

## Overview and Purpose

The Curtis Institute of Music is committed to transparency and accountability in addressing sexual and gender-based misconduct. This Annual Outcomes Report provides a summary of reports received under [Curtis' Sexual and Gender-Based Harassment and Interpersonal Violence Policy](#) (the “Policy”) and describes how those reports were addressed.

This report anonymizes and summarizes matters brought to the attention of the Title IX Coordinator, the steps taken in response, and the outcomes of those reports. Its purpose is to increase awareness, promote transparency, and support ongoing dialogue in service of a campus environment where all members are treated with dignity and respect.

This report covers reports received between June 1, 2024, and May 31, 2025.

## Summary of Reports and Complaints

During the 2024–25 academic year, the Title IX Coordinator received a total of six reports: four from identified individuals and two submitted anonymously. The reports described, in varying levels of detail, allegations of prohibited conduct or other inappropriate or concerning behavior based on sex or gender. The reports involved five identifiable individuals, with two reports referencing the same person. Reports were received for conduct that allegedly occurred between August 2024 and May 2025.

Reports may be made by any individual or entity, including students, faculty, staff, alumni, trustees, volunteers, vendors, and independent contractors. The reports summarized here originated from both self-reports and mandatory reporters.

At Curtis, all employees, as well as affiliated individuals such as trustees and certain contractors or vendors, are designated as mandatory reporters (also referred to as Responsible Employees or Persons) and are required to share information related to possible sex- or gender-based misconduct with the Title IX Coordinator. Certain external resources—such as medical providers, mental health professionals, clergy, and third-party crisis hotlines—are confidential resources and are not mandatory reporters.

Curtis also contracts with Syntro Lighthouse Services, which provides a telephone hotline and online reporting platform. Individuals may submit reports anonymously or confidentially with contact information through this system.

## Categorization of Reports

Reports are categorized using the language provided by the reporting party.<sup>1</sup> When possible, the Title IX Coordinator assesses whether the reported conduct falls within behavior explicitly addressed by the Policy. Categorization does not indicate a determination that a policy violation occurred.<sup>2</sup>

In some instances, reports may not include sufficient information to determine whether the conduct meets the Policy's definitions. In those cases, reports are listed as "unable to categorize."

## Processes and Outcomes

For each report received, the Title IX Coordinator conducted an initial assessment to evaluate potential safety concerns, ongoing risk, or broader community impact. Reporting parties were offered information about supportive measures, available resources, and reporting options.

Following outreach to all six reporting parties, no formal complaints were filed. Three reporting parties declined further contact after the initial response. In three cases, the Title IX Coordinator held educational and advisory conversations with the individuals identified in the reports. In one case, the reporting party was assisted in making a connection with local law enforcement.

Consistent with the wishes of the reporting parties and the Title IX Coordinator's professional judgment, no additional institutional action was required beyond the initial assessment and supportive steps described above. All reports were documented in the Title IX Office in accordance with institutional procedures.

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<sup>1</sup> A reporting party may or may not be a person who experienced the misconduct or who has first-hand knowledge of the alleged incident.

<sup>2</sup> The mere reporting of an incident of prohibited conduct is not an indication that the reported conduct would have constituted a Policy violation nor that there would have been a finding of responsibility for a Policy violation

**Incidents Reported to the Title IX Coordinator from June 2024 to May 2025**

Category of Alleged Prohibited Conduct Reported	Number of Incidents Reported	Number of Formal Complaints	Number of Investigations	Number of Outcomes
Title IX Sexual Harassment	1	0	0	1
College Category Sexual and/or Gender-Based Harassment <sup>3</sup>	2	0	0	2
Sexual Assault	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	1	0	0	1
Sexual Exploitation	0	0	0	0
Retaliation	0	0	0	0
Complicity	0	0	0	0
Violation of Curtis Directive	0	0	0	0
Unable to Categorize	2	0	0	0
Conduct outside the scope of the Sexual and Gender-Based Harassment and Interpersonal Violence Policy	0	0	0	0
<b>Total</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>4</b>

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<sup>3</sup> Other forms of sexual and gender-based harassment include a broad range of unwelcome conduct as defined in the Policy, but that does not meet one or more criteria of the federally defined conduct specifically prohibited by Title IX.

## Conclusion

This Annual Outcomes Report reflects reports of alleged sexual and gender-based misconduct received during the 2024–25 academic year. It does not capture the full scope of the Title IX Coordinator’s work during this period, but it provides important insight into the nature of concerns brought forward and how Curtis responds to them.

Curtis encourages students, faculty, and staff to report sexual and gender-based misconduct so that individuals are aware of their options and can access available support and resources—whether or not they choose to pursue a formal complaint. Reporting also allows Curtis to better understand the experiences of its community and to respond appropriately to concerns that may otherwise go unaddressed.

The information summarized in this report is used to inform training for students, faculty, and staff; suggest student programming in collaboration with Student Services; support ongoing policy review; and strengthen prevention, education, and awareness efforts across the Curtis community. This report also serves as one measure of engagement with reporting and support resources and helps assess the effectiveness of outreach and prevention initiatives.

Curtis remains committed to transparency, education, and continuous improvement in its efforts to foster a safe, respectful, and inclusive campus environment.