

## **Overview and Purpose**

The Curtis Institute of Music is committed to publishing a summary presenting data on reports of sexual and gender-based misconduct prohibited by [Curtis’s Sexual and Gender-Based Harassment and Interpersonal Violence Policy](#) (hereinafter the “Policy”) involving members of the Curtis community. This report anonymizes and summarizes accounts that have been brought to the attention of the Title IX Coordinator, the processes undertaken to address these reports, and the status and/or outcomes of these incidents. The purpose of reporting this data is to increase awareness, promote transparency, and create productive dialogue to ensure a campus where all members are equally valued.

This is the Annual Outcomes Report for the Curtis Institute of Music documenting reports received between June 1, 2021 and May 31, 2022.

## **Summary of Reports and Complaints**

The Title IX Coordinator received reports from eight individuals describing, in varying degrees of detail, allegations of prohibited conduct or inappropriate behavior on the part of six different persons between June 2021 and May 2022. Two reports were insufficient to identify a person who reportedly engaged in the alleged conduct. These reports received by Curtis did not necessarily involve conduct that occurred during the June 2021 – May 2022 time period.

Any individual or organization, including but not limited to students, faculty, staff, alumni, trustees, volunteers, vendors, independent contractors, may make a report to Curtis of prohibited conduct. The reports compiled here came from self-reports and mandatory reporters. Mandatory reporters are those individuals throughout the school who are required to share with the Title IX Coordinator information regarding alleged incidents of prohibited conduct. At Curtis all employees, as well as affiliated persons such as trustees and outside contractors or vendors, are designated as mandatory reporters. External confidential resources such as members of the chaplaincy, medical or psychological health care providers, or employees of third-party crisis centers or phone hotlines are not mandated reporters in this context. Curtis contracts with Lighthouse Services to provide a telephone hotline and online platform where individuals can make an anonymous report, or can report with contact information, but may in either case still communicate with Curtis anonymously through the platform. Lighthouse Services provides Curtis with anonymized report data when reporters request confidentiality.

The reports are categorized using the language of the reporting party<sup>1</sup> as relayed to the Title IX Coordinator. When possible, the Title IX Coordinator categorized the reported information as falling within the context of conduct explicitly prohibited by the Policy. In no manner did the categorizing of reported incidents as such indicate that the misconduct reported would constitute a violation of the policy. In some instances, not enough information was received to determine whether an incident constituted prohibited conduct as defined in the Policy, and those reports have been labeled “unable to categorize.”

### **Processes and Outcomes**

In response to each report, the Title IX Coordinator engaged in an initial assessment of the reported conduct to evaluate for ongoing risk to the person(s) involved or potential harm to the greater community, and, where possible, provided information about resources, supportive measures, and reporting options as appropriate to each report.<sup>2</sup>

One individual made a report anonymously and without the ability to identify the reporting party or aggrieved person, no action was undertaken.

One individual who self-reported but was not a member of the Curtis community did not respond to the Title IX Coordinator’s efforts to connect and gather more information.

Four individual reporting parties communicated with the Title IX Coordinator privately and respectively identified four separate alleged perpetrators of misconduct, but no formal complaints were filed. The Title IX Coordinator offered intervention to the aggrieved parties in each case, but declined, and a connection to resources was extended. In accordance with the wishes of the aggrieved persons, other than the initial assessment described above, no further action was taken other than to document these reports in the Title IX Office.

In response to two reports, despite the lack of a formal complaint but based upon the nature of the allegations and the judgment of the Title IX Coordinator, with the consent of the reporting parties, informal, educational conversations were had by the Title IX Coordinator with the persons who had allegedly engaged in the reported conduct.

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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.

**Table 1. Incidents Reported to the Title IX Coordinator from June 2021 to May 2022**

Category of Alleged Prohibited Conduct Reported	Number of Incidents Reported	Number of Formal Complaints	Number of Investigations	Number of Outcomes	Number of Policy Violations Found
Title IX Sexual Harassment	0	0	0	0	0
College Category Sexual and/or Gender-Based Harassment <sup>3</sup>	3	0	0	3	0
Sexual Assault	0	0	0	0	0
Dating Violence	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Stalking	0	0	0	0	0
Sexual Exploitation	0	0	0	0	0
Retaliation	0	0	0	0	0
Complicity	0	0	0	0	0
Violation of Curtis Directive	0	0	0	0	0
Unable to Categorize	2	0	0	1	0
Conduct outside the scope of the Sexual and Gender-Based Harassment and Interpersonal Violence Policy	3	0	0	3	0
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>

<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 does not represent the sum total of the work of the Title IX Coordinator during the period in question, but it documents the numbers and types of incidents of sexual and gender-based misconduct that were reported to Curtis during the 2021–22 academic year. Curtis encourages students to report sexual and gender-based misconduct not only because it is important that students know their options and can take advantage of the many resources and assistance the school can offer, whether a student decides to file a formal complaint or not, but because without such reports, Curtis cannot be fully aware of such misconduct. Curtis is committed to ensuring the community has knowledge about reporting options.

The Title IX Coordinator will utilize the data reported herein in the following ways: to inform training initiatives for students, faculty, and staff; to organize strategic programming for students; to conduct informed institutional policy review; to create opportunities for increased community dialogue; and to initiate new sexual assault awareness and prevention efforts across the Curtis community. The Annual Outcomes Report is a valuable tool for assessing engagement with the Title IX Coordinator and other support services, as well as the success of awareness and prevention efforts in the community on the numbers and types of reported incidents of sexual and gender-based misconduct.