



SEXUAL MISCONDUCT REPORT

2022-2023

OFFICE OF GENDER EQUITY AND TITLE IX ADMINISTRATION
OFFICE OF THE PROVOST | PRINCETON UNIVERSITY

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EXECUTIVE SUMMARY

Princeton University is committed to providing an inclusive and welcoming educational and working environment for all members of its community. Consistent with these values and applicable law, including Title IX, the Clery Act, and the Violence Against Women Reauthorization Act of 2013, the University maintains a comprehensive program designed to protect members of the University community from discrimination on the basis of sex, which includes sexual misconduct such as sexual assault, sexual harassment, stalking, and domestic/dating violence.

Princeton offers multiple education and prevention initiatives for students, staff, and faculty to reduce sexual misconduct within the campus community. Additionally, the University offers a wide variety of options to individuals who have experienced an incident of sexual misconduct, including: (1) counseling and consultation with confidential resources; (2) supportive measures, including academic support and No Contact Orders; (3) filing an internal complaint with the University and/or (4) filing a criminal complaint. Importantly, individuals can access confidential resources and supportive measures regardless of whether they choose to file an internal complaint and/or file a criminal complaint.

When complaints of sexual misconduct are reported, the University's sexual misconduct policies provide two distinct processes to resolve those complaints: the formal grievance process and the alternate resolution process. In the formal grievance process, the University investigates and adjudicates allegations of sexual misconduct. The University is committed to providing an impartial investigation of alleged violations of its sexual misconduct policies, and is equally committed to making this process as compassionate as possible for the parties. As this process requires the parties to discuss sensitive matters which can be difficult, all investigators and hearing panelists receive training regarding trauma-informed questioning and implicit bias.

The alternate resolution process is a voluntary process where the parties mutually agree to terms to resolve the allegations in lieu of a formal investigation/adjudication. The goal of the alternate resolution process is to allow both parties to co-exist on campus and pursue their academic and non-academic interests in a safe, respectful and productive educational environment. Common terms included in alternate resolution agreements include skewed No Contact Orders, completion by the respondent of the Community Integrity Program, and respondent's termination of certain affiliations, such as membership in an eating club or student organization. Which process best meets an individual's needs is a personal decision, but many parties have chosen the alternate resolution process since its introduction in 2020.

During the 2022-2023 academic year, 10 cases were fully investigated/adjudicated through the formal grievance process, in which seven respondents (six students and one employee) were found responsible for violating University policy and three respondents (three students) were found not responsible for violating University policy. All three cases in which the student respondents were found not responsible for violating University policy involved counterclaims which the initial respondent brought against the initial complainant after the investigation was initiated. Four student respondents were suspended for one year, one student respondent had their degree withheld for one year, and one student respondent was placed on disciplinary probation. The single staff respondent was suspended for three days.

During the 2022-2023 academic year, 10 formal complaints were resolved via the alternate resolution process.

PREVENTION EFFORTS

Princeton offers multiple education and prevention initiatives to reduce sexual misconduct within the campus community. These initiatives include the following:

- “Sexual Violence Prevention Training” online sexual assault prevention program for incoming first year undergraduate and graduate students;
- Required “The Way You Move” orientation performance and debrief for incoming first year undergraduates;
- Required “Clarifying Consent” online healthy relationship training for juniors;
- Required “Fostering Inclusion” workshop for incoming first year graduate students;
- Required “Preventing Sexual Harassment” online program for faculty, staff members, and 2nd year graduate students;
- Required program for new faculty hires;
- Required Strength in Coaching on Relationships, Respect, and Equality (SCORRE) for varsity athletes;
- Required annual training for student leaders, including residential college advisers (RCAs), community living advisers (CLAs) SHARE peers, eating club officers, Orientation leaders, ROTC cadets, and resident graduate students (RGSs);
- U Matter initiative’s Respect Matters programming, website, and social media applications promoting prosocial bystander intervention skills and healthy choices;
- Men’s Allied Voices for a Respectful and Inclusive Community (MAVRIC) discussion group for campus community members;
- SHARE Peer programs in eating clubs, in residential colleges, and with high-risk groups;
- Required annual training for all athletics department staff;
- Ongoing training options for various departments and groups on topics including consent, responding to rejection, mindful allyship, sexual misconduct policies and procedures, professional boundaries, bystander intervention, and unconscious bias;
- Permanent posting of confidential resources and reporting options in every campus restroom;
- Annual Title IX resource letter to students, faculty and staff;
- *Talking to Your Student About Making Good Decisions* letter to parents of incoming students, providing education and resource information related to sexual misconduct, high risk drinking and academic integrity;
- Domestic Violence Awareness Month programming;
- Sexual Assault Awareness Month programming;

- Departmental climate and inclusion committees, which are designed to foster inclusion for all members of the department;
- Ongoing awareness raising and education through social media, listservs and websites;
- Partnerships with Womanspace, Inc.; the Mercer County Sexual Assault Response Team; and relevant municipal police departments.

RESOURCES AND REPORTING

The University offers [many options](#) to individuals who have experienced or witnessed an alleged incident of sexual misconduct, including:

1. Counseling and consultation with [confidential resources](#) or other support organizations
2. [Supportive measures](#), including but not limited to academic support, housing changes, and [No Contact and No Communication Orders](#)
3. Filing an internal complaint with the Office of Gender Equity and Title IX Administration and/or
4. Filing a criminal complaint

For undergraduate and graduate students who have experienced sexual misconduct, the confidential resource most frequently utilized is the University’s Sexual Harassment/Assault Advising, Resources, and Education (SHARE) office, which offers counseling, support, and advocacy services and provides information about the roles and reporting obligations of other offices at the University in order to empower individuals to make informed decisions about their options. Other confidential resources available to individuals impacted by sexual misconduct include Counseling and Psychological Services (CPS), Office of Religious Life Chaplains, Medical Services at University Health Services, the Ombuds Office, Carebridge, and Womanspace. **Importantly, individuals can access these resources and supportive measures regardless of whether they choose to file a complaint with the Office of Gender Equity and Title IX Administration and/or file a criminal complaint.**

In addition to the investigations/adjudications and alternate resolutions described below, between July 1, 2022 and June 30, 2023 (“2022-2023 academic year”), the Office of Gender Equity and Title IX Administration provided support and resources—including referrals to confidential resources, information regarding how to obtain supportive measures (including academic support, housing changes, No Contact and No Communication Orders), and information regarding the formal grievance process, the alternate resolution process, and contacting law enforcement—to approximately 115 undergraduate and graduate students and to approximately 12 faculty/staff members who may have experienced sexual misconduct.^[1]

RESPONSE TO SEXUAL MISCONDUCT COMPLAINTS

The University's sexual misconduct policies provide two distinct processes to resolve complaints of sexual misconduct: the formal grievance process and the alternate resolution process. In the formal grievance process, the University investigates and adjudicates allegations of sexual misconduct. The alternate resolution process is a voluntary process where the parties mutually agree to terms to resolve the allegations in lieu of a formal investigation/adjudication.

Formal Grievance Process

The University is committed to providing an impartial investigation of alleged violations of the [Title IX Sexual Harassment policy](#) and/or the [University Sexual Misconduct policy](#). Allegations of sexual misconduct are investigated and adjudicated according to the procedures set forth in these policies. During the disciplinary process, both parties (complainant and respondent) have equivalent rights, including the opportunity to present evidence, to review and respond to evidence collected during an investigation, to be accompanied by an adviser of their choice, and to appeal. The University concurrently provides both parties with the initial assessment of the complaint, information collected during the investigation, written notification of the outcome of the process, and written notification of the outcome of any appeal.

As this process requires the parties to discuss sensitive matters which can be stressful and difficult, all investigators and hearing panelists receive training regarding trauma-informed questioning and implicit bias (including how all aspects of an individual's identity impact their experience). To ensure thoroughness and allow all parties an opportunity to fully present their experiences (and to comply with Title IX regulations), the process is lengthy, usually lasting six to nine months. All parties receive detailed information about all steps of the process in advance and reminders throughout, including reminders that retaliation can constitute a policy violation.

Alternate Resolution Process

First introduced in 2020, the alternate resolution process is a voluntary, remedies-based process designed to provide members of the University community with an option to resolve sexual misconduct allegations with other members of the University community in a forum that is separate and distinct from the University's formal grievance process. The alternate resolution process is not available in all circumstances. For example, it is not available in matters with a student complainant alleging sexual misconduct by a faculty or staff respondent. It is a voluntary process in which the parties mutually agree to terms in lieu of an investigation/adjudication. There is no disciplinary action taken against a respondent, and the resolution does not appear on the respondent's disciplinary record.

The goal of the alternate resolution process is to allow both parties to co-exist on campus and pursue their academic and non-academic interests in a safe, respectful and productive educational environment. The alternate resolution process typically takes a few weeks to complete, does not require the parties to answer any questions regarding the allegations, and has successfully resulted in the parties reaching agreement on terms in the overwhelming majority of matters. Which process best meets an individual's needs is a personal decision, but many parties have chosen the alternate resolution process since its introduction in 2020.

Additional information about the alternate resolution process is available on the [sexual misconduct investigations website](#).

BY THE NUMBERS

This report presents information about reports of sexual misconduct that were investigated/adjudicated through a formal disciplinary process or resolved through the alternate resolution process during the 2022-2023 academic year.^[2] While intended to be informative, this report has inherent limitations, in that the privacy of the individuals involved must be protected, which necessarily limits the detail that can be provided regarding each particular case.

The data in this section refer to violations of University policy that were investigated/adjudicated pursuant to the Title IX Sexual Harassment policy/University Sexual Misconduct policy or which were resolved via the alternate resolution process; they do not refer to matters that were handled by law enforcement.^[3] For this and other reasons, it should not be expected that the data in this report align with the Clery Act data provided by the Department of Public Safety (DPS) for reported crimes. In addition, the University recognizes that the majority of incidents of sexual misconduct are not reported to non-confidential University resources.^[4] Thus, the data contained in this report are not intended to reflect all incidents of sexual misconduct. In addition, this report is not intended to reflect matters that were reported to the University's Sexual Harassment/Assault Advising, Resources, and Education (SHARE) office, which is a confidential resource that offers support and advocacy services and provides information about the roles and reporting obligations of other offices at the University in order to empower individuals to make informed decisions about their options.

During the 2022-2023 academic year, the University received 29 formal complaints of sexual misconduct. The University initiated formal investigations of 10 of these complaints; 16 complaints were resolved (at the request of the complainant and with agreement by the respondent) via the alternate resolution process; two complaints were dismissed following initial assessment because the alleged conduct, even if substantiated, would not constitute a policy violation; and one complaint was withdrawn by the complainant.

Formal Grievance Process

During the 2022-2023 academic year, **10 cases were fully investigated/adjudicated through formal University disciplinary processes, in which seven respondents (six students and one employee) were found responsible for violating University policy and three respondents (three students) were found not responsible for violating University policy.**^[5] All three cases in which three student respondents were found not responsible for violating University policy were counterclaims in which the initial respondent brought charges against the initial complainant after the investigation was initiated. Three appeals were submitted in two cases (in one case, both parties submitted appeals). In all three appeals, the outcomes were upheld by the appropriate appellate body.

Penalties imposed for violations of the University's sexual misconduct policies are based on the particular facts and circumstances relating to the violation, including the nature of the violation, the seriousness of the violation, and the respondent's previous disciplinary history (if any). [Penalties](#) for students can include a dean's warning, disciplinary probation, suspension (with or without conditions), withholding of a degree, or expulsion. In addition to the penalty, respondents found responsible for violations are required to complete the Community Integrity Program ("CIP"). CIP is a time-limited, individualized psychoeducational curriculum administered by a clinical psychologist. It serves to assist individuals in exploring harmful

attitudes and behaviors, with an aim to empower individuals to actively contribute to a healthier and safer campus community.

During the 2022-2023 academic year, four student respondents were suspended for one year, one student respondent had their degree withheld for one year, and one student respondent was placed on disciplinary probation.

[Penalties](#), which for faculty can include an oral or written warning, probation, probation with conditions, suspension, suspension with conditions, or dismissal, and for staff members may include a letter of concern, warning letter, probation, suspension, or termination, are determined based on the seriousness of the misconduct and the respondent's previous disciplinary history (if any). In addition, faculty and staff respondents found responsible for violations are required to complete CIP.

During the 2022-2023 academic year, the single staff respondent was suspended for three days.

Additional information regarding penalties is available on the [sexual misconduct investigations website](#).

Alternate Resolution Process

During the 2022-2023 academic year, **10 formal complaints were resolved via the alternate resolution process**. Remedies range by case, but the most common remedies agreed to by parties in these cases were skewed [No Contact Orders](#), completion by the respondent of the [Community Integrity Program](#), and termination of certain affiliations by the respondent (for example, an eating club, a student organization, a leadership position).

LOOKING FORWARD

Going forward, the Office of Gender Equity and Title IX Administration, in collaboration with campus partners, will focus on the following actions to further strengthen our efforts to prevent sexual misconduct, educate our community regarding resources and reporting options, and respond to complaints of sexual misconduct:

1. Review and modify sexual misconduct policies in order to comply with the forthcoming new Title IX regulations, as well as other federal and state laws and regulations, and to ensure that the University is fairly and impartially adjudicating complaints of sexual misconduct while treating the parties with compassion.
2. Expand communication and educational strategies regarding preventing and reporting sexual misconduct, available resources and supportive measure to individuals who have experienced sexual misconduct, and the processes to resolve complaints of sexual misconduct.
3. Continue to explore the use of restorative practices and/or other conflict resolutions strategies to support individual and community wellness and mitigate the effects of sexual misconduct.
4. Strengthen the use of climate surveys and other data to more effectively identify and respond to trends and patterns.

ENDNOTES

[1] In these situations, the potential complainants either opted not to pursue a disciplinary investigation, or not enough information was available for the University to conduct a disciplinary investigation. See [section X\(2\)](#) of the Title IX Sexual Harassment policy and [section IX\(2\)](#) of the University Sexual Misconduct policy for more information regarding the University's responsibility to investigate allegations of sexual misconduct.

[2] See [here](#) for information regarding reports of sexual misconduct that were investigated/adjudicated through a formal disciplinary process or resolved through the alternate resolution process in previous academic years.

[3] State and federal laws also address conduct that may meet the University's definitions of prohibited conduct, and criminal prosecution may take place independently of any disciplinary action instituted by the University.

[4] For more information regarding the prevalence of sexual misconduct at Princeton University, see the results of the [We Speak: Attitudes on Sexual Misconduct at Princeton Surveys](#).

[5] In cases in which respondents were found not responsible for sexual misconduct, the Presiding Hearing Panelist, using the preponderance of the evidence standard, found insufficient information to substantiate the particular charge.