

2019-20 HSMB Report

The Director of Community Standards received 51 reports* of potential violations under the College's Sexual Misconduct Policy.

After being advised of their options, including contacting law enforcement, seven of the reporting individuals elected to pursue complaints through Hamilton's formal resolution process. The outcomes of the complaints** are as follows:

- Employee was found not responsible for Sexual Harassment
- Student was found not responsible for Non-Consensual Sexual Act
- Student was found not responsible for Non-Consensual Sexual Contact
- Student was found responsible for Non-Consensual Sexual Act and was expelled
- Student was found responsible for Non-Consensual Sexual Act and was expelled
- Student was found responsible for Non-Consensual Sexual Contact and was expelled
- Student was found not responsible for Sexual Exploitation
- Student was found responsible for Non-Consensual Sexual Act and was expelled
- Employee was charged with Sexual Harassment and the complaint was withdrawn by the complainant
- Student was charged with Non-Consensual Sexual Act; the complaint was withdrawn because the respondent was expelled as result of a finding in another matter
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- Student was charged with Non-Consensual Sexual Act; the complaint was withdrawn because the respondent was expelled as result of a finding in another matter
- Student was charged with Non-Consensual Sexual Contact; the complaint was withdrawn because the respondent was expelled as result of a finding in another matter

Below is the list of actions taken for the remaining 38 reports:

- In one report the accused, a non-community member, was banned from campus and reported to their employer for further action
- One report was resolved using an informal resolution process
- In 24 of the reports of potential policy violations, the accused was not contacted, at the request of the reporting individual due to lack of information.
- In 14 of the reports of potential policy violations, the Director of Community Standards met with the accused to issue a no contact order and/or notify the accused of the accusations, at the request of the reporting individual.
- In two of these potential violations, initially reported by third parties or anonymous reporting options, the potentially affected community member was not identified to the Director of Community Standards.
- For nine of these potential violations, the reporting individual requested support services organized by the Director of Community Standards and/or information about

the support options available on and off campus, but did not seek further action at that time.

In addition, the Director of Community Standards received 12 reports under the Harassment and Discrimination Policy.

After being advised of their options, two of the reporting individuals elected to pursue complaints through Hamilton's formal resolution process. The outcomes of the complaints** are as follows:

- Employee was found not responsible for Harassment
- Employee was charged with Discriminatory Harassment and the complaint was withdrawn by the complainant

Below is the list of actions taken for the remaining 10 reports:

- In one report the accused, a non-community member, was reported to their employer for further action
- Seven of these reports did not contain enough information to either identify the individual or individuals who engaged in the alleged prohibited conduct or to determine whether there was a potential policy violation
- In one of these potential violations, initially reported by a third party, the potentially affected individual was a non-community member and did not request any action by the College
- In one of these potential violations, reported through anonymous reporting options, the potentially affected community member was not identified to the Director of Community Standards

**Please note that each report of a potential violation of the policy is counted separately. For example, a report with two complainants and one respondent is counted as two reports. Likewise, a report with multiple respondents is counted multiple times.*

***Please note that each action taken for each potential violation of the policy is counted as an outcome of a complaint. For example, an allegation that a single respondent carried out two different violations of the policy would result in two outcomes of a complaint.*

If any member of the Hamilton community has questions or concerns about the College's policies regarding sexual misconduct, dating or domestic violence, stalking, harassment, discrimination, or related retaliatory behaviors, or if anyone wishes to report a specific incident, please contact us.

Sincerely,
Catherine Berryman, Director of Community Standards
Steve Ellingson, Chair of the Sexual Misconduct Board