender equity.

This year, TIXSAC was instrumental in revamping and developing updated stickers for the campus bathroom stalls that reflect key resources for all members of the MIT community and answer important questions that individuals may have about the services of the IDHR Office.

Additionally, TIXSAC provided feedback on numerous projects including the Association of American Universities (AAU) Campus Climate Survey data, the new Title IX regulations, and relaunching T9BR as the IDHR Office to get the word out to students on campus.

# OVERVIEW OF INCIDENT DATA



## DEFINITIONS & TERMS\*

Gender-Based or Sex-Based Discrimination is discrimination based on an individual's sex or gender (including discrimination on the basis of pregnancy). Under the umbrella of "Gender-Based or Sex-Based Discrimination" are the following terms.

**Sexual Misconduct:** A range of behaviors including non-consensual penetration, nonconsensual contact and sexual exploitation.

**Non-Consensual Penetration:** Nonconsensual sexual penetration is the sexual penetration or attempted sexual penetration of any bodily opening with any object or body part without effective consent.

**Non-Consensual Contact:** Nonconsensual sexual contact is any physical contact with another person of a sexual nature without effective consent, including touching someone's intimate parts (such as genitalia, groin, breast, or buttocks, either over or under clothing); touching a person with one's own intimate parts; or forcing a person to touch another's intimate parts.

**Exploitation:** Sexual exploitation means taking sexual advantage of another person and includes:

- Providing alcohol or other drugs to someone without that person's knowledge, or unreasonably pressuring the person to consume alcohol or drugs, with the purpose of causing incapacitation in order for one to take sexual advantage of the person.
- Recording, photographing, transmitting, or allowing another to view images of private sexual activity and/or the intimate parts of another person without effective consent.
- Allowing third parties to observe private sexual acts without effective consent.
- Voyeurism, including by electronic means.
- Indecent exposure.
- Knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV, without their knowledge.

**Sexual Misconduct: Other:** Sexual misconduct that does not meet MIT's definition of the following sexual misconduct subcategories: non-consensual penetration, nonconsensual contact, and sexual exploitation. This category is used when the IDHR Office does not have enough information re-categorize the incident in the above-mentioned categories.

**Intimate Partner Violence:** Actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse that would cause a reasonable person to fear harm to self or others.

**Stalking:** More than one instance of unwanted attention, harassment, physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could be reasonably regarded as alarming or likely to place that individual in fear of harm or injury.

**Sexual Harassment:** Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct has the purpose or effect of unreasonably interfering with an individual's working conditions, academic experience, or living conditions; or of creating a hostile working, academic, or living environment.

**Other Gender-Based Discrimination:** Discrimination on the basis of gender not described above.

**Title IX: Other:** Reports where it is unclear if alleged behavior or conduct was based on gender (e.g., loud arguments reported by concerned neighbors as possible domestic violence).

Discrimination & Discriminatory Harassment, as used in this Annual Report, is discrimination based on other legally protected categories or facets of an individual's identity, including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin. It does not include discrimination on the basis of gender or sex.

**Discrimination & Discriminatory Harassment: Other:** Incidents reported that did not contain sufficient information to be categorized under another category of protected class.

**Employee:** Faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars.

*(continued on next page)*

\* Summarized definitions are based on Institute Policies. Complete policies and definitions can be found at [idhr.mit.edu](http://idhr.mit.edu).

## DEFINITIONS & TERMS continued\*

**Student:** Students enrolled for undergraduate degree programs, graduate degree programs, and visiting students.

**Incident Report/Case:** When the IDHR Office is notified of a situation via our online reporting form, the MIT Hotline, email, phone, referral, or via responsible employee. Not all incident reports result in the formal complaint process. “Reporting an Incident” simply means letting the IDHR Office know something has occurred. The data compiled for this report includes all incidents shared with the IDHR Office in the 2019-2020 academic year.

**Respondent:** The individual(s) accused of violating an MIT policy.

**Complainant:** The individual(s) reporting an alleged MIT policy violation.

Case Trajectory: Sections of the annual report will elaborate on how incidents were addressed when the IDHR Office was notified.

**Information Only:** The IDHR Office is contacted by or connected to many individuals who would like information about support resources and reporting options but do not want additional action taken at this point in time. This may also include anonymous reports that the IDHR Office was unable to follow up on.

**Informal Resolution:** The Complainant can request informal remedies and supportive measures including housing, workplace, and academic modifications. Informal Resolutions also includes resolutions facilitated by the IDHR Office or in consultation with the IDHR Office.

**Formal Complaint Process:** The Formal Complaint Process can be initiated to determine whether an MIT policy was violated. The process may include investigation, adjudication, and sanctioning, if appropriate. For more information about current formal complaint processes, please visit the IDHR Office's [website](#).

\* Summarized definitions are based on Institute Policies. Complete policies and definitions can be found at [idhr.mit.edu](http://idhr.mit.edu).

## IDHR PRELIMINARY REVIEW OF ALL REPORTS

When the IDHR Office receives an anonymous report, the Institute may be limited in its ability to respond. However, each anonymous report is assessed to determine if follow up with a named person or DLC is appropriate and possible while maintaining the reporting parties, request for anonymity.

The IDHR Office will, where possible, initiate at least one of three responses: (1) Offering supportive measures; (2) An Informal/Alternative Dispute Resolution; or (3) A Formal Complaint process, including an investigation and resolution. The IDHR Office will consult with the Complainant, where possible, to determine whether the Complainant prefers a Supportive Measures response, an Informal/Alternative Dispute Resolution, or the Formal Complaint process.

One of the benefits of a centralized office is the ability to track a pattern of repeated concerns about the same individual or same environment. The IDHR Office utilizes a database to help identify such patterns of conduct and will work closely with community partners to gather relevant information they have when reviewing reports. For an employee, this preliminary review could include consulting with a DLC to review past concerns raised, performance reviews, grading trends, or course evaluations to inform the decision on appropriate next steps. For a student, this could include consulting with the Office of Student Conduct and Community Standards or other Student Life staff to review past conduct concerns raised to determine next steps.

This preliminary review process enables the IDHR Office, with the support of community partners in the DLCs or DSL, to take a holistic approach to reviewing reports and, where appropriate, identify early educational interventions for troubling conduct that does not yet rise to the level of a conduct policy violation, and to identify situations involving repeat concerns that may require a formal complaint (through an Administrative Complaint process) to appropriately address.

## FORMAL COMPLAINT INITIATED BY THE IDHR OFFICE

Generally, the Formal Complaint is submitted by the individual Complainant, but the Formal Complaint process can also be initiated by an Administrative Complaint submitted by the IDHR Office when: (1) a concern is raised about an MIT staff member or faculty member by a non-MIT community member who cannot submit a complaint under P&P, Section 9.8, or (2) the individual who was allegedly subjected to the reported conduct does not want to file a Formal Complaint, but, in the judgment of the IDHR Office, the concern warrants investigation.

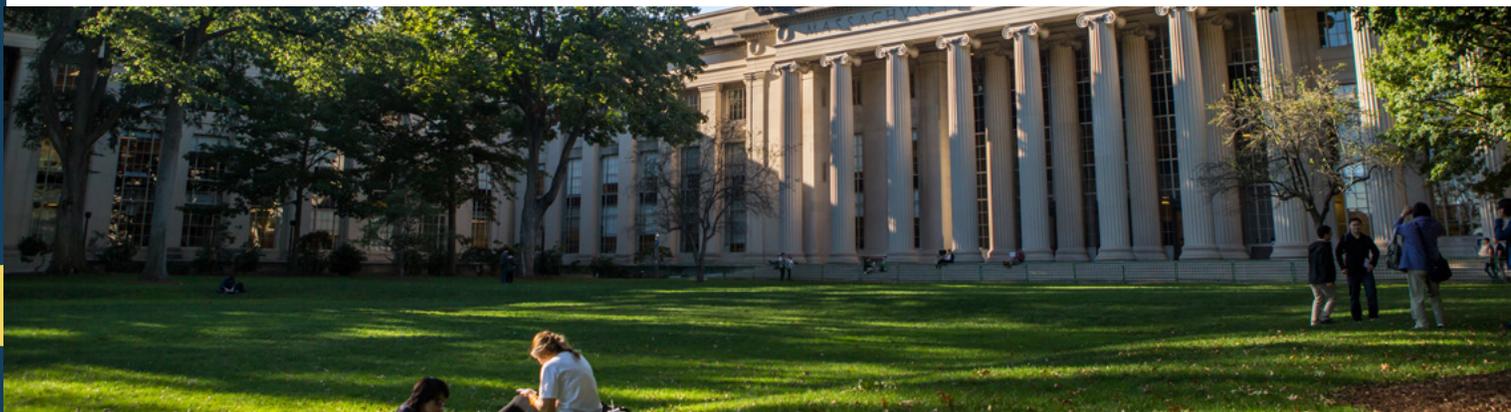
In matters where a faculty member or staff member is accused (i.e., is the Respondent), a non-MIT community member cannot file a Formal Complaint on their own. Instead, a non-MIT community member can come to the IDHR Office and request that the IDHR Office initiate an Administrative Complaint or request Informal/Alternative Dispute Resolution. Examples of instances where the IDHR Office could initiate an Administrative Complaint where the impacted person was a non-MIT community member include, but are not limited to:

- An allegation that a faculty member engaged in sexual harassment at a conference and the impacted person was a student at another school;
- An allegation that a staff member engaged in racist conduct directed at a campus visitor; or
- An allegation that a current MIT employee engaged in serious misconduct against another MIT community member in the past while both were MIT community members, but the impacted person has since left MIT.

The IDHR Office can also initiate an Administrative Complaint when the impacted person does not want to file a Formal Complaint and, in the judgment of the IDHR Office, the concern cannot be meaningfully addressed without a formal complaint process. The IDHR Office does not take this decision lightly and is very aware that each individual circumstance is unique and that each impacted person deserves to be respected and empowered. The IDHR Office considers many factors, in consultation with the impacted person(s) whenever possible, before initiating the formal complaint process over the impacted person's objection or without their permission. In determining whether to file an Administrative Complaint, the IDHR Office will weigh a Complainant's request not to proceed with a Formal Complaint with MIT's commitment to provide a reasonably safe and non-discriminatory environment and will consider a range of factors, including:

- Whether there is a compelling risk to the health and/or safety of the Complainant and/or the community that may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons and/or violence, or other factors.
- Whether other appropriate steps can be taken, without a Formal Complaint process, to eliminate the reported conduct, prevent its recurrence, and remedy its effects on the Complainant and/or the community. Those steps may include offering appropriate supportive measures and accommodations to the Complainant, providing targeted training or prevention programs, and/or providing or imposing other non-disciplinary remedies tailored to the circumstances as determined by the IDHR Office.
- The effect that non-participation by the Complainant may have on the availability of evidence and MIT's ability to pursue a Formal Complaint process fairly and effectively.
- Whether MIT is compelled to act on an allegation of employee misconduct irrespective of a Complainant's wishes.

See the [IDHR Office Investigation Guide, Section 5.3](#), to see this section in its full form.



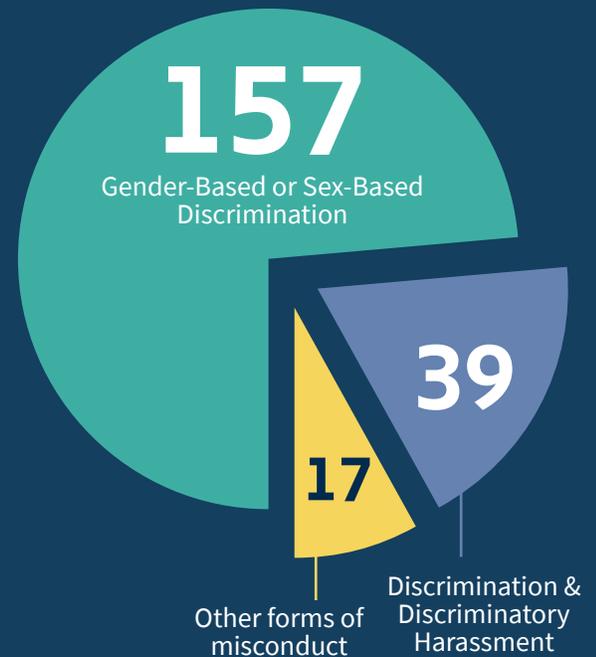
## TOTAL REPORTS TO IDHR FOR 2019-2020 ACADEMIC YEAR

Our annual report has been updated this year to better reflect the changes in our expanded scope. This first section of the report represents all of the incidents that the IDHR Office was notified through a variety of sources including direct incident reports via responsible employees and referrals from Human Resources. In total, the IDHR Office received 213 incident reports that are broken down into three broad categories:

1. Gender-Based or Sex-Based Discrimination;
2. Discrimination and Discriminatory Harassment; and
3. Other forms of misconduct.

Because the 2019-2020 academic year was the first time the IDHR Office served as a central office for all community members, we do not have comparable data from previous years.

Total Incident Reports = 213



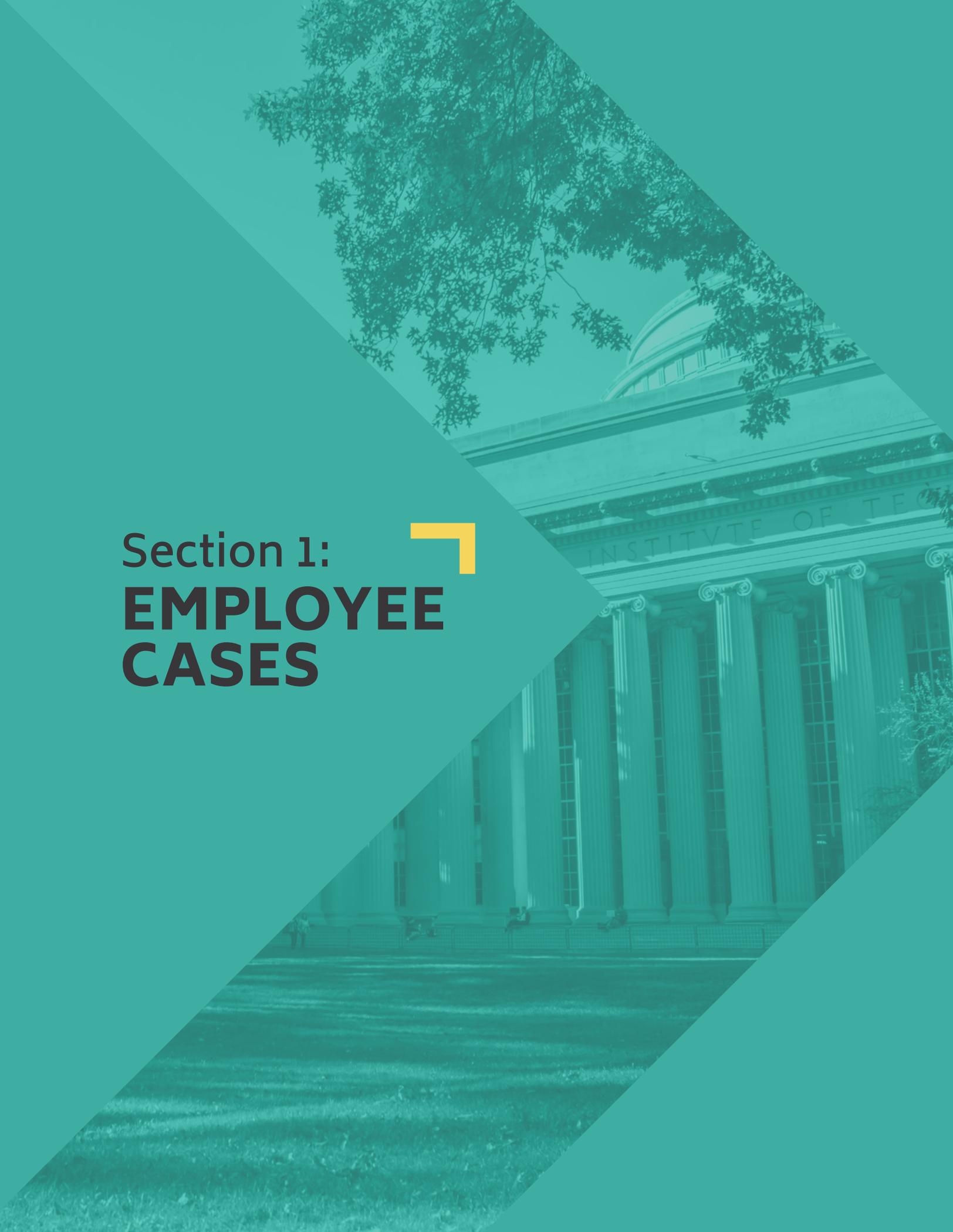
## OVERVIEW OF ANNUAL REPORT SECTIONS

An important factor in the way that the IDHR Office records and captures data is based on the identity of the Respondent or responding party in an incident. The following sections of this report are broken down as follows:

1. Allegations against Employees (this includes Faculty and Postdoctoral Scholars)
2. Allegations against Students (this includes undergraduate and graduate students)
3. Reports that did not meet the definitions of discrimination or discriminatory harassment that involved MIT community members.

Sections 1 and 2 will contain data on both Gender-Based or Sex-Based Discrimination and Discrimination & Discriminatory Harassment. Section 3 combines student and employee data together to represent the smaller number of reports we received that fell outside of the definition of discrimination based on a protected class. Each section will contain data on affiliation, case trajectory, and case outcomes, if relevant.





Section 1:  
**EMPLOYEE  
CASES**



## TOTAL REPORTS FOR EMPLOYEE CASES

Employees at MIT include faculty members, senior research scientists, senior research engineers, senior research associates, staff members, and postdoctoral scholars. In the 2019-2020 academic year, the IDHR Office received 72 incident reports that involved allegations against an employee at MIT. These incident reports in the Employee section are categorized into two subsections.

- 1. Gender-Based and Sex-Based Discrimination:** sexual misconduct, sexual assault, sexual harassment, intimate partner violence, and stalking, other-gender based discrimination, and Title IX: other.
- 2. Discrimination & Discriminatory Harassment:** discrimination and discriminatory harassment or bias on the basis of a protected class including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin (excluding discrimination on the basis of gender or sex).

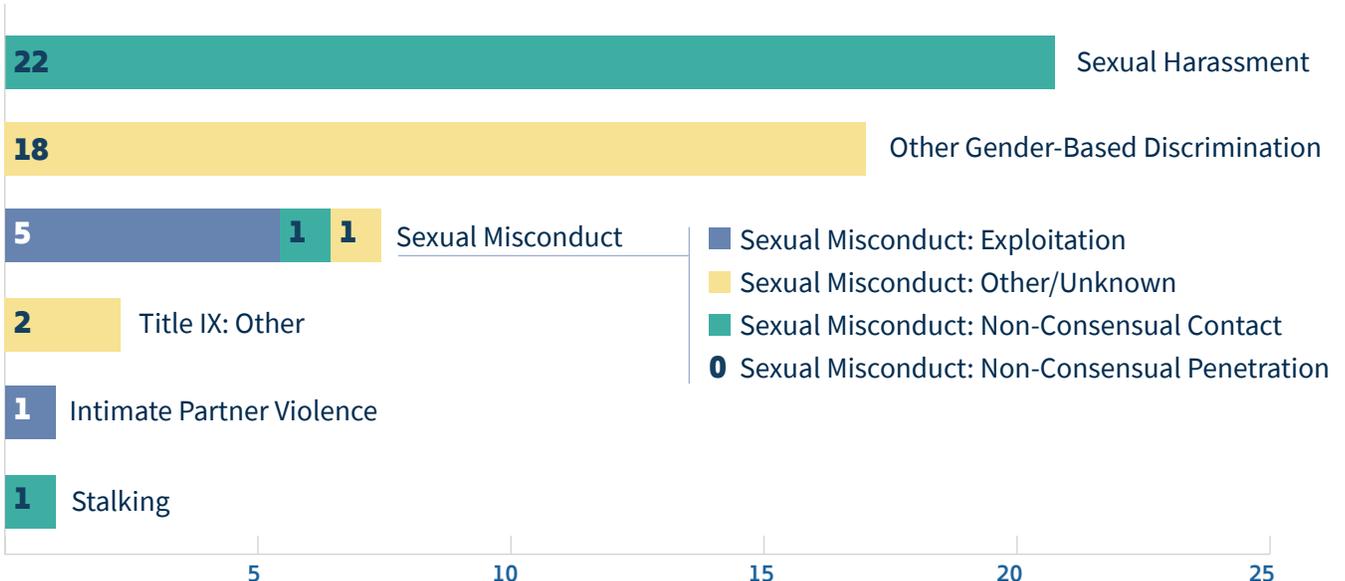


## GENDER-BASED OR SEX-BASED DISCRIMINATION

### Types of Cases

This subsection details the nature of the gender-based and sex-based discrimination reports involving employees reported to the IDHR Office during the 2019-2020 academic year. The categories include sexual misconduct, sexual harassment, intimate partner violence, stalking, other gender-based discrimination, and Title IX: Other. Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. There were a total of 51 cases reported to the IDHR Office.

- Other Gender-Based Discrimination** is a category used to describe discrimination that is based on gender but does not meet the definitions of the other categories.
- Title IX: Other** includes reports where it is unclear if alleged behavior or conduct was based on gender (e.g., loud arguments reported by concerned neighbors as possible domestic violence).



# AFFILIATION

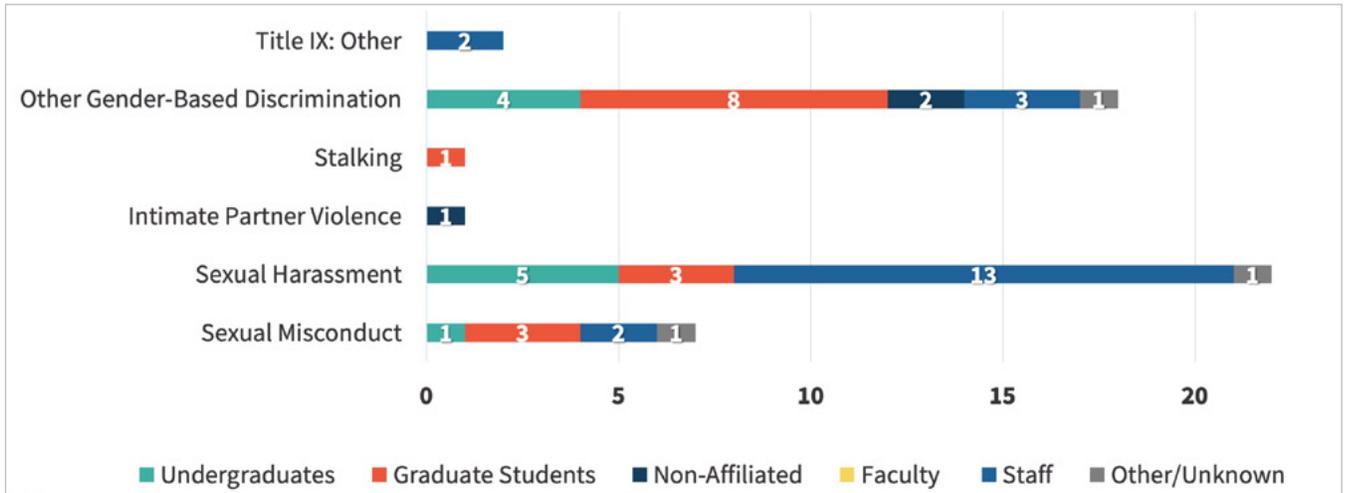
## Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of gender-based or sex-based discrimination against employees at MIT. Some statistics are highlighted below.

**Sexual Misconduct:** 57% of Complainants were **students**.

**Sexual Harassment:** 59% of Complainants were **staff members**.

**Other Gender-Based Discrimination:** 44% of Complainants were **graduate students**.



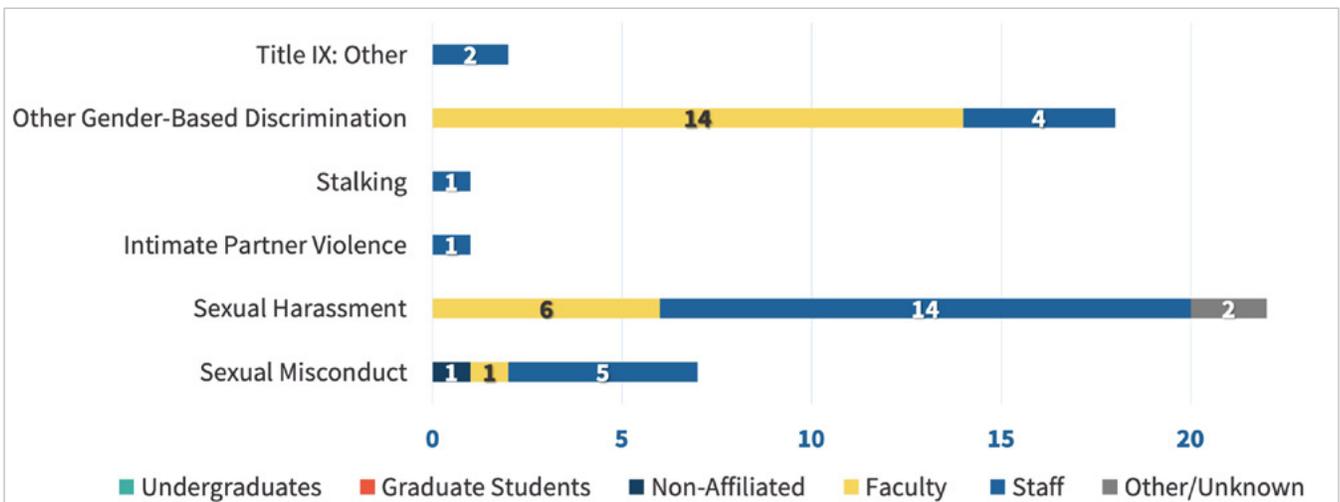
## Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of gender-based or sex-based discrimination against employees at MIT. Some statistics are highlighted below.

**Sexual Misconduct:** 71% of Respondents were **staff members**.

**Sexual Harassment:** 64% of Respondents were **staff members** and 27% were **faculty members**.

**Other Gender-Based Discrimination:** 78% of Respondents were **faculty members**.



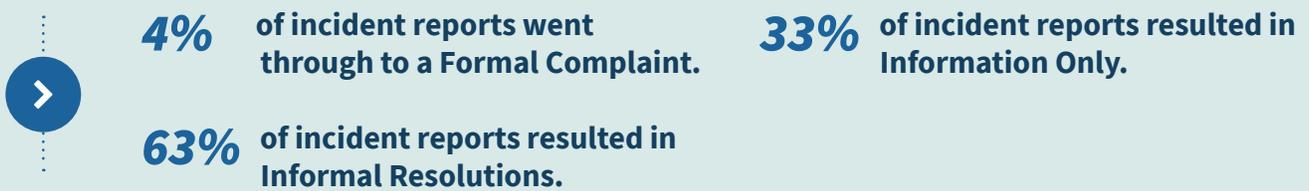
# CASE TRAJECTORY

This figure depicts the trajectory of the 51 cases of allegations of gender-based or sex-based discrimination against employees at MIT.

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT’s Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

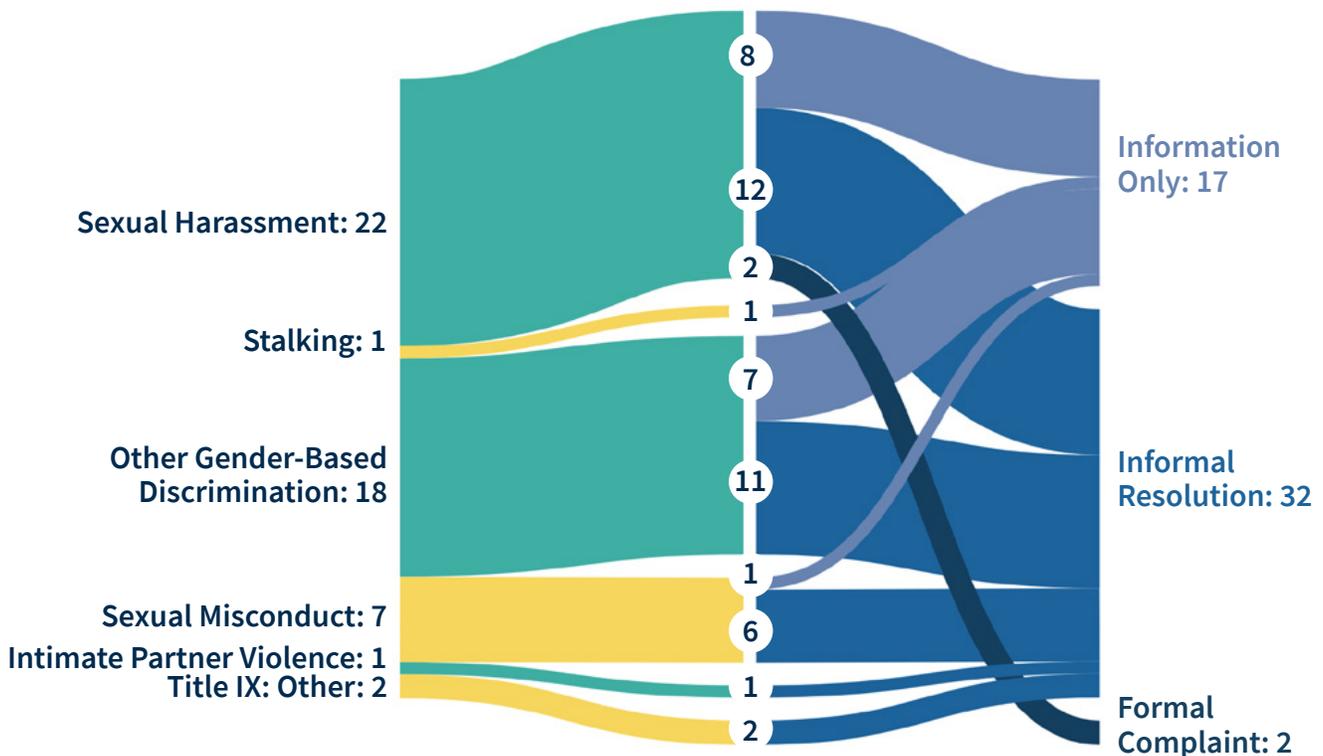
**Informal Resolution:** The Complainant requested informal remedies or supportive measures including workplace modifications, academic support, an educational intervention, or no-contact orders. Informal Resolutions also includes resolutions facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.



Each case is assessed to determine if MIT needs to take additional action beyond the Complainant’s request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

## Total Incident Reports: 51

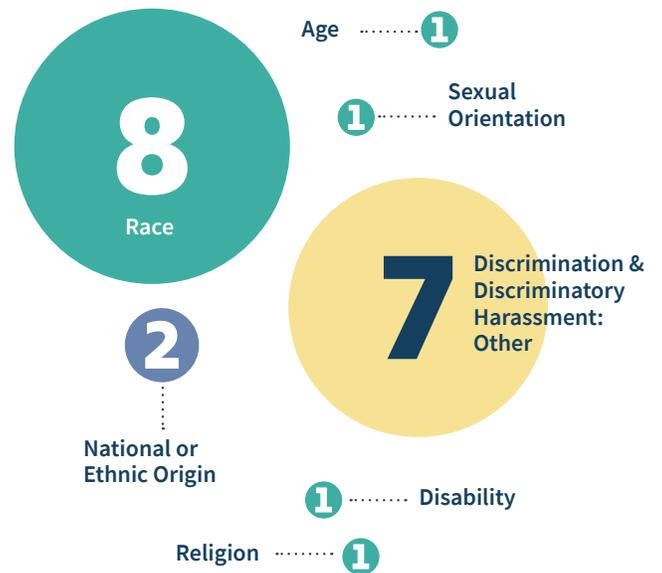


# DISCRIMINATION & DISCRIMINATORY HARASSMENT

excluding discrimination on the basis of gender or sex

## Types of Cases

This subsection details the nature of the discrimination or discriminatory harassment reports that do not include sex- or gender-based discrimination against employees during the 2019-2020 academic year. The categories include race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin, and discrimination & discriminatory harassment: other. The category “Discrimination & Discriminatory Harassment: Other” is used to describe incidents reported that did not provide sufficient information to be categorized under another category of protected class. There was a total of 21 cases reported to the IDHR Office.

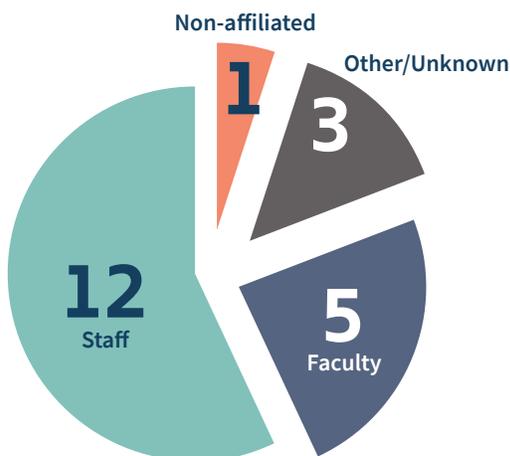
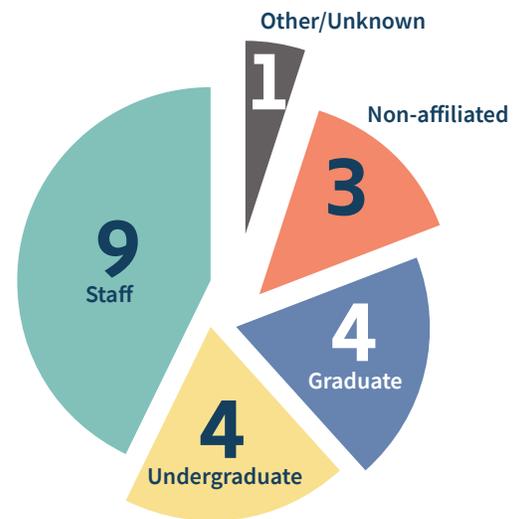


## AFFILIATION

### Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party at the time of the incident in allegations of discrimination or discriminatory harassment against employees at MIT. Some statistics are highlighted below.

- ▶ **43%** of Complainants were staff members.
- ▶ **38%** of Complainants were students.
- ▶ **14%** of Complainants were non-affiliated.



### Respondent

This figure outlines the MIT affiliation of the Respondent or responding at the time of the incident in allegations of discrimination or discriminatory harassment against employees at MIT. Some statistics are highlighted below:

- ▶ **57%** of Respondents were staff members.
- ▶ **24%** of Respondents were faculty members.

## CASE TRAJECTORY

This figure depicts the trajectory of the 21 cases of allegations of discrimination or discriminatory harassment against employees at MIT.

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested informal remedies or supportive measures including workplace modifications, academic support, an educational intervention, or no-contact orders. Informal Resolutions also include resolutions facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

**5%** of incident reports went through to a formal complaint.

**62%** of incident reports resulted in Informal Resolutions.

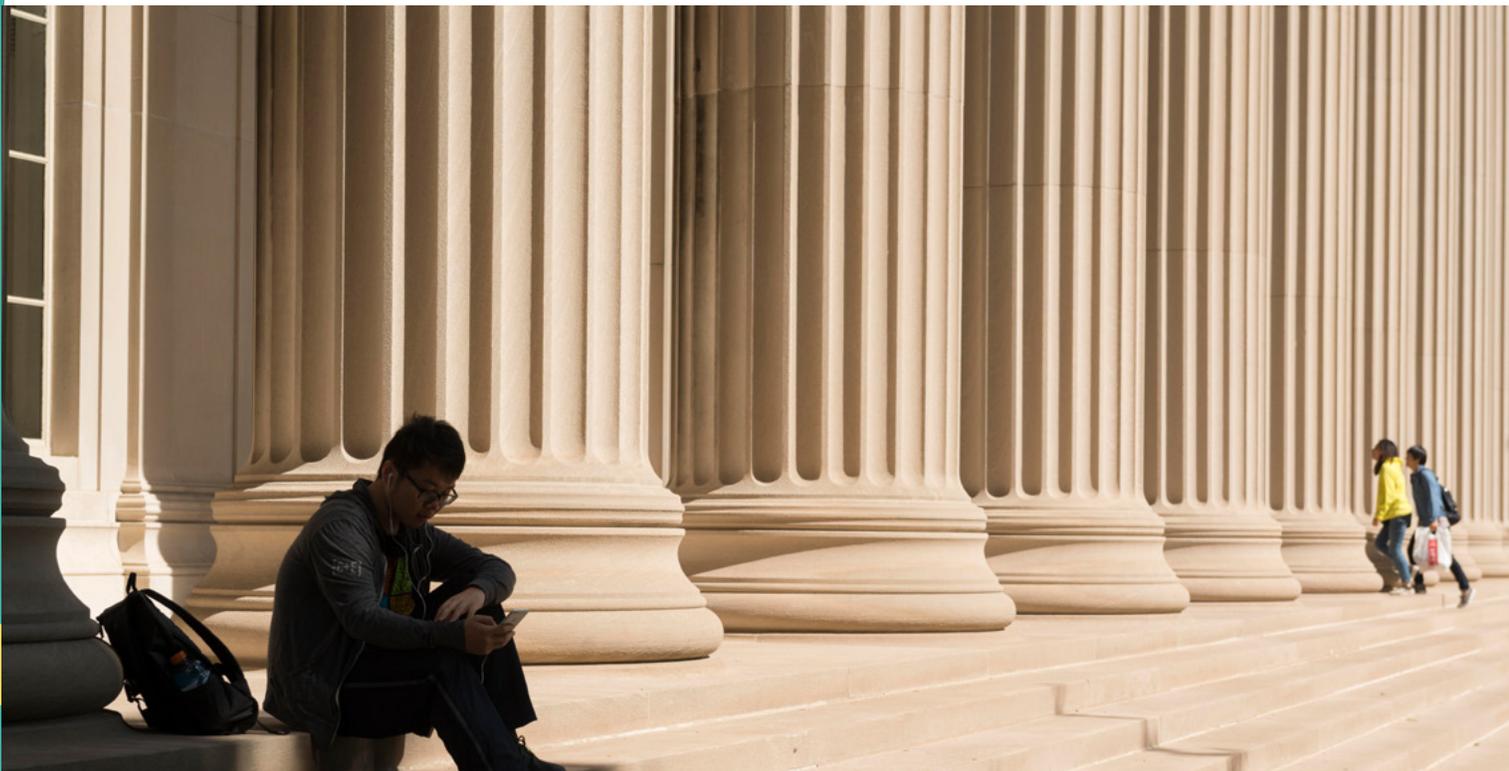
**33%** of incident reports resulted in information only.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

**7** Information Only

**13** Informal Remedy

**1** Formal Report



## COMBINED FORMAL COMPLAINT PROCESS OUTCOMES

Because the IDHR Office officially launched and began to oversee all cases of discrimination and discriminatory harassment (including sexual misconduct) for employee-related cases in Spring of 2020, we are only able to report about formal complaint processes that started in Spring of 2020. In past cases managed by Human Resources prior to Spring 2020, all employees found responsible for discrimination or discriminatory harassment faced sanctions proportional to the findings including, but not limited to, termination, written letter of reprimand, and required training.

In order to protect the confidentiality of cases and individuals involved, we are not able to share more detailed data at this time. Annually, the IDHR Office will assess the formal complaint process outcomes to determine when we are able to share aggregate outcomes in a meaningful way without compromising privacy and confidentiality of parties involved.

### CASE OUTCOMES CHART & SANCTIONS

Three Formal Investigations took place after IDHR's launch: two cases involved allegations on the basis of Gender or Sex; one case involved allegations on the basis of Discrimination or Discriminatory Harassment. The next section will provide an overview of the types of sanctions and consequences possible in formal complaint processes.



## EMPLOYEE DISCIPLINE AND CORRECTIVE MEASURES

At the conclusion of a formal complaint process—or, when appropriate, voluntarily through informal/alternative dispute resolution—disciplinary or corrective measures can be put in place, including:

- **Verbal and/or Written Warnings** – Expression of concerns and expectations of improvement; notice of possible more significant disciplinary actions, if conduct reoccurs; probationary period (generally used for less severe forms of discrimination/discriminatory harassment);
- **Educational Interventions** – Professional coaching; required trainings or workshops; mentoring;
- **Reduction in Privileges** – Transfer of existing graduate students; removal from certain desirable committees; prohibition related to accepting new graduate students into research group, teaching certain classes, or engaging in outside professional activities;
- **Reduction or Change in Assignments or Resources** – Modification of teaching/work assignments; change in office or lab space; delay of sabbatical;
- **Reduction in Eligibility for Recognition, Remuneration** – Delay of promotion and/or award nomination; freeze or reduction in salary; removal of faculty chair or professorship;
- **Suspension** – Generally used for repeated behavior or more severe forms of discrimination/discriminatory harassment;
- **Termination or Revocation of Tenure** – Generally used for repeated behavior or more severe forms of discrimination/discriminatory harassment.

The exact nature of any discipline and corrective measure depends on a number of factors including the nature and seriousness of the issue, the employee's past record, the impact of the behavior, past treatment of similar issues, and any other mitigating or aggravating circumstances. For an employee who will be continuing their employment after having been found responsible for violating a policy, the purpose of corrective measures is to clarify expectations, correct behavior that does not reflect the values of the Department or MIT, and provide skills needed to be successful in one's role at MIT.



Section 2:  
**STUDENT  
CASES**





## TOTAL REPORTS FOR STUDENT CASES

In the 2019-2020 academic year, the IDHR Office received 124 incident reports that involved allegations against a student at MIT. These incident reports in the Student section of the report are categorized into two subsections.

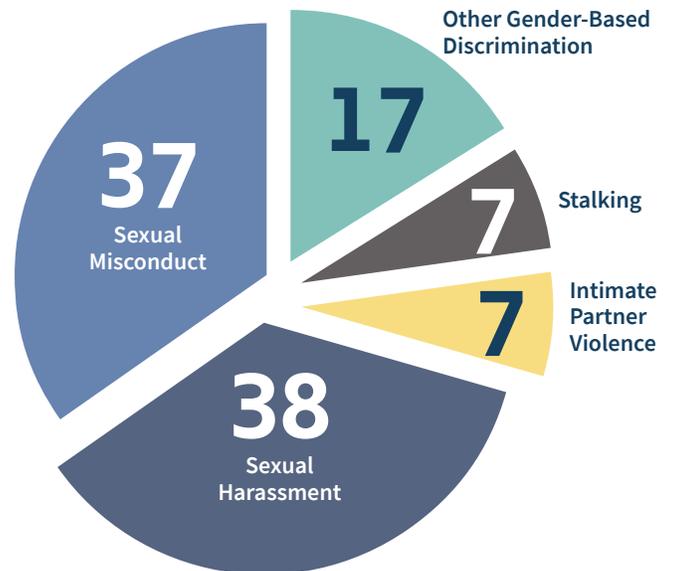
**Gender-Based or Sex-Based Discrimination:** sexual misconduct, sexual assault, sexual harassment, intimate partner violence, stalking, other-gender based discrimination, and Title IX: other.

**Discrimination & Discriminatory Harassment:** discrimination and discriminatory harassment or bias on the basis of a protected class including race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin (excluding discrimination on the basis of gender or sex).

## GENDER-BASED OR SEX-BASED DISCRIMINATION:

### Types of Cases

This subsection details the nature of the gender-based or sex-based discrimination reports involving students during the 2019-2020 academic year. The categories include sexual misconduct, sexual harassment, intimate partner violence, stalking, and other gender-based discrimination. Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. Other gender-based discrimination is a category used to describe discrimination that is based on gender but does not meet the definitions of the other categories. There were a total of 106 cases reported to the IDHR Office.



## Types of Sexual Misconduct

Sexual misconduct is an umbrella term for non-consensual sexual penetration, non-consensual sexual contact, sexual exploitation, and other/unknown. There were 37 cases of Sexual Misconduct reported to the IDHR Office.

**Non-Consensual Penetration:** Nonconsensual sexual penetration is the sexual penetration or attempted sexual penetration of any bodily opening with any object or body part without effective consent.

**Non-Consensual Contact:** Nonconsensual sexual contact is any physical contact with another person of a sexual nature without effective consent, including touching someone's intimate parts (such as genitalia, groin, breast, or buttocks, either over or under clothing); touching a person with one's own intimate parts; or forcing a person to touch another's intimate parts.

**Exploitation:** Sexual exploitation means taking sexual advantage of another person and includes:

- Providing alcohol or other drugs to someone without that person's knowledge, or unreasonably pressuring the person to consume alcohol or drugs, with the purpose of causing incapacitation in order for one to take sexual advantage of the person.
- Recording, photographing, transmitting, or allowing another to view images of private sexual activity and/or the intimate parts of another person without effective consent.
- Allowing third parties to observe private sexual acts without effective consent.
- Voyeurism, including by electronic means.
- Indecent exposure.
- Knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV, without their knowledge.



**Sexual Misconduct: Other:** Sexual misconduct that does not meet MIT's definition of the following sexual misconduct subcategories: non-consensual penetration, nonconsensual contact, and sexual exploitation. This category is used when the IDHR Office does not have enough information to recategorize the incident in the above-mentioned categories.



# AFFILIATION

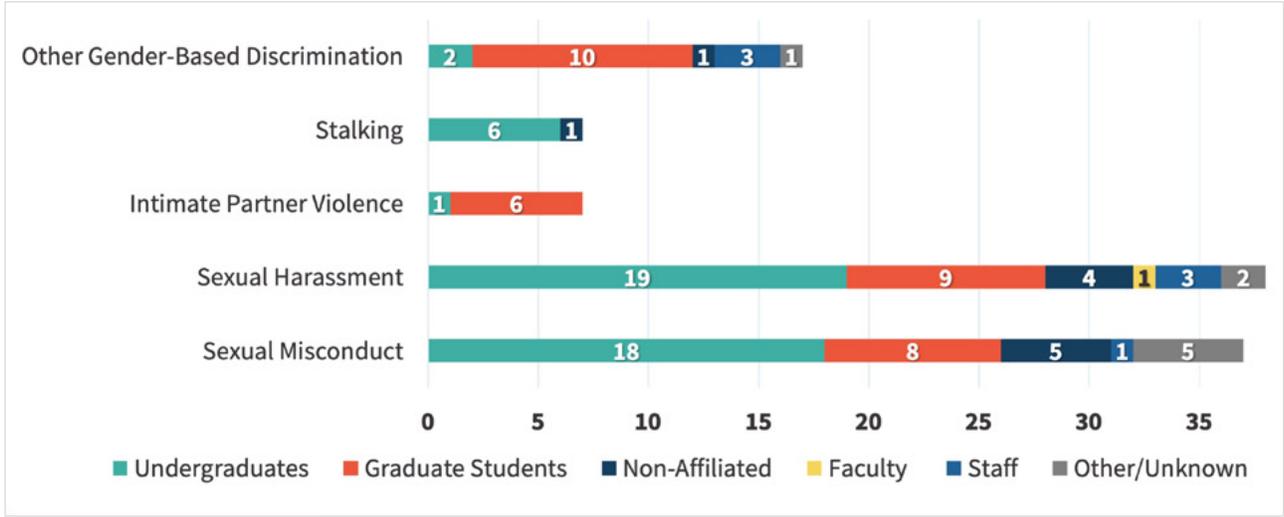
## Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of gender-based or sex-based discrimination against students at MIT. Some statistics are highlighted below.

**Sexual Harassment:** 50% of Complainants were **undergraduate students** and 24% were **graduate students**.

**Sexual Misconduct:** 49% of Complainants were **undergraduate students** and 22% were **graduate students**.

**Other Gender-Based Discrimination:** 59% of Complainants were **graduate students**.



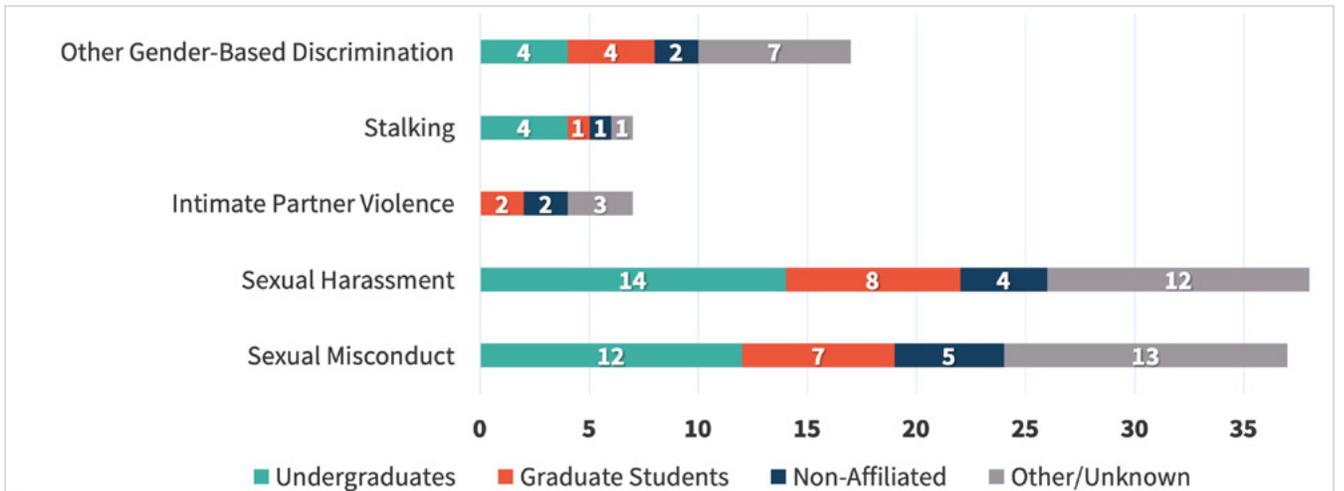
## Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of gender-based or sex-based discrimination against students at MIT. Please note: If there was an indication that the Respondent was an employee of the University, the IDHR Office would capture that incident's data in the Employee section of this report. The Respondents listed as "Unknown/Other" in this section are incidents in which we have reason to believe, based on the information shared, that the Respondent was not an employee. Some statistics are highlighted below.

**Sexual Harassment:** 37% of Respondents were **undergraduate students**, 32% were **other/unknown** and 21% were **graduate students**.

**Other Gender-Based Discrimination:** 24% of Respondents were **undergraduate students** and 24% were **graduate students**.

**Sexual Misconduct:** 32% of Respondents were **undergraduate students** and 35% were **other/unknown**.



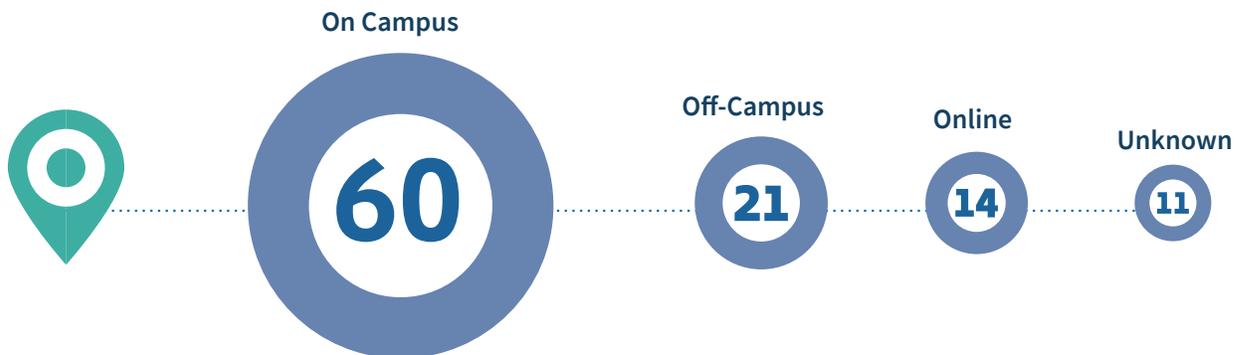


## LOCATION OF INCIDENTS REPORTED

- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses.

Some statistics are highlighted below:



## CASE TRAJECTORY

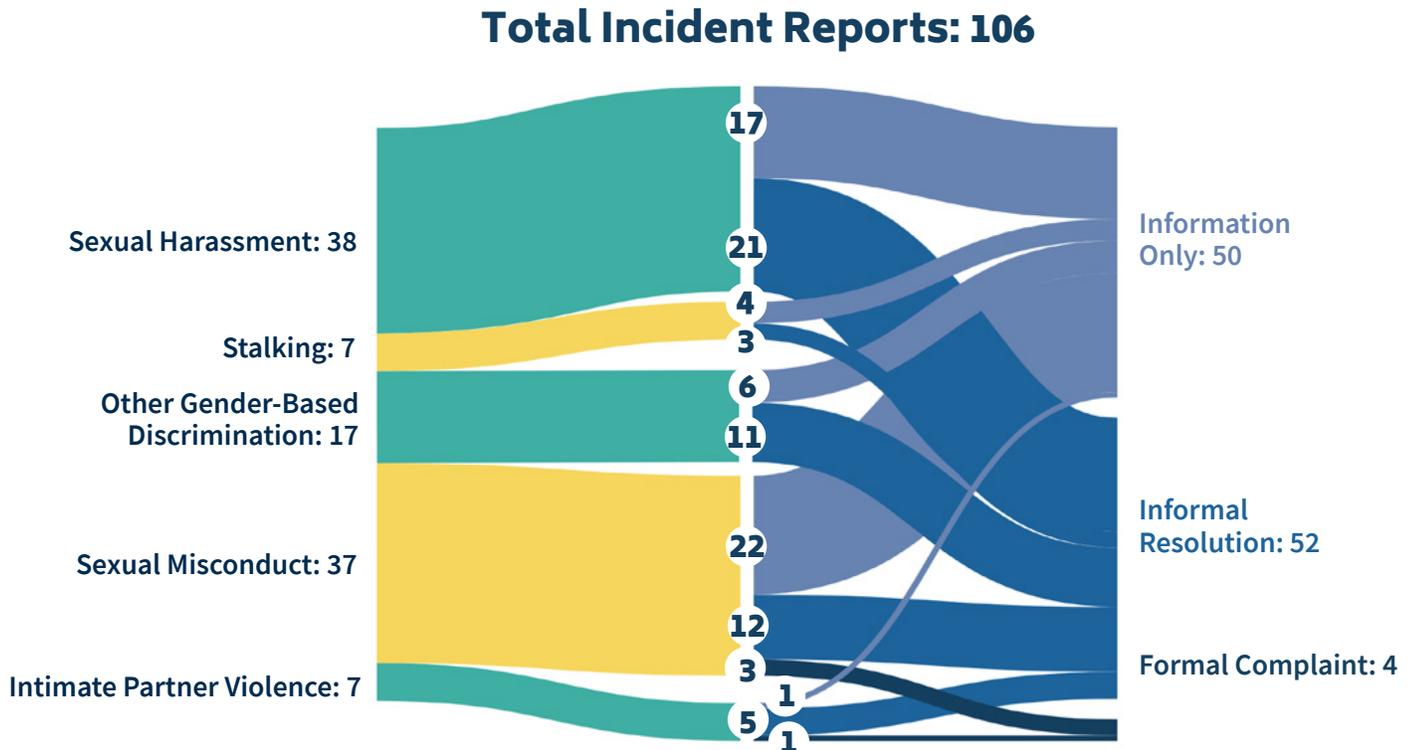
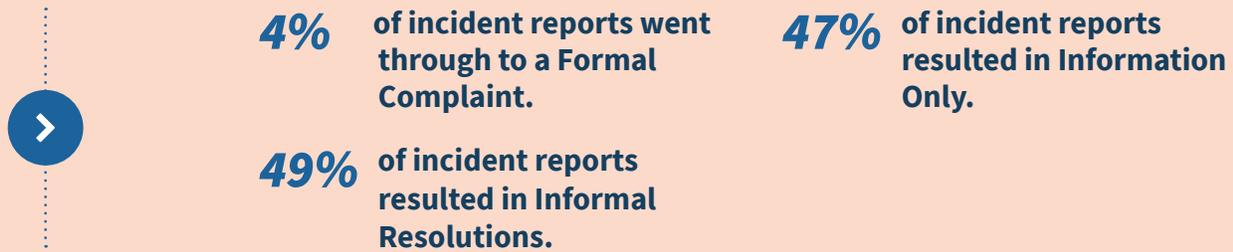
This figure depicts the trajectory of the 106 cases of allegations of gender-based or sex-based discrimination against students at MIT.

**Formal Complaint:** A written statement filed online or with the IDHR Office alleging a violation of one of MIT's Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The complainant requested supportive measures including workplace accommodations, academic accommodations, an educational intervention, no-contact orders, or an informal resolution for the concern.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

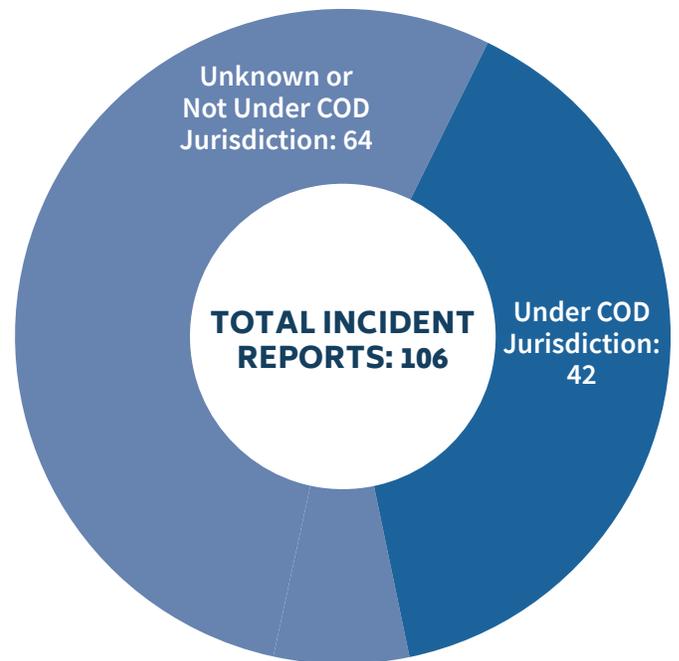


## COMMITTEE ON DISCIPLINE JURISDICTION

Of the 106 cases involving gender-based discrimination, sexual harassment, sexual misconduct, intimate partner violence, or stalking, 64 cases were possibly not within the Committee on Discipline's (COD) jurisdiction for formal adjudication. The majority of these 64 cases involved Respondents who were not students or were unknown to the IDHR office.

3 of the 42 cases within the COD's jurisdiction resulted in a formal complaint. These 3 cases (all cases with allegations of sexual misconduct) were brought forward by the Complainant/reporting party.

For the remaining 39 cases, the Complainant did not want to file a formal COD complaint. After assessing each case, the IDHR Office honored each request for no formal action.



## COMMITTEE ON DISCIPLINE OUTCOMES CHART

July 2016 – June 2020

From July 2016 through June 2020, the Committee on Discipline made findings in 12 cases from the IDHR Office that alleged sexual misconduct, sexual harassment, intimate partner violence (IPV), or stalking. Due to the small number of cases each year and in order to maintain the privacy of the parties, this table uses four years of data, unlike the rest of this report, which only covers 2019-20. Only limited interpretation is possible due to the small number of cases and the unique circumstances in each case.

	Not Responsible	Probation/ Education	Suspension	Expulsion	Totals
Intimate Partner Violence	1	-	-	1	2
Stalking	1	-	1	2	4
Sexual Harassment	3	-	1	-	4
Non-Consensual Sexual Penetration	5	-	-	1	6
Non-Consensual Sexual Contact	2	2	-	1	5
Sexual Exploitation	-	-	1	1	2
	<b>52%</b>	<b>9%</b>	<b>26%</b>	<b>13%</b>	

Note: there may be more than one finding per case.

A finding of "Not Responsible" is not a determination that the Reporting party made a false complaint. A finding of "Not Responsible" means that the decision-maker concluded that a policy violation was not established by the preponderance of the evidence. Preponderance of the Evidence means "more likely than not".

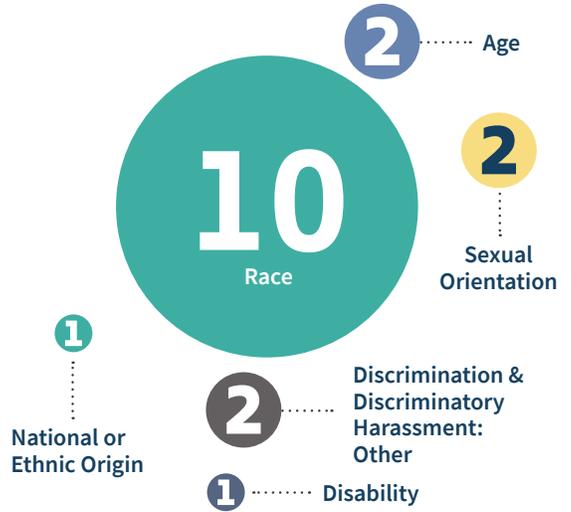
Findings of responsibility are based on the COD process and MIT policy, which is entirely separate from, and uses a different evidentiary standard than, criminal proceedings.

# DISCRIMINATION & DISCRIMINATORY HARASSMENT

excluding discrimination on the basis of gender or sex

## Types of Cases

This subsection details the nature of the discrimination or discriminatory harassment reports that do not include sex- or gender-based discrimination involving students during the 2019-2020 academic year. The categories include race, color, sexual orientation, religion, disability, age, genetic information, veteran status, or national or ethnic origin, and discrimination & discriminatory harassment: other. The category Discrimination & Discriminatory Harassment: Other is used to describe incidents reported that did not provide sufficient information to be categorized under another category of protected class. There was a total of 18 cases reported to the IDHR Office.

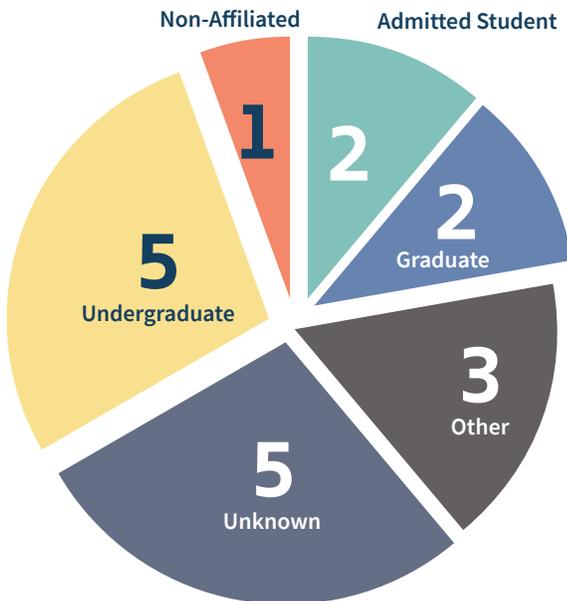
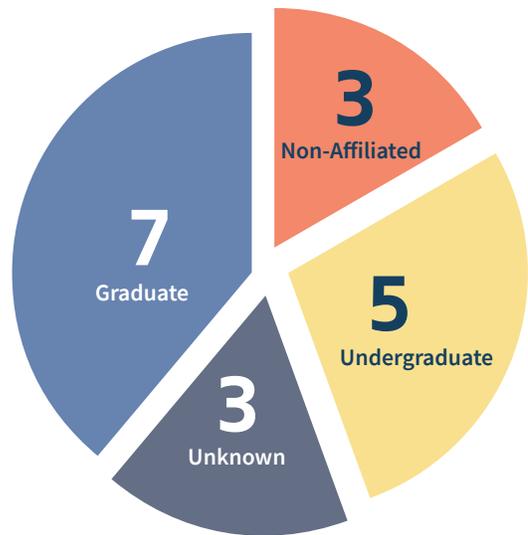


## AFFILIATION

### Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of discrimination or discriminatory harassment against students at MIT. Some statistics are highlighted below.

- 39% of Complainants were graduate students.
- 28% of Complainants were undergraduate students.



### Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of discrimination or discriminatory harassment against students at MIT. Some statistics are highlighted below.

- 28% of Complainants were unknown.
- 28% of Complainants were undergraduate students.

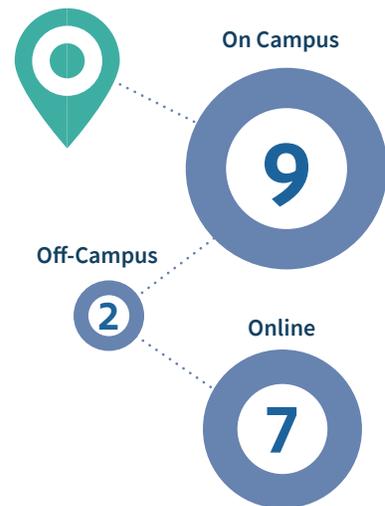


## LOCATION OF INCIDENTS REPORTED

- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses. Some statistics are highlighted below:


**50%** of incidents occurred on campus.  
**39%** of incidents occurred online.



## CASE TRAJECTORY

This figure depicts the trajectory of the 18 cases of allegations of Discrimination & Discriminatory Harassment against students at MIT.

**Informal Resolution:** The Complainant requested informal remedies or supportive measures including workplace modifications, academic support, an educational intervention, or no-contact orders. Informal Resolutions also include resolutions facilitated by the IDHR Office or in consultation with the IDHR Office.

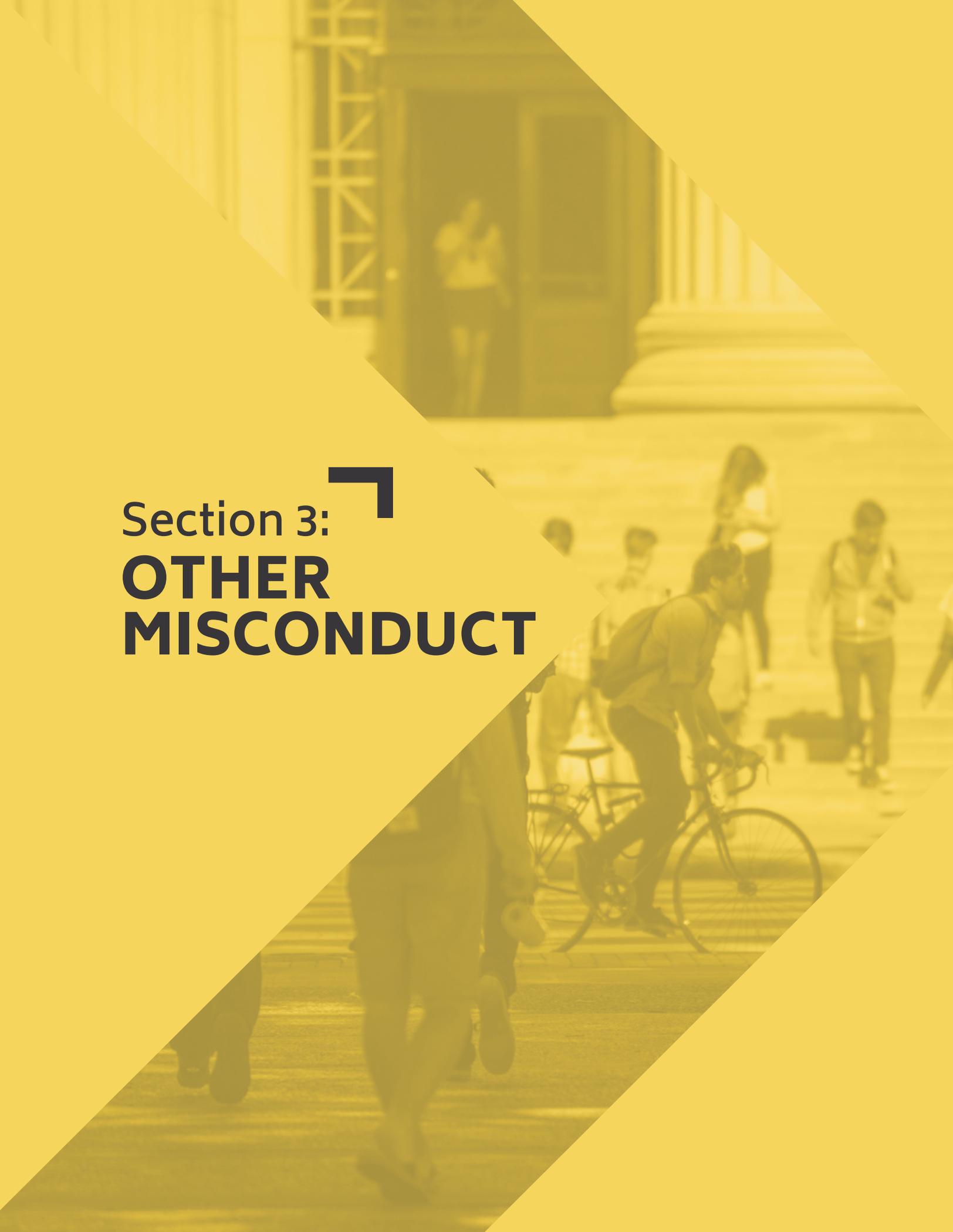
**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

**7** Informational

**11** Informal


**61%** of incident reports resulted in Informal Resolutions.  
**39%** of incident reports resulted in information only.



Section 3:   
**OTHER  
MISCONDUCT**



This section of the report outlines incidents reported to the IDHR Office that did not meet the definitional standards of Discrimination or Discriminatory Harassment, referred to from here on as “Other Conduct.” Even when MIT community members come to us and share incidents or experiences that don’t quite fit our scope, we work to get them to the right resources, reporting options, or services across campus to address their concerns. There was a total of 17 cases reported to the IDHR Office.

## Types of Report

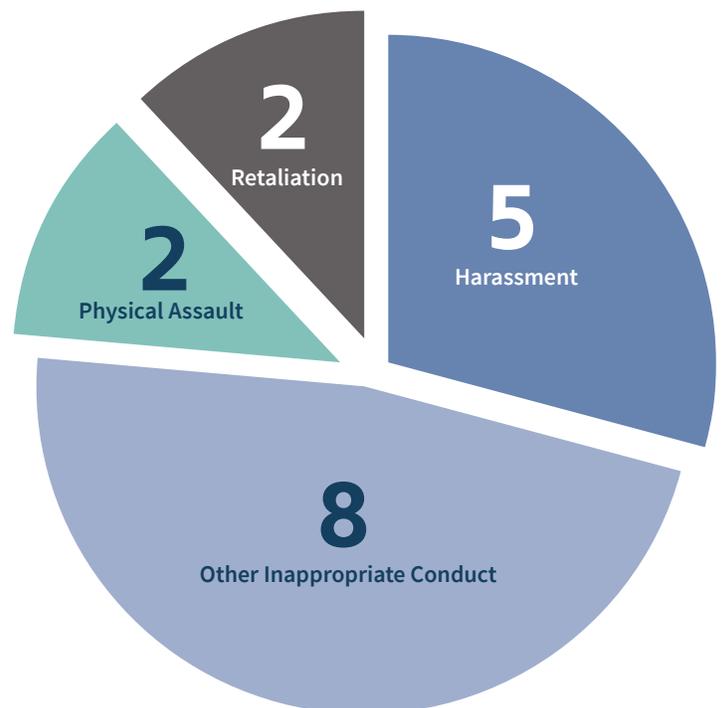
The four categories of cases we received in this Other section of the Annual Report are: Retaliation (not based on a protected class), Harassment (not based on a protected class), Physical Assault, and Other Inappropriate Conduct.

**Retaliation** (not based on a protected class): Retaliation is any adverse action, harassment, threats, or other conduct that would discourage a reasonable person from making a report or participating in a complaint review process.

**Harassment** (not based on a protected class): Harassment is defined as unwelcome conduct of a verbal, nonverbal or physical nature that is sufficiently severe or pervasive to create a work or academic environment that a reasonable person would consider intimidating, hostile or abusive and that adversely affects an individual’s educational, work, or living environment.

**Physical Assault:** Physical abuse is violence of any nature against any person; fighting; assault; battery; the use of a knife, gun, or other weapon; restraining or transporting someone against their will; or any action that threatens or endangers the physical health or safety of any person or causes reasonable apprehension of such harm.

**Other Inappropriate Conduct:** Concerns received that do not meet the definitions of discrimination, discriminatory harassment (including sexual misconduct). For example, a situation in which a supervisor is bullying or demeaning a supervisee based on characteristics not protected under MIT’s nondiscrimination policy.

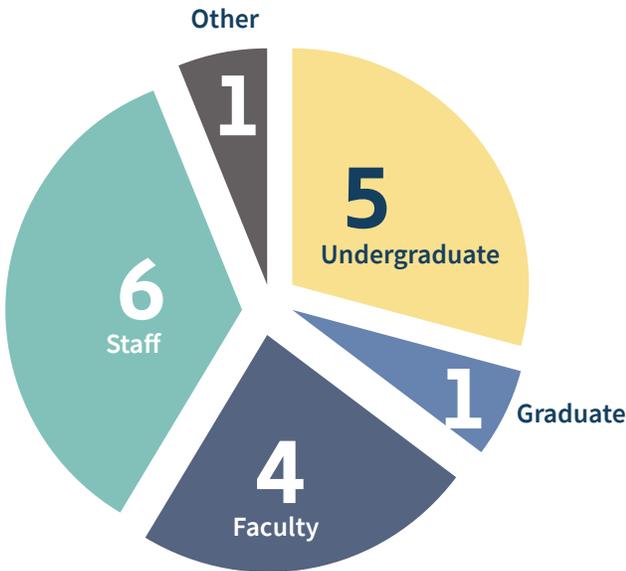
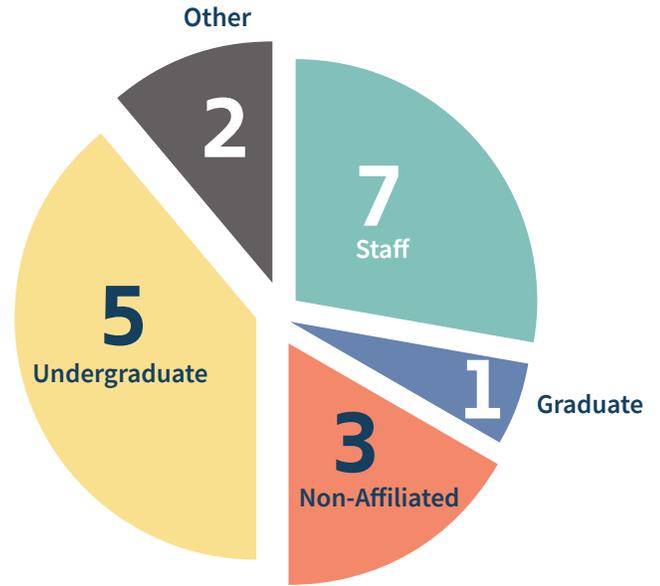


## AFFILIATION

### Complainant

This figure outlines the MIT affiliation of the Complainant or reporting party in allegations of other misconduct at MIT. Some statistics are highlighted below.

- 41% of Complainants were staff members.
- 29% of Complainants were undergraduate students.



### Respondent

This figure outlines the MIT affiliation of the Respondent or responding party in allegations of other misconduct at MIT. Some statistics are highlighted below.

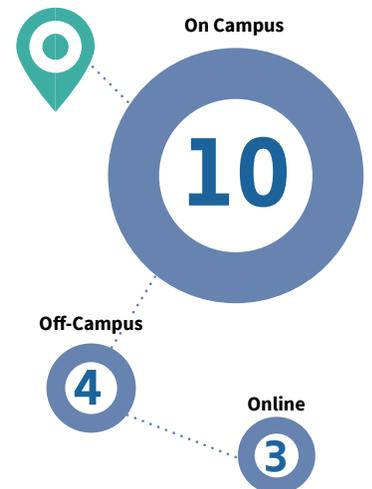
- 32% of Respondents were staff members.
- 29% of Respondents were undergraduate students.

## LOCATION OF INCIDENTS REPORTED

- On Campus (this includes MIT-owned property including FSILGs)
- Off-Campus (this includes study-abroad programs)
- Online
- Unknown Location

Please note: this includes incidents that are not Clery reportable offenses. Some statistics are highlighted below:

- 59% of incidents occurred on campus.
- 24% of incidents occurred off-campus.





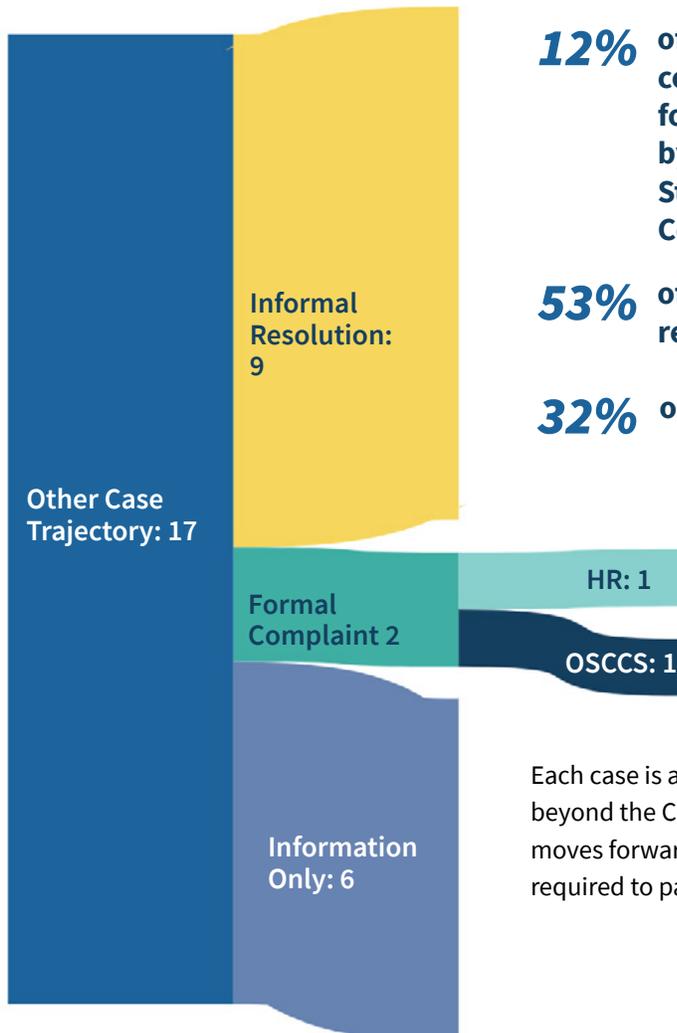
## CASE TRAJECTORY

This figure depicts the trajectory of the 17 cases of other conduct at MIT.

**Formal Complaint:** A written statement filed online or with the IDHR office) alleging a violation of one of MIT’s Conduct Policies that results in an investigation, adjudication, and if appropriate, sanctioning process.

**Informal Resolution:** The Complainant requested informal remedies or supportive measures including workplace modifications, academic support, an educational intervention, or no-contact orders. Informal Resolutions also includes resolutions facilitated by the IDHR Office or in consultation with the IDHR Office.

**Information Only:** When known, the Complainant was given a full overview of resources, supportive measures, reporting options, voluntary remedies, and resolution pathways. The Complainant did not request any informal or formal assistance.



**12%** of incident reports went through to a formal complaint. Of the two cases that went through a formal complaint process, one case was handled by the Office of Student Conduct and Community Standards (OSCCS) and the other was handled by Central Human Resources (HR).

**53%** of incident reports resulted in informal resolution.

**32%** of incident reports resulted in information only.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant’s request. There may be times when the Institute moves forward with investigating a situation, but the Complainant is never required to participate.

# EDUCATION & INITIATIVES



THE BUILDING DEDICATED TO  
HONOR WITHIN TO AVALON  
RICHARD COCKBURN MA  
VITAL ENERGY WORK LEADERS  
FROM NINETEEN HUNDRED ONE TO  
EVENLY ESTABLISHED THE MASSACHUSETTS  
OF EDUCATION AS THE MOST AFFABLE  
IT IS ONLY BY LEADERSHIP AND

GAVE THEIR LIVES

# TRAINING AND EDUCATION

The arm of the office focused on prevention, education, and outreach had a busy academic year. The office connected in person with approximately 3,210 students, faculty, postdocs, and staff at the Institute through a variety of interactive and engaging sessions.



## Online Trainings

6946

Total Online Training

## In-Person Trainings



79

Number of In-Person Trainings

3210

Approximate Attendance\*



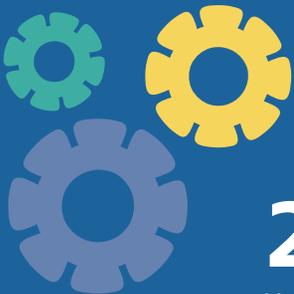
4503  
Students



2443  
Faculty/Staff



## Online Sexual Assault Prevention Training



2211

Undergraduates

2192

Graduate Students

2321

New Faculty/Staff

122

Athletic Staff

\* Includes First Year Orientation (1595) and Student Athletes trained by PleasureX Athletics Initiative (508)

## IDHR TRAINING & EDUCATION OVERVIEW

This year, the IDHR Office offered four different ways to engage with our office.

1. Introduction to the IDHR Office workshops for orientations, staff meetings, departmental meetings, and new employees.
2. Responsible Employee workshops for new and current GRAs, TAs, staff, and faculty.
3. Building Inclusive Lab Cultures workshops for departments and labs across the Institute.
4. Online training for new members of the community and DAPER as part of their yearly training requirements.

Additionally, the IDHR Office participated in panels, introduced ourselves at tabling events, interacted with members of the community at fairs and expos, and answered questions and concerns via email and phone throughout the year.

Our training efforts would not have been possible without working closely with campus partners, including Violence Prevention and Response, the CARE Team, the Office of Graduate Education, the Office of Multicultural Programs, Alcohol and Other Drugs Services, LBGTQ+ Services, Human Resources, and Housing and Residential Life.

We'd also like to highlight two initiatives we worked closely with Violence Prevention and Response on in the AY 19-20. Below, you'll see details about our work with the Media Lab and with our Athletics teams.



“We all hold power in different ways and we must recognize what those are”.

“Knowing that everyone is aware and thinking about these issues. It makes it easier to raise issues in the future.”

“Being more mindful of my words/ impact on others.”

“It provided a positive space/place for faculty-staff-students to explore some important issues together.”

## MEDIA LAB WORKSHOPS

During the 2019-2020 academic year, the IDHR Office & VPR partnered with faculty, staff, postdocs, and graduate students in the Media Lab to create, pilot, and deliver a two-hour workshop on how to build inclusive lab cultures. Though COVID-19 interrupted the Spring 2020 semester, we were able to train over 263 members of the Media Lab and are in the process of developing a plan for the remaining groups. The workshop was based on the work our offices did with Chemical Engineering but added a section specifically looking at power, a concluding values activity, and transitioned from T9BR content to the IDHR Office content. The scenarios and examples in the workshop were further customized to fit the experiences in the Media Lab.

After the workshop, 72.33% agreed or strongly agreed that they had a better understanding of strategies for responding to potentially problematic or harmful comments/behaviors and 8.86% indicated that they already knew strategies.

As a result of the workshop, 78.52% agreed or strongly agreed that they were more knowledgeable about the resources available at MIT with 11.11% indicating that they already felt familiar with resources at MIT.

93.31% agreed moderately, quite a bit, or extremely that the workshop was engaging.



of participants agreed or strongly agreed that after going through the workshop, they felt more responsible for taking action in situations like those discussed in the workshop.



## ATHLETICS

In our last annual report, we shared the work that VPR, the IDHR Office, and Pleasure Peer Educators had done to prepare for a pilot with the Athletics department teams. The goal of this pilot was to provide interactive and peer-led prevention education to all athletic teams at MIT. Though COVID-19 interrupted the Spring 2020 semester, we were able to complete 24 out of 25 scheduled workshops

The pilot curriculum was “Culture Hacking X Pleasure” and focused on helping athletes identify unwritten and written social norms, practice bystander intervention skills, learn about MIT offices, and engage with scenarios written by fellow athletes around team dynamics, wellbeing, and supporting a friend.

“Culture is malleable and I have the power to influence it.”

“There are different ways of being a bystander and you don’t have to do all 4, you can choose one.”

“Power imbalances between under/upperclassmen can make handling situations tricky.”

“The team has different views about unwritten norms and we aren’t on the same page all the time.”

“



participants would recommend the workshop to their peers in its current form or with slight modifications.

## CHANGE-MAKER AWARDS

The Change-Maker Awards recognize and celebrate individuals, student groups, and departments that made positive contributions to the MIT community on issues related to sexual misconduct and gender discrimination. Though a celebration was scheduled for April 29, 2020, the event was cancelled when MIT transitioned to working remotely. We were not able to publicize the nomination period widely and did not receive enough nominations for most of the categories of awards. However, we did receive multiple nominations for an undergraduate student change-maker and felt it was important to highlight the critical work of students regardless of our geographic proximity. Claire Halloran received the Undergraduate Student Change-Maker award and Omar Laris received the Pleasure Change-Maker award. The IDHR Office and VPR teams made videos recognizing both students and the award recipients received their awards and their videos. We are excited to have an opportunity to celebrate them in-person next year and resume our large community celebration when it is safe to do so.

### Claire Halloran

Claire was honored for her role as a Pleasure educator and for her leadership across communities during her time at MIT. Claire's nominators highlighted her work ethic, deep commitment to stopping sexual violence on campus, and her ability to model positive and healthy relationship norms to and with her peers.



*Photo credit: Ian Maclellan*



### Omar Laris

Omar was honored as Pleasure educator of the year for his captivating leadership within Pleasure and thought-provoking questions and comments during discussions and trainings. Omar was identified for his ability to be a role model, to create spaces that were inviting and open for discussion, and a commitment to addressing complex issues with thoughtfulness and poise.

VPR and the IDHR Office were ecstatic to celebrate Claire and Omar for their dedication and energy in helping create a safer, healthier MIT.

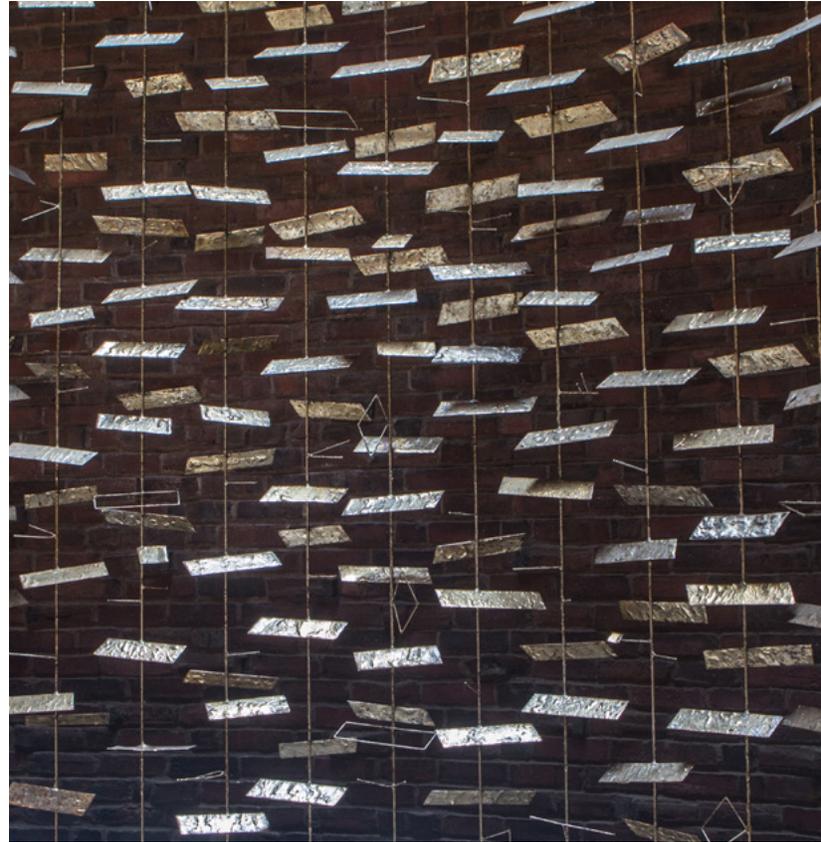
## INSTITUTE-WIDE INITIATIVES

In addition to building out the IDHR Office as a centralized office, we have been a part of multiple National or Institute-Wide initiatives to further assess and address the topics of sexual misconduct and sexual harassment. Below are updates or brief summaries of these initiatives.

### NASEM Action Collaborative

The Action Collaborative on Preventing Sexual Harassment in Higher Education is an initiative where more than 60 colleges, universities, and other research and training institutions are identifying, researching, developing, and implementing efforts that move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual and gender harassment and promoting a campus climate of civility and respect. The Action Collaborative model brings together a coalition of the willing to work on a system-wide problem and to identify and develop innovative and evidence-based solutions. It does this by facilitating the exchange of information, ideas, and strategies around topics of mutual interest and concern, and by inspiring and supporting collective action among its member institutions.

MIT has joined the National Academies of Science Engineering and Medicine (NASEM) Action Collaborative to further the Institute's commitment to maintaining a safe and healthy work environment for every member of the MIT community.



### NASEM Working Groups Implementation Team

On February 4, 2020, the National Academies Advisory Board wrote to the MIT community to share the working groups' final reports and a wide-ranging action plan. To advance the immediate priorities outlined in the letter as well as the full slate of recommendations from the working groups, the working group co-chairs formed an implementation team that will coordinate closely with the Institute Community and Equity Officer. The team will engage the community to execute the plan, assess its success, and communicate progress. As they work to create a more welcoming community climate, they invite your ideas and involvement and can be reached at [nasem-cochairs@mit.edu](mailto:nasem-cochairs@mit.edu).

### AAU Survey

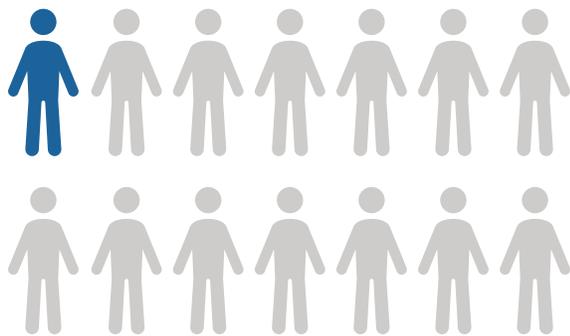
On April 2, 2019, MIT invited all undergraduate and graduate students to complete the AAU comprehensive survey to help us understand students' experiences with sexual assault and misconduct. Forty percent completed the survey.

According to the AAU, for the 21 schools that participated in both their 2015 and 2019 surveys, the rate of nonconsensual sexual contact by physical force or inability to consent increased from 2015 to 2019 by 3 percentage points for undergraduate women (to 26.4 percent), 2.4 percentage points for graduate and professional women (to 10.8 percent), and 1.4 percentage points for undergraduate men (to 6.9 percent). We did not participate in the 2015 AAU survey. Some key takeaways from the data have been summarized on the next page.

## 2019 AAU Campus Climate Survey on Sexual Misconduct

# Key MIT Results

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### One in 14 MIT Students

(7.2 percent) experienced **NONCONSENSUAL SEXUAL CONTACT** by physical force or inability to consent.

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**ONE IN SIX** MIT students experienced **sexual harassment**; of this group, seven out of 10 are women. The rate for TGQN students is one in three.



### Bystander behavior:

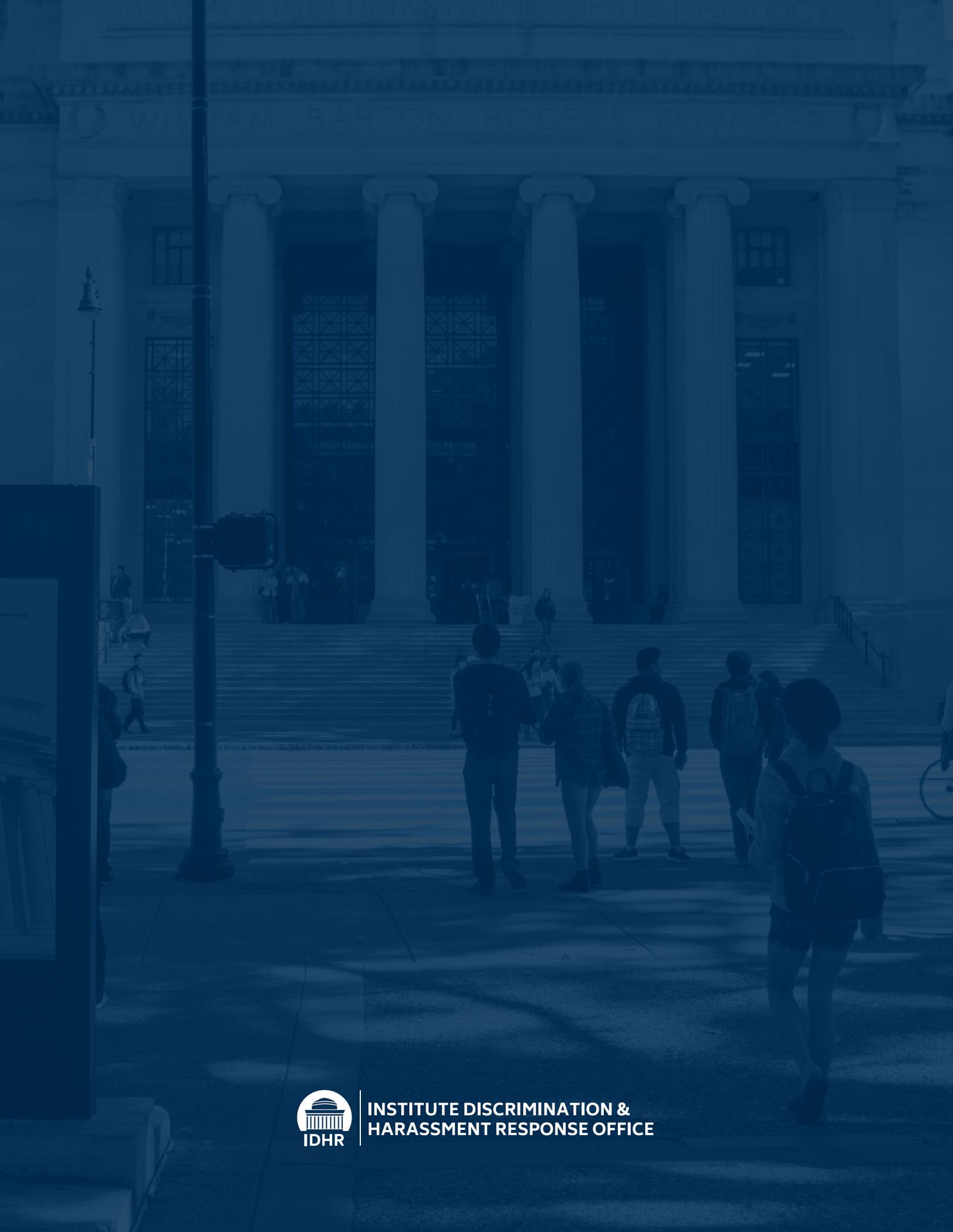


**EIGHT IN 10 MIT STUDENTS** took some type of action when they witnessed sexually harassing behaviors by others.

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### Resource awareness:

Nearly **TWO OUT OF THREE STUDENTS** are aware of MIT's Violence Prevention and Response (VPR) and Title IX and Bias Response (T9BR) offices.\*



**INSTITUTE DISCRIMINATION &  
HARASSMENT RESPONSE OFFICE**