



OFFICE OF TITLE IX

Dear Flagler College Students, Staff, and Faculty:

April 26, 2018

The fourth annual college-wide campus climate survey was open for student participation during the first three weeks in March 2018. It affords us the opportunity to assess students' understanding of sexual violence, as well as ways in which Flagler can strengthen efforts to safeguard students. As the new full-time Title IX Coordinator, I am responsible for keeping campus free of all sex and gender based discrimination. I am sharing the results of this survey with you to raise the community's awareness about the continued importance of our work in this area, and to tell you about changes you will see over the next few months, into the Fall 2018 semester, and beyond.

402 students responded to this voluntary and confidential survey. In the future, we hope more students will participate in the conversation and include their voice in important changes on campus. For information on the sample size, contact Institutional Research and Effectiveness (analytics@flagler.edu).

We are pleased to report 84% of responding students are happy to be at Flagler College. We are concerned by the low percentage of those students (69%) who said they feel safe while on Flagler's campus. A safe campus is important to Flagler, and our work must improve to ensure that every member of our community feels safe. If you have specific safety concerns, please reach out to the Director of Safety and Security, Mr. Creig Doyle at cdoyle@flagler.edu. You also have access to the [Annual Security Report](#) on the Campus Safety and Security website.

The full Campus Climate results from 2018, and results from past years (2015-2017), will be available on the Title IX website by August 2018. I have included here the percentages for the prevalence of sexual violence on campus and reported knowledge about the Title IX process:

- 50 of the students who responded indicated they have been the victim of unwanted sexual contact by force or threatening harm, or sexual contact when they were not able to provide consent. Alcohol was involved in 39 of the incidents, and 13 were on campus.
- 64 of the students who responded to the survey have had an experience where a person attempted to initiate unwanted sexual contact, or have suspected someone has had sexual contact with them when they could not consent. Alcohol was involved in 41 of the incidents, and 11 were on campus.
- 282 students who responded know where to go if they, or a friend, were sexually assaulted
- 202 of students who responded understand Flagler's formal procedures
- 180 of students who responded have confidence the formal procedures to address complaints of sexual assaults are fairly conducted

These survey results demonstrate that we must make progress increasing student awareness of on-campus support and services. I will take the steps to strengthen trust and ensure that students feel comfortable reaching out for help. Over the summer, I will be planning programs and training for all members of Flagler's community to increase the understanding of the resources the Office of Title IX offers.



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Flagler College leadership wants all members of the College community to be aware and take advantage of the [resources and referrals that are available](#). Flagler College is committed to preventing incidents of sexual violence and ensuring that a range of educational, support, and response programs are widely available to the campus community.

Here are some additional steps we have already taken and will be taking as part of our continued efforts:

Title IX policy

Flagler will be updating its Title IX policy, including updated definitions, providing clear and transparent information for people wanting to learn about rights, resources, and procedures. We will be looking at every step of the process to ensure students have clear communication and know about their choices. Sexual violence is not tolerated at Flagler. Incidents of sexual violence should be reported to the Title IX Coordinator (jkobryn@flagler.edu, 904-826-8553), or the Safety and Security office (security@flagler.edu, 904-819-6200).

Resources and Support

The Office of Title IX has already implemented a [Reporting Form](#) on the website. All reports submitted are private and the reporting person can be “Anonymous”. This summer, the Title IX website will be completely overhauled with the purpose of making information about the Title IX policy and procedures clear to all members of the Flagler community. In addition to online resources, Flagler is strengthening its relationship with the [Betty Griffin Center](#). I will be training their Sexual Assault Advocates so they are able to have private conversations about the procedure on campus while offering their support services.

Student Education

All incoming students are required to complete an online sexual violence prevention program, EcheckupToGo. This program provides critical information about consent, bystander intervention, sexual assault, dating and domestic violence, stalking, sexual harassment, and much more. [Green Dot](#) has had a presence on campus, but they are ramping up their programming and will be on campus more with their Bystander Intervention training. The Office of Title IX will also be planning more student programming over the summer for the next academic year.

Faculty and Staff Education

All new faculty and staff receive Title IX training as part of their orientation. Resources are available to ensure that faculty and staff are provided with on-going training and feel adequately prepared to respond to disclosures of sexual misconduct from students. The Office of Title IX will also hold multiple training sessions for staff and faculty over the summer and into the next academic year.

Next Survey

Our fifth annual Campus Climate Survey will be conducted in Spring 2019. The survey results continue to serve as essential tools to better inform how impactful the college’s educational and preventative measures are in addressing sexual violence. We will continue to make purposeful changes focused on students, and we urge you to take part in the survey next year.



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Flagler College will continue its commitment to fostering a safe environment free of all forms of harassment and violence. This work is the responsibility of each one of us and on behalf of the college, I ask for your participation in these community efforts. I invite anyone to contact me personally at jkobryn@flagler.edu with any comments or questions.

Sincerely,

Jessica Kobryn
Flagler College Title IX Coordinator