



**INSTITUTE
DISCRIMINATION
AND HARASSMENT
RESPONSE OFFICE
ANNUAL REPORT
2023-2024 Academic Year**



**INSTITUTE DISCRIMINATION &
HARASSMENT RESPONSE OFFICE**

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The background features a blurred photograph of a multi-story building with a prominent arched entrance. A large, semi-transparent yellow shape is overlaid on the right side of the image, partially covering the building. In the foreground, several long, slender green leaves are visible, extending from the right towards the center. The overall aesthetic is clean and modern.

OUR OFFICE

DIRECTOR'S MESSAGE

Dear Members of the MIT Community,

I want to welcome everyone back to a new semester. My goal is that our 2023-24 Annual Report provides helpful information on the issues affecting our community and the various ways the Institute Discrimination and Harassment Response Office (IDHR) works to address harm—in our office's ongoing efforts to create a welcoming and inclusive community for everyone.

To bolster our office's ability to resolve Formal Complaints in a timely way, we have added members to our staff. We welcomed a new Investigator, Suzie Shorey, who will work on Investigations into community members' conduct, and an Investigations Coordinator, Brandi Parker, who will assist the investigators with the goal of decreasing the length of time cases can take. Melissa Weed also joined our team as a Case Manager—Melissa will meet with impacted persons and provide support to all parties.

In academic year 2023-24, along with MIT community partners, IDHR worked on a number of important initiatives and projects:

- IDHR reached a large number of community members as we rolled out the required [Preventing Sexual Harassment training](#) to faculty, staff, and graduate students three years and above. Participants chose a course from three topic areas to complete their training requirement—we reached a completion rate of 98%.
- In October 2023, MIT administered the first sexual harassment climate survey for faculty and staff. In April 2024, students were surveyed for the third time on the topic. The [Committee on Sexual Misconduct Prevention and Response](#) has formed working groups to analyze the data and provide recommendations on action steps to assist MIT in continuously improving the climate and response systems.
- In April 2024, with our partners from Violence Prevention and Response, we celebrated extraordinary student and employee recipients of the annual [Change-Maker Awards](#). The awardees were recognized for their work to eradicate sexual misconduct and make MIT a welcoming community for all.

The 2023-24 school year was also a very challenging time for many as we navigated campus tensions. This annual report can be a helpful tool in understanding the volume of concerns reported to IDHR. However, it cannot adequately describe the impact the tensions had on countless members of our community. In all cases, IDHR staff and others from partner offices strove to ensure the people coming to us felt heard and were connected to support. This year tested many things including our ability to manage unprecedented numbers of complaints, and the ability of our community to listen across differences. Higher education practitioners across the country will be using the many lessons learned last year to improve our systems moving forward with the goal of creating space for rigorous debate while respecting the dignity and rights of our community members.

Thank you all for your efforts in making MIT a caring community—we are grateful for your partnership and ongoing support.



Sarah Rankin

Director, Institute Discrimination and Harassment Response Office

Vision

The Institute Discrimination and Harassment Response Office (IDHR) envisions an MIT community that prioritizes mutual respect, equity, inclusivity, and accountability where all members recognize the impact of their behavior on others with a willingness to grow and change.

Multi-Missioned

The IDHR Office is a resource for the entire MIT community for concerns related to Discrimination and Discriminatory Harassment, including for sexual misconduct under federal Title IX regulations.

IDHR strives to reduce the prevalence and impact of Discrimination and Discriminatory Harassment by providing for all MIT community members, including students, faculty, and staff:

- engaging **educational opportunities**,
- information about **resources**,
- **supportive measures**, including academic, workplace, and housing modifications,
- the tracking and reporting of **patterns and trends**,
- and **complaint resolution pathways** that include **restorative and investigative** processes.

Our Model



Our Team



Sarah Rankin
Director and
Title IX Coordinator



Meg Chuhran
Manager of Office Operations
and Case Management



Catherine Barrett
Administrative Assistant



Tori Willbanks-Roos
Case Manager



Melissa Weed
Case Manager



Vera Grbic
Communications Officer



Simi Ogunsanwo
Manager of Prevention
Education and Outreach



Amanda Wynn
Education Specialist



Arti Kothari
Education Specialist

Resolution Team



Nina Harris
Manager of Adaptable Resolutions
and Restorative Practices



Moriah Silver
Manager of Investigations



Courtney Wilson
Investigator



Justine Plaut
Investigator



Aimee Bierman
Investigator



Suzanne Shorey
Investigator



Brandi Parker
Investigations Coordinator

Deputy Title IX Coordinators

For concerns specifically related to sex- and gender-based discrimination (including sexual harassment, sexual assault, intimate partner violence, and stalking), there are 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.

Deputy Title IX Coordinators will keep the conversation as confidential as possible, but note that information about incidents of sex- and gender-based discrimination must be shared with the Institute Discrimination & Harassment Response Office so that MIT can take action if necessary for safety purposes and to make sure the impacted person receives full information about resources and resolution options.

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EDUCATION & INITIATIVES



The Education and Outreach Team is focused on prevention efforts, education, and outreach to the entire MIT community. In academic year 2023-2024, we educated over 22,214 students, faculty, staff, and postdocs across the Institute through a variety of training and outreach efforts.

Training Spotlight: Preventing Sexual Harassment Training Initiative

This past academic year, IDHR conducted the rollout of the third cycle of the [Preventing Sexual Harassment training initiative](#), requiring all faculty, staff, and graduate students who are in their third year of study or above to complete one of multiple online training modules to continue their ongoing professional development on promoting an inclusive MIT community and preventing harassment. In response to feedback to the 2021 cycle of trainings, this year we offered three MIT-created training options, developed in collaboration with multiple campus partners. The courses are:

- **LGBTQ+ 101: Education, Allyship, and Self-Advocacy:** This entry-level course on gender and sexual orientation is for everyone, whether they're part of the LGBTQ+ community or an ally. The course includes information on ways people can advocate for themselves, be an ally and how they can help contribute to an inclusive campus that supports everyone.
- **Responding to Disclosures at MIT:** This module explores the behaviors that constitute sexual harassment, how a person can support someone who discloses to them, and what constitutes the Responsible Employee obligation and how to fulfill it.
- **Power Dynamics:** The Power Dynamics module explores the topic of power in relation to our identities, experiences, and roles at MIT. This course explores the ways in which power manifests in our relationships and people's attitudes towards power, including one's feelings about having power and the authority of others.

The training initiative was very successful with a completion **rate of 98% and approximately 11,686** community members completing a course.

ONLINE TRAINING



We delivered prerecorded online trainings to

19,787 people.

1,107

Sexual Assault Prevention Undergraduates

1,133

Sexual Assault Prevention Ongoing - Healthy Relationships (for sophomores)

1,158

Sexual Assault Prevention Ongoing - Taking Action (for juniors)

815

The Sexual & Interpersonal Violence Prevention and Response Course, or "SPARC Go+" (for seniors)

2,169

Sexual Assault Prevention Graduate training

1,719

Building Supportive Communities (for new employees)

11,686

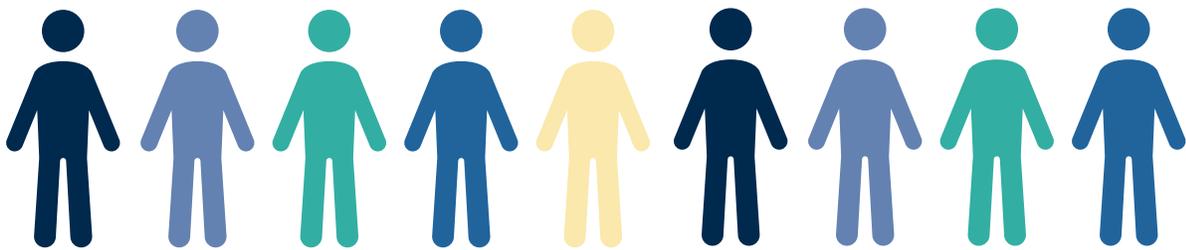
Preventing Sexual Harassment training: approximately

IN-PERSON TRAINING



We delivered **66** trainings and presentations to a total of

2,427 people.



Outreach and Events

Dating and Domestic Violence Awareness Month (DVAM), October 2023

Collaborative Community Art Piece

In recognition of Dating and Domestic Violence Awareness Month, IDHR partnered with Violence Prevention and Response (VPR) to ask members of the MIT community: “What makes a relationship a good fit?” Tabling events were hosted around campus, where students, staff, and faculty could respond to the prompt on individual puzzle pieces. The result was a completed puzzle that highlighted traits of a healthy relationship.



Healthy Relationships: The DOs and Donuts

IDHR and VPR co-hosted a student-led Q&A panel focused on promoting a healthy relationship culture at MIT. Undergraduate and graduate student leaders answered audience-submitted questions about cultivating healthy relationships in their personal lives and communities. The evening featured food, drinks, and pumpkin decorating before shifting to the moderated Q&A session.

Stalking Awareness Month: Adam Dodge of EndTAB, January 2024

IDHR and VPR hosted Adam Dodge of EndTAB (End Technology-Enabled Abuse) for a virtual workshop. This workshop aimed to empower attendees to take steps to protect themselves in the digital age. The interactive session illustrated the landscape of tech-facilitated stalking, and what can be done to confront emerging digital safety challenges, such as nonconsensual tracking, image-based abuse, online harassment, and more.

IDHR Student Liaison Group

IDHR Student Liaisons are undergraduate and graduate students from across the Institute who meet regularly to provide input to IDHR. They provide feedback on messaging, outreach efforts, informational resources, and processes; share insight into student concerns and knowledge of IDHR services; and serve as liaisons between IDHR and student communities. This year’s cohort provided essential feedback on how to communicate IDHR supports to students and develop a strong and involved network of student volunteers.

Thank you to the 2023-24 IDHR Student Liaisons:

- Rebecca Lizarde
- Leah Null-Budson
- Deon Mitchell
- Remi Harrison
- Ryan de Freitas Bart
- Siddhu Pachipala
- Kathleen Julca
- Lara Gomez
- Amy Huynh



Institute Initiatives

In addition to serving as the centralized resource for concerns of Discrimination and Discriminatory Harassment, IDHR engages in many initiatives to further address issues around Discrimination and Discriminatory Harassment and campus inclusion. Below is a brief overview of these initiatives.

Student and Employee Sexual Harassment and Misconduct Surveys

During the 2023-24 academic year, the Institute surveyed students and employees in separate sexual harassment and misconduct surveys. While MIT also surveyed students on these issues in 2024 and 2019, this was the first time the Institute surveyed staff and faculty on sexual harassment and misconduct. MIT made a commitment to seek employee feedback on these matters in response to the [National Academies of Sciences, Engineering, and Medicine \(NASEM\) 2018 report on the sexual harassment of women](#).

The student and employee surveys were confidential and voluntary. They provide critical data about our community climate and student and employee experiences that will be used to identify gaps and enhance existing services.

MIT Change-Maker Awards

MIT's annual Change-Maker Awards recognize outstanding students, faculty, and staff for their work to combat sexual misconduct. [MIT Change-Makers](#) are extraordinary individuals or groups who actively and intentionally work to eradicate harassment and sexual violence by challenging harmful attitudes, language, or behaviors. Honorees were celebrated among invited guests at the Change-Makers' Banquet, which took place on April 25, 2024. The 2024 Change-Makers honorees were:



PLEASURE Peer Educator of the Year: Santi Cantu

Since their first year at MIT, Santi Cantu has exemplified what it means to be a Change-Maker on campus. Santi brings their expertise to PLEASURE (a student-led peer education program that promotes healthy relationships and strives to eliminate sexual violence at MIT) and as a student representative on the Committee for Sexual Misconduct Prevention & Response. Santi has facilitated workshops that challenge harmful cultural norms around sexual violence and harassment and cultivate healthy communities. They model healthy behavior, help PLEASURE articulate messaging that promotes their values, and invite others into deeper self-reflection.



Student: Savannah Lawrence

Savannah (Sav) Lawrence works toward the very mission that the Change-Maker Awards seek to honor. Their work across multiple groups on campus has often focused on cultivating spaces for black women and nonbinary communities at MIT, curating workshops around topics of consent, boundaries, self-love, and exploring one's sexuality in a safe way. As a member of the PLEASURE Executive Committee, Sav galvanized PLEASURE to deepen its impact at MIT and volunteered to train the next classes of Educators. They also served on a Healthy Relationships panel, sharing vital information with their peers on cultivating healthy relationships. Sav skillfully balances expertise on the subject matter with disarming humor, quickly breaking down any barriers between them and their audience.



Student Group: Alphi Chi Omega (AXO)

Each year, AXO makes significant contributions to sexual violence prevention, both within and outside the MIT community. They dedicate the entire month of October to combat unhealthy relationships and raise awareness around an issue that impacts many in our community. This year, AXO collaborated with Violence Prevention & Response for a tabling event, offering MIT community members the opportunity to trace their hands in purple in support of survivors of intimate partner violence. They also put on a Healthy Relationships Week in February each year to share resources available to students and engage in conversations with their peers about how they show love and care. All proceeds from fundraisers AXO coordinates during Healthy Relationships Week go to BARCC, the comprehensive rape crisis center for the greater Boston area.

Employee: Preventing Sexual Harassment Training – Content Development Team

The 2024 employee Change-Maker award was given to a cross-disciplinary team of experts who created three online training modules for MIT’s biannual harassment prevention training. The project reached over 11.5 thousand MIT faculty, staff, and graduate students three years and above. For the first time, all training content was developed by MIT staff in response to feedback from our community that they greatly appreciate MIT-specific content. Lauryn McNair and Nina DeAgrela developed the LGBTQ+ 101 module; Suraiya Baluch and Molly McInerney created the Power Dynamics module; Gabe Campos (along with Simi Ogunsanwo and Rose Poyau, who are ineligible for this award) developed the Responding to Disclosures module.



Bias Response Team

The [Bias Response Team \(BRT\)](#) is a working group of subject matter experts who strategize how to address reported incidents of bias and discrimination impacting the MIT community. Together with other campus stakeholders, the BRT provides recommendations on education and outreach as appropriate, including for individual reports of bias incidents or reports of incidents affecting the wider MIT community.

When a bias or discrimination-related incident is reported to IDHR, staff from the office typically offer to meet with the reporting party to provide supportive services, informal remedies, and explain Formal Complaint options. IDHR informs the BRT of bias-related incidents that come to its office and, when needed, seeks the input of the group. The BRT may identify intervention actions for the affected individual and/or community, and outreach as appropriate with the MIT community about the incident.

NASEM Action Collaborative

The National Academies of Science Engineering and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education is an initiative where 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. It does this by facilitating the exchange of information, ideas, and strategies, and by inspiring and supporting collective action among its member institutions. MIT continues to participate in the NASEM Action Collaborative to further the Institute’s commitment of building an inclusive and safe environment where all members can thrive.



Committees and Working Groups

Committee on Sexual Misconduct Prevention and Response (CSMPR)

As charged by MIT's President, the [Committee on Sexual Misconduct Prevention and Response \(CSMPR\)](#) is an advisory body that provides guidance to the Provost, the Chancellor, the Vice President for Human Resources, and the Institute Community and Equity Officer. The committee works on initiatives that encourage a campus environment that is safe, respectful and free from discrimination, and oversees an Institute-wide approach to prevent and respond to sexual misconduct and other forms of gender-based discrimination. The 29 members of the committee represent a broad cross-section of the MIT community, including faculty, staff, and students. Sarah Rankin, Director of IDHR, and Professor Lerna Ekmekcioglu served as co-chairs for 2023-2024.

During the 2023-2024 academic year, the CSMPR finalized the Educational Interventions Sub-Committee recommendations. The Sub-Committee was formed in 2021-22 to review educational opportunities (both internal and external to MIT) for people accused of causing harm and develop recommendations on how to best access these resources when someone agrees to engage in educational interventions and/or as part of a formal resolution

process. Their recommendations include coordinating the implementation of an MIT-based educational intervention program pilot utilizing the Science-based Treatment, Accountability and Risk Reduction for Sexual Assault (STARRSA) Active Psychoeducational model. The STARRSA program attempts to facilitate positive behavioral change by providing information that can help students address and resolve risk-relevant thoughts, feelings, and behaviors associated with sexual misconduct and have respectful, prosocial intimate relationships.

Health Promotion Working Group

The Health Promotion Working Group (HPWG) was formed to coordinate efforts that help students' wellbeing. The HPWG is comprised of staff from across the Institute including offices that provide direct support to students, as well as education on topics related to student health and wellbeing. Additionally, the HPWG regularly consults with students and faculty on issues and topics related to student wellbeing. IDHR is participating in the education sub-group, collaborating on ways to improve training and education for students and developing streamlined messaging around student wellbeing and support resources.



The background features a complex, layered design. A teal-colored wave-like shape curves across the middle of the page. Below and above this wave, there are grey, semi-transparent patterns that resemble stylized, overlapping letters or symbols. The background also includes a faint, low-angle photograph of a forest with tall trees reaching towards a bright sky.

INCIDENT DATA

IDHR Preliminary Review of All Incidents

IDHR is committed to providing all community members with information about resources, informal remedies, formal resolution options, and individualized support (such as academic, workplace, and housing modifications). When our office is informed of an incident, one of our staff members typically reaches out to the Complainant or Impacted Party to offer a meeting to discuss resources and resolution pathways. Should they choose not to meet with us, we will send them an email outlining all their available options. IDHR will consult with the Complainant, where possible, to determine what type of process and/or support they prefer.

When IDHR receives an anonymous report, the Institute may be limited in its ability to respond. However, each anonymous report is assessed to determine if following up with a named person or Department, Lab, or Center (DLC) is appropriate and possible while maintaining the reporting party's request for anonymity.

Tracking Patterns of Repeated Concern

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. IDHR utilizes a database to help identify such patterns of conduct and works closely with community partners to gather relevant information. 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 Department of Student Life (DSL) staff to review past conduct concerns raised to determine next steps.

This preliminary review process enables IDHR, with the support of community partners in the DLCs or DSL, to take a holistic approach in reviewing incidents 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 that may require the Formal Complaint Process (through an Administrative Complaint as defined on page 26) to appropriately address the alleged behavior.



IDHR strives to provide timely updates of incidents of discrimination and discriminatory harassment in the MIT community. The data included in this year’s annual report reflects the reports received by IDHR in academic year 2023-2024 involving students, staff, faculty, and postdocs. These figures shed light on the issues impacting campus, including the categories of incidents, the trajectories these cases took, the outcome of investigations, and more.

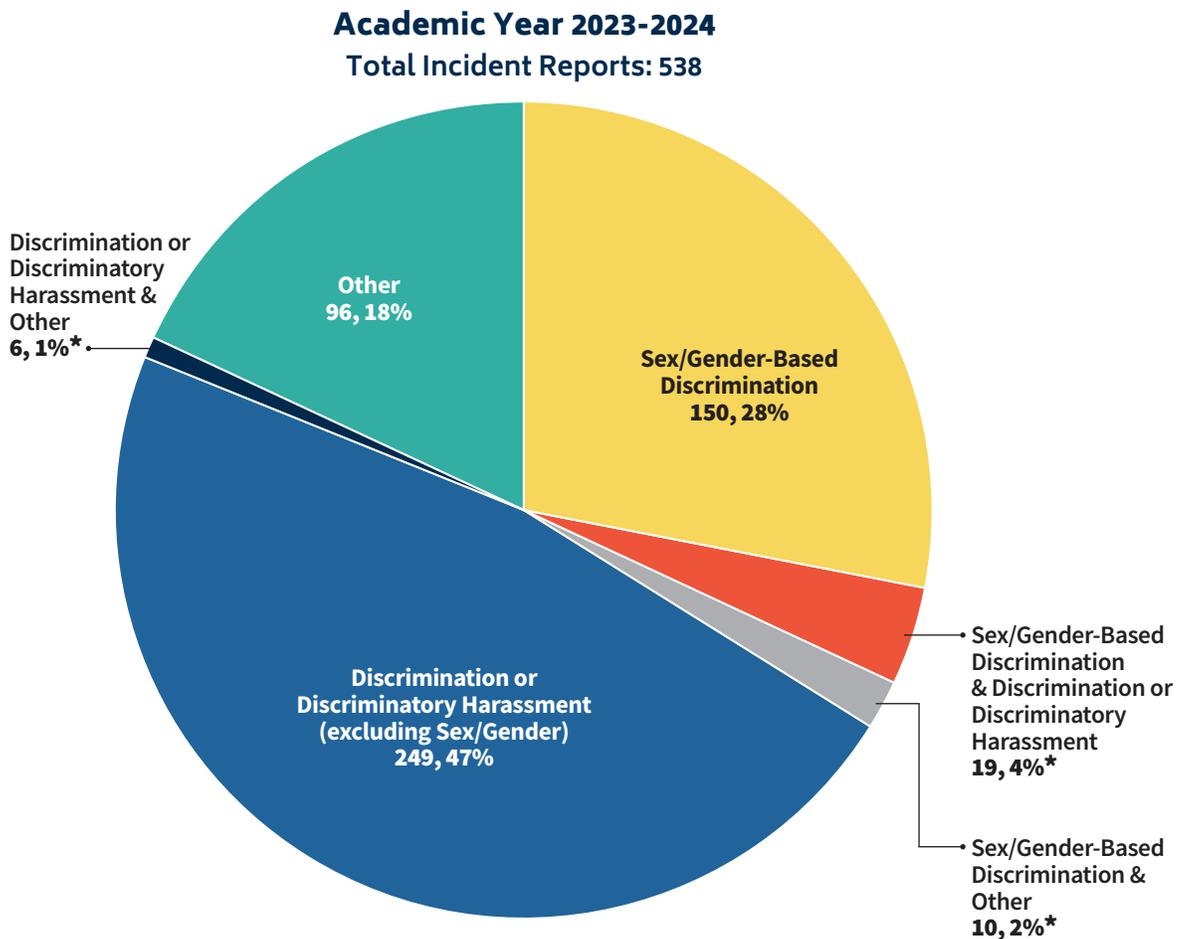
Total Reports to IDHR for 2023-2024 Academic Year

This pie chart represents all the incidents that IDHR was notified of through a variety of sources including from direct incident reports, responsible employees, and referrals from Human Resources and the Office of Student Conduct and Community Standards. In total, IDHR received **538 incident reports**.

The reports are broken down into three broad categories:

1. Gender-Based or Sex-Based Discrimination;
2. Discrimination and Discriminatory Harassment (not based on Gender or Sex); and
3. Other forms of Misconduct.

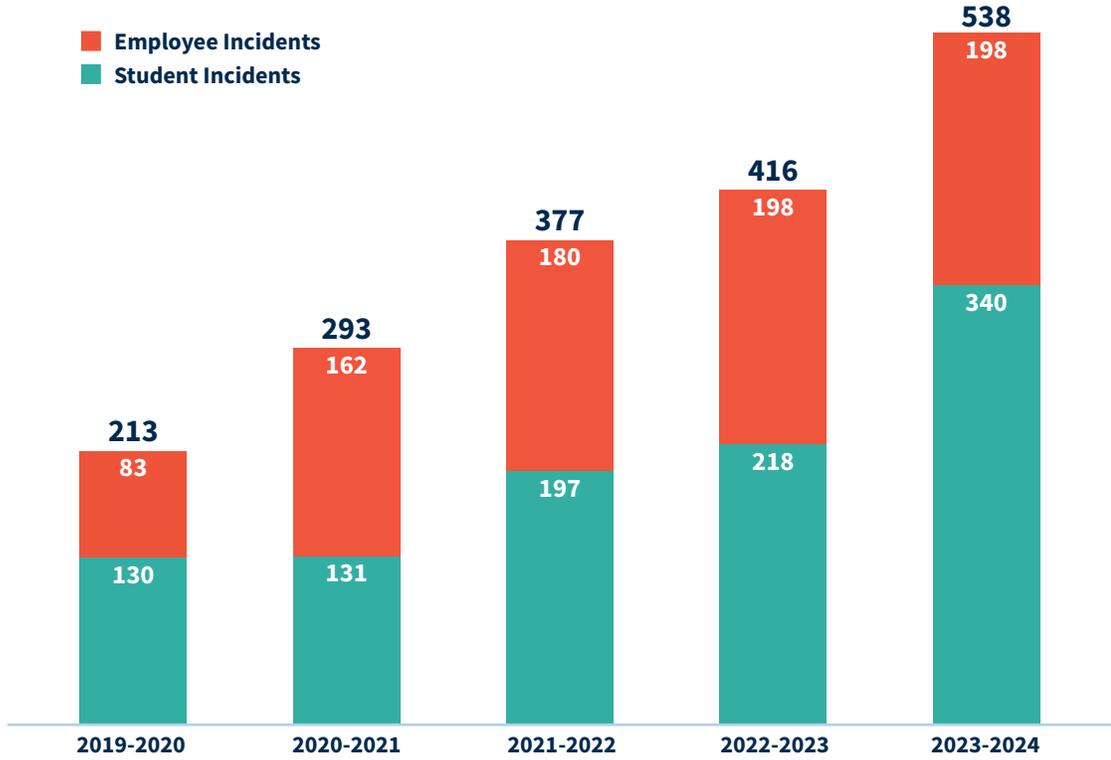
To learn more about the categories listed here, please refer to the Terms and Definitions on page 23.



*Note: The slices with an asterisk indicate the ways these categories overlap in the reports received by IDHR. It is not unusual for an incident to have multiple allegations, and recognizing these intersections is an important step in responding to these issues.

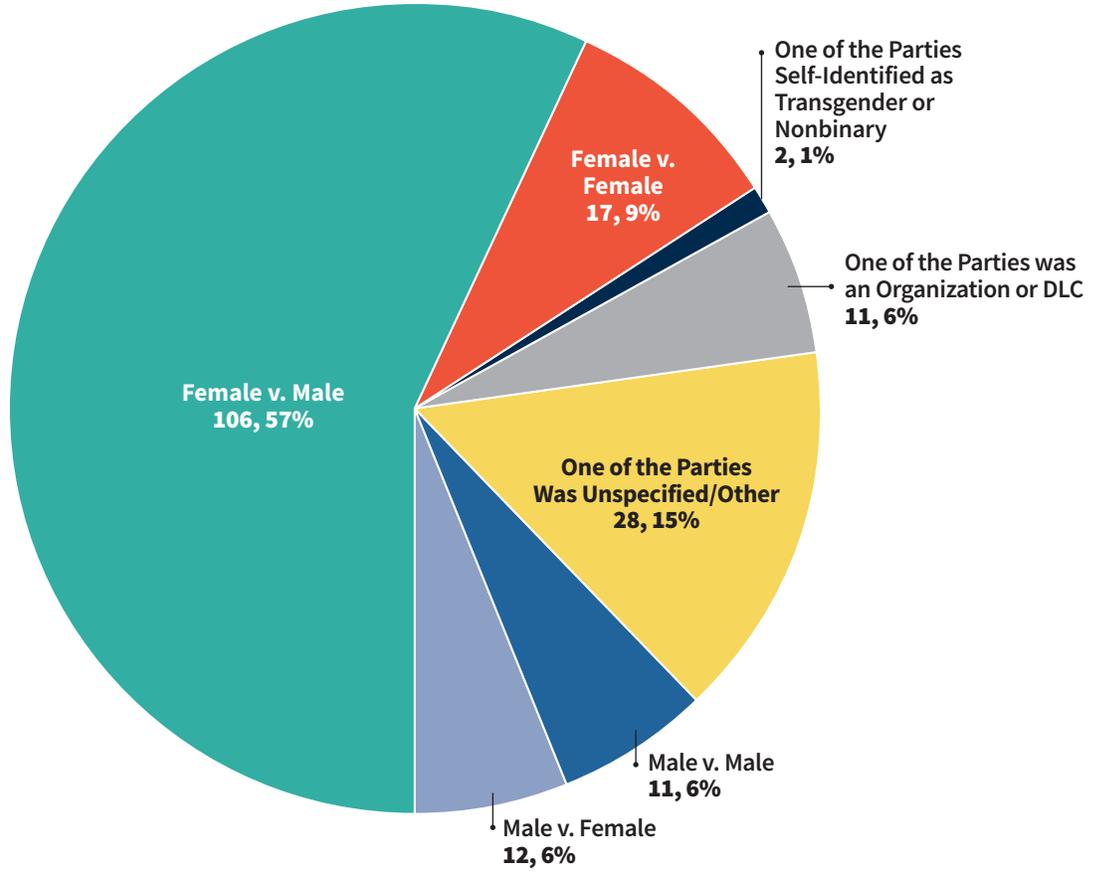
The chart below shows the progression of incident reports received by our office since the 2019-2020 academic year. 2019-2020 was the year our scope expanded beyond responding solely to incidents of student conduct to include incidents of employee conduct. To mark this important shift, the organization was renamed the Institute Discrimination and Harassment Response Office (IDHR)—an office that responds to all incidents of Discrimination or Discriminatory Harassment based on a protected class for the entire MIT community.

Year-to-Year Comparison 2019-2024



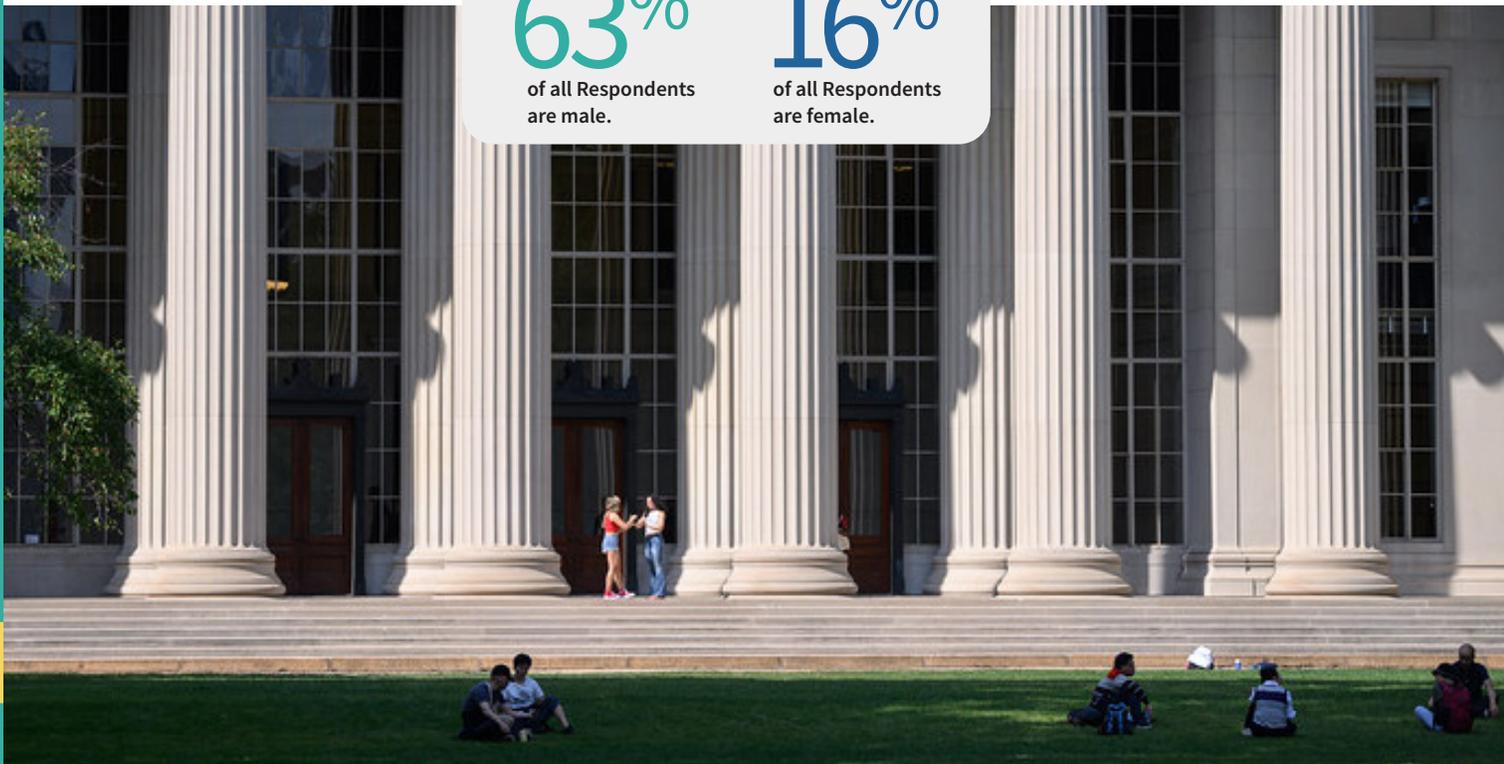
The chart below illustrates the gender affiliations of the parties in sex- and gender-based discrimination and harassment cases in 2023-2024. Please note that the gender affiliations of parties in other types of IDHR cases are not shown here.

**Complainant v. Respondent Gender:
Sex- and Gender-based Cases**
Total Incidents: 187



63%
of all Respondents are male.

16%
of all Respondents are female.



Case Trajectory

This figure depicts the trajectory of the 538 incidents reported to IDHR, including reports of Discrimination or Discriminatory Harassment and other incidents against respondents (the individual(s) accused of violating an MIT policy) of all affiliations.

Note: The available pathways in a particular case are in large part driven by the preferences of the Complainant and the extent of the information available to IDHR. Some incidents were reported to IDHR anonymously. Additionally, many Complainants indicated that they wanted to report for documentation purposes only, indicated they did not want to be contacted by IDHR, or asked only to be provided with information about rights, resources, and resolution options. Other incident reports included information about misconduct by non-MIT community members or lacked sufficient information for IDHR to pursue a formal complaint.

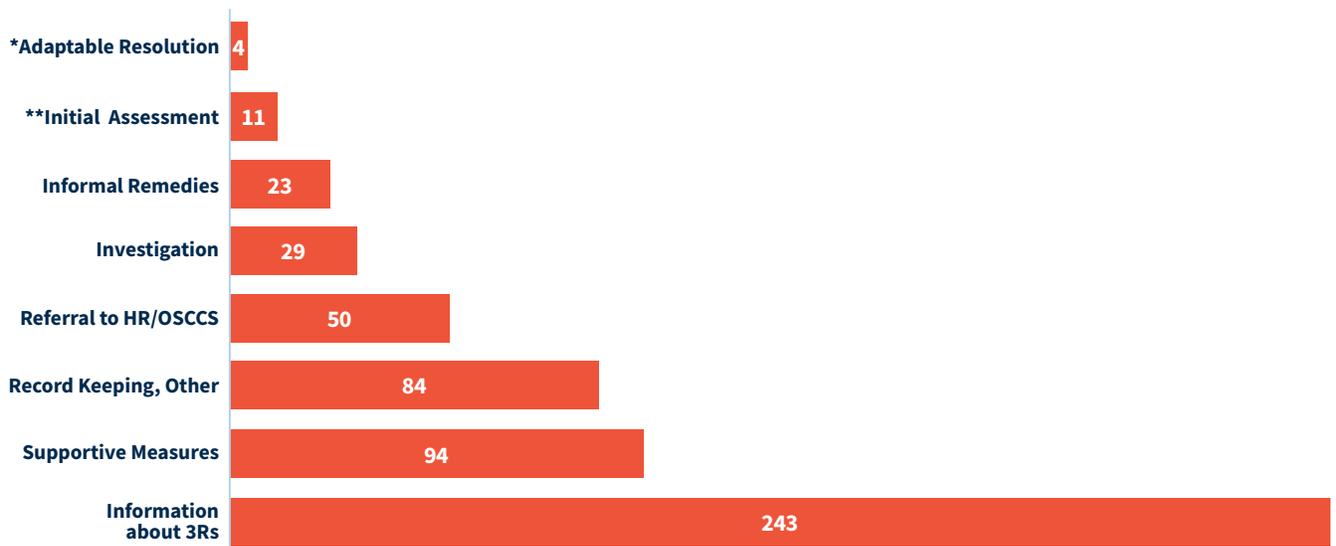
Case trajectories can be resolved through different pathways, including:

- Supportive Measures;
- Informal Remedies;
- Information about Rights, Resources, & Resolution Options (3Rs);
- Formal Complaint, including Adaptable Resolution or Investigation; and
- Referral when an incident falls outside the scope of our office.

For full definitions of each of these offerings, see page 26.

Some cases are resolved using more than one pathway, such as when Complainants and Respondents receive supportive measures during an Investigation. However, for data purposes we have chosen one pathway to best describe the final resolution of the case.

Trajectory for All 538 Reported Incidents



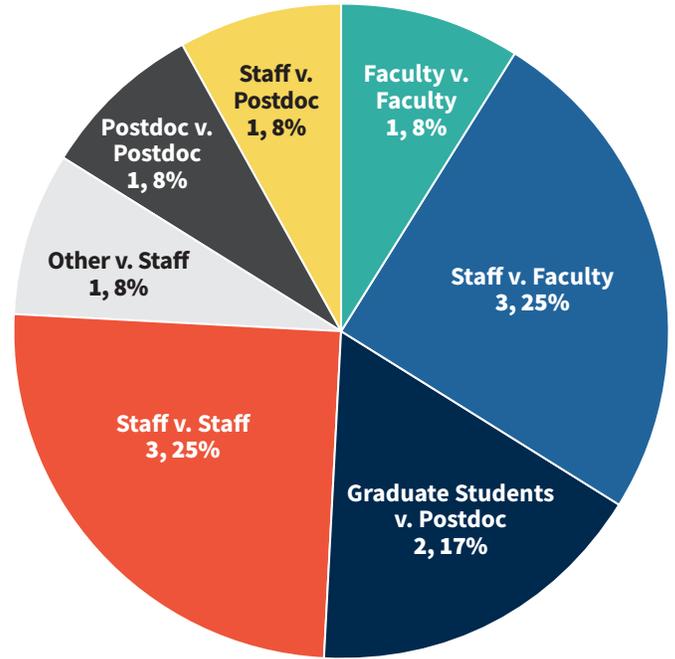
*Adaptable Resolution is only available in cases that pass an Initial Assessment** and involve a student respondent and/or complainant.
 **Initial Assessments that did not result in an Investigation or Adaptable Resolution.

Employee Investigation Process Outcomes

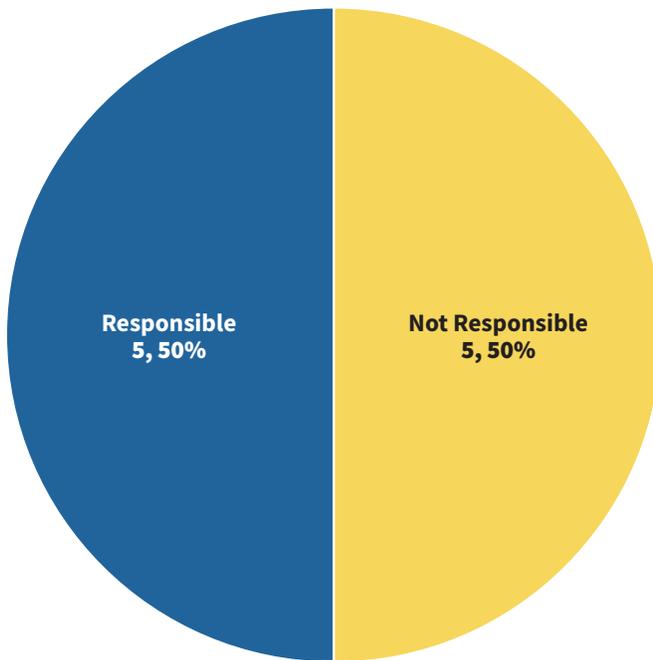
To protect the confidentiality of cases and individuals involved, we are not able to share more detailed data about the final outcome of Investigations against employees at this time.

To better understand the potential power dynamics present in the cases that proceed through the Investigation Process, this chart expresses the affiliation of **12 Complainants** who filed Formal Complaints against **10 employee Respondents**. Three of the 12 Complainants reported one Respondent and the case was investigated as an Administrative Complaint (see definition on page 26). This means there are more Complainants listed in this chart than cases investigated.

Combined Complainant v. Respondent Affiliations for Investigations in Employee Incidents



Employee Respondents Found Responsible for at least 1 Charge



Of the 10 Respondents who were charged in academic year 2023-2024, 50% were found responsible for at least one policy violation.

A finding of “Not Responsible” is not a determination that the reporting party made a false complaint—it means that the decision-maker concluded that a policy violation was not established by the preponderance of the evidence standard (more likely than not).

IDHR is not involved in the determination of disciplinary or corrective measures. Access the following web page to read about the decision makers: idhr.mit.edu/investigation-process/decision-makers.

The numbers shared in the above charts may be different from what was reported in the case trajectory graph for cases because when we are notified of an incident and when a Formal Complaint is officially initiated do not necessarily occur within the same data collection year.

Student Investigation Process Outcomes

Committee on Discipline (COD) Jurisdiction

From July 2020 through June 2024, the Committee on Discipline made findings in 14 cases* from the IDHR Office that alleged Sexual Misconduct, Sexual Harassment, Intimate Partner Violence, or Stalking. Due to the small number of cases each year and to maintain the privacy of the parties, this table uses four years of data, unlike the rest of this report, which only covers 2023-2024. Only limited interpretation is possible due to the small number of cases and the unique circumstances in each case.

***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—it means that the decision-maker concluded that a policy violation was not established by the preponderance of the evidence standard (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.

IDHR is not involved in the determination of disciplinary or corrective measures. Access the following web page to read about the decision makers: idhr.mit.edu/investigation-process/decisionmakers.

Formal Complaint findings on 14 cases from July 2020-June 2024

	Not Responsible	Responsible Finding & Sanction			Total
		Probation/ Education	Suspension	Expulsion	
Intimate Partner Violence	-	-	-	-	0
Stalking	3	1	-	-	4
Sexual Harassment	1	2	-	-	3
Non-Consensual Sexual Penetration	3	-	1	-	4
Non-Consensual Sexual Contact	2	1	1	-	4
Sexual Exploitation	1	-	-	-	1



The background image shows a large, classical-style university building with a portico supported by columns. The building's facade features inscriptions: 'TYCHO BRAHE' and 'EVLER DAISE' on the upper level, and 'HERSCHEL' on the lower level. A flag flies on a tall pole to the left. The scene is framed by trees with autumn foliage. A large, semi-transparent yellow and green graphic overlay is present on the right side of the image.

TERMS AND DEFINITIONS

Gender-Based or Sex-Based Discrimination: Discrimination based on an individual's sex or gender (including discrimination based on 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, non-consensual contact and sexual exploitation. Below find different types of sexual misconduct:

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

Non-Consensual Contact: 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: Taking sexual advantage of another person including:

- 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: Unspecified: This category is used when IDHR does not have enough information to 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 directed toward a partner in an intimate relationship that would cause a reasonable person to fear harm to self or others.

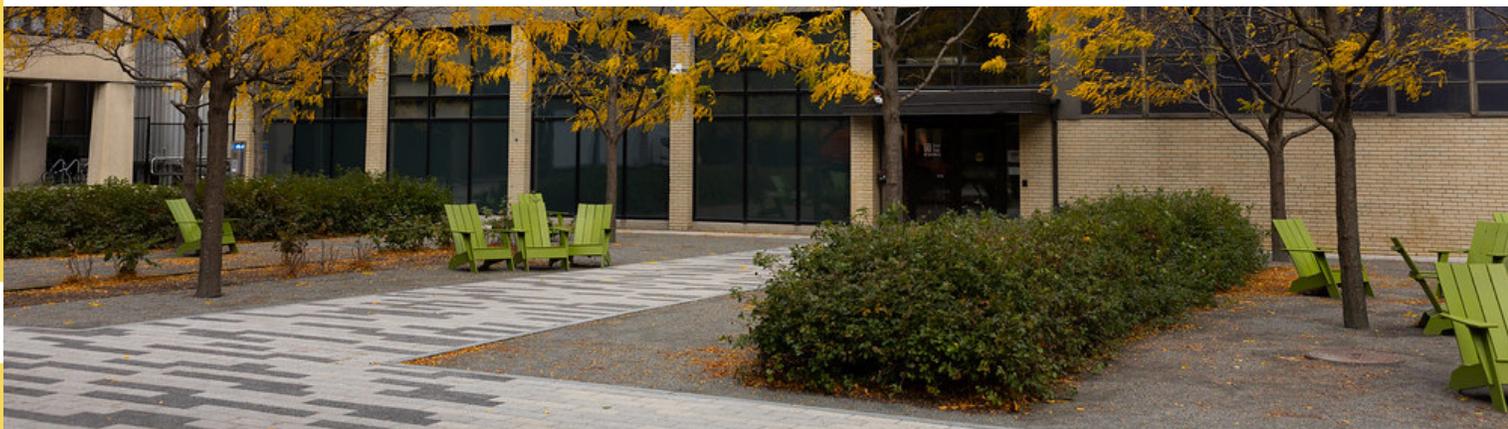
Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress. "Course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Sexual Harassment: Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct this is so severe or pervasive that it creates a hostile working, academic, or living environment.

Consent: Consent means "effective consent" as defined in the [Mind and Hand Book, Section II](#). In part, the policy reads that, "Effective Consent is: informed; freely and voluntarily given; mutually understandable words or actions which indicate willing participation in mutually agreed upon sexual activity."

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

The definitions on these pages are summarized based on Institute Policies. Complete policies and definitions can be found in the [Policies & Procedures](#) and the [Mind and Hand Book](#).



Discrimination & Discriminatory Harassment, not based on Gender or Sex: Discrimination based on a protected identity, including race, color, 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.

Retaliation (not based on a protected class): 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): 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: 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) or the categories above. For example, a situation in which a supervisor is bullying or demeaning a supervisee based on characteristics not protected under MIT's nondiscrimination policy.

General Terms

Academic Year: The data presented in this report is from academic year 2023-2024, which is the period between July 1, 2023 and June 30, 2024.

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

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

Incidents/Cases: When the IDHR Office is notified of a situation via our online reporting form, the MIT Hotline, email, phone, referral, or via a responsible employee. Not all reported incidents 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 IDHR in the 2023-2024 academic year.

Respondent: The individual(s) accused of violating an MIT policy. Also termed "Responding Party" in some instances.

Complainant: The individual(s) reporting an alleged MIT policy violation. Also termed "Impacted Party" in some instances.

Case Trajectory: Sections of the annual report will elaborate on how incidents were addressed when IDHR was notified. The following are pathways IDHR uses to address cases.

Information about Rights, Resources, & Resolution Options (the “3Rs”): IDHR 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 time. This may also include anonymous incident reports that IDHR was unable to follow up on.

Supportive Measures: Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties. Supportive Measures may be offered, as appropriate, to either or both the Complainant or Respondent prior to an Investigation or while an Investigation is pending. They are provided to restore or preserve access to the Institute’s education program or activity, including measures designed to protect the safety of all parties or the Institute’s educational environment, and/or deter discriminatory harassment, discrimination, and/or retaliation. These actions may include, but are not limited to, housing alterations, referrals to visa and immigration assistance, and workplace and academic modifications.

Informal Remedies: A Complainant may also request Informal Remedies such as an educational conversation, educational workshop, or Mutual No Contact Order (MNCO). These may be facilitated by IDHR or in consultation with IDHR. Informal Remedies may also be offered by Human Resources (HR) or the Ombuds Office.

Initial Assessment: An assessment, completed by the IDHR Investigations team to ascertain whether there are sufficient grounds to proceed with the Formal Complaint Process, be it through the Adaptable Resolution or Investigation pathways. Assuming everything in the incident report is true, the Initial Assessment seeks to determine if the reported behavior would violate a policy under IDHR’s purview. Participation in an Initial Assessment does not guarantee or require participation in a Formal Complaint Process.

Formal Complaint Process: An umbrella term to describe the two available resolution process options. The two options are an Adaptable Resolution or an Investigation Process. This is a terminal process, meaning that once the Formal Complaint Process has been completed, the case cannot be re-opened.

Adaptable Resolution: One of the Formal Complaint pathways the Complainant can request to meaningfully address the harm they have experienced. Adaptable Resolution may take the form of mediation, restorative justice conferencing, or negotiated resolutions. To proceed with this resolution pathway, all involved parties (Complainant, Respondent & IDHR/MIT) must voluntarily consent to participating in this process. Supportive measures including housing, workplace, and academic modifications may also be utilized. Adaptable Resolutions may be facilitated by the IDHR Office directly or by another office in consultation with IDHR. This is what HR & federal Title IX procedures refer to as “Informal Resolution.”

Investigation Process: The Investigation Process is a Formal Complaint pathway that can be initiated to determine whether an MIT policy was violated. The process includes Investigation, adjudication, and sanctioning, if appropriate. Supportive measures including housing, workplace, and academic modifications may be utilized concurrently. For more information about current Formal Complaint Processes, please visit IDHR’s website.

Complaint Withdrawn: If at any point in the Formal Complaint Process the Complainant decides that they do not wish to continue moving forward with the process, they may choose to withdraw their complaint. Even if a complaint is withdrawn, supportive measures may still be requested. In the event the IDHR Office judges the complaint to be of serious enough consequence for the wider MIT community, and there is enough information for the case to be resolved, IDHR will investigate this as an Administrative Complaint.

Administrative Complaint: A Formal Complaint, that has passed Initial Assessment, filed by IDHR where: (1) an alleged policy violation is raised about an MIT student, staff member, or faculty member by a non-MIT community member; (2) the individual who was allegedly subjected to the reported conduct does not want to initiate an Investigation process or serve as the Complainant; or (3) IDHR receives multiple reports about the same or similar conduct.

HR/OSCCS: There may be times when an incident reported to our office does not fit under our scope and jurisdiction and may be referred to HR or the Office of Student Conduct and Community Standards (OSCCS) (e.g. an employee reports that their supervisor is not permitting them to utilize sick or personal leave or a student reports that a member of their residence hall was disruptive and damaged the floor lounge).



**INSTITUTE DISCRIMINATION &
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