



**TITLE IX  
ANNUAL  
REPORT**

# TITLE IX ANNUAL REPORT

Dear Campus Community,

During the 2021-22 school year, NKU made an intentional effort to expand our Title IX compliance efforts. As part of those efforts, the University developed a comprehensive training program for all students, faculty and staff. Through these initiatives, NKU has fostered collaboration across multiple university divisions including Academic Affairs, Student Affairs and Intercollegiate Athletics with a focus on increased education and outreach.

Through an engaged and collaborative process, the OTIX:

- Trained all 15 athletic teams, including coaching staff, in compliance with the NCAA's Attestation of Compliance Policy
- Implemented online training for all incoming undergraduate students, totaling nearly 2,000 students
- Implemented annual online training for all University faculty and staff

NKU remains committed to creating a safe, inclusive environment where community members can thrive, free of sexual misconduct and relationship violence. As part of our commitment, we continuously strive to improve our processes while ensuring equity, fairness and a student-centered approach. In the upcoming year, we will continue working toward a campus free of discrimination where all community members are valued.

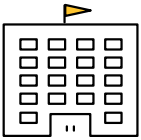
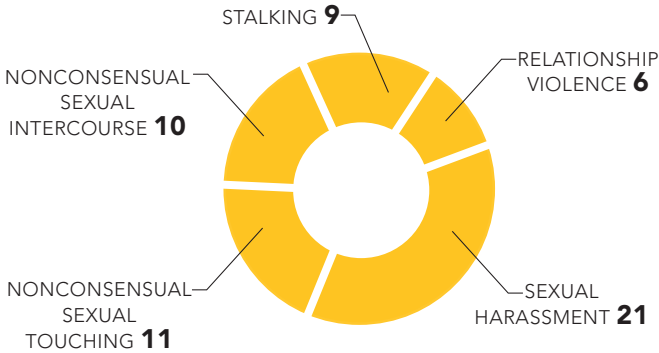
Sincerely,

Office of Title IX

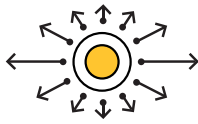
\*This data was gathered during the peak of the global COVID-19 pandemic when the University's residential facilities were well below capacity, few individuals were visiting campus, classes were almost entirely virtual, and campus activities were cancelled.

# TITLE IX REPORTS

During the 2021-2022 academic year, OTIX received 57 Sexual Misconduct Reports.



**31** OCCURRED ON CAMPUS



**17** OCCURRED OFF CAMPUS



**6** OCCURRED ONLINE



THE LOCATION OF **3** REPORTS IS UNKNOWN

Staff and faculty in the following areas are Officials with Authority: Office of Title IX; Student Conduct, Rights, and Advocacy; Human Resources; Athletics; University Police; Vice President of Student Affairs; Legal Affairs; Office of the Provost; and Board of Regents. Officials with Authority are individuals who can address and correct allegations of sexual harassment and/or retaliation. Although Officials with Authority are the only identified individuals that are federally mandated to report suspected or known allegations of sexual misconduct, all members of the University community are encouraged to report suspected or known sexual misconduct allegations. Norse Violence Prevention (NVP) provides advocacy services to students impacted by sexual assault, dating violence, and stalking, in addition to prevention programming across campus.

DURING THE 2021-22 ACADEMIC YEAR, NVP SERVED



**64** CLIENTS

# RESOLUTIONS

OTIX FORMALLY  
INVESTIGATED  
**2** REPORTS



**1** STUDENT  
FOUND  
RESPONSIBLE  
FOR POLICY  
VIOLATIONS

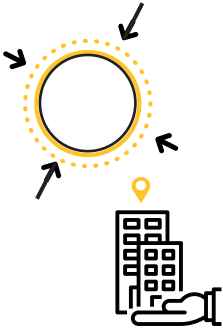


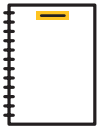
**1** CASE  
RESOLVED  
WITH INFORMAL  
RESOLUTION









**1** STUDENT  
ADJUDICATED AND  
SANCTIONED  
WITH PROBATION

In 2020, federal regulations made significant changes to OTIX's Jurisdiction to investigate allegations of sexual misconduct. In the 2021-22 academic year, and currently, federal regulations restrict the OTIX's Sexual Harassment Policy to sexual harassment that occurred only in the Education Program and Activities of the University, described as conduct that takes place on the University's campus or on property owned or controlled by the University, at University-sponsored events, or in buildings owned or controlled by the University's recognized student organizations. Further, the Respondant must be a member of the University community, the Complainant must be participating in or attempting to participate in the Education Program and Activities of the University at the time of filing the Formal Complaint, and the conduct must have occurred against a person in the United States.





OTIX DID NOT FORMALLY INVESTIGATE REPORTS FOR THE FOLLOWING REASONS:

 <b>NON-PARTICIPATION</b> <b>27</b>	 <b>CLOSED AT COMPLAINANT'S REQUEST</b> <b>6</b>	 <b>LACK OF JURISDICTION</b> <b>12</b>
 <b>LACK OF ADEQUATE DETAIL TO ALLOW FULL CASE ANALYSIS</b> <b>3</b>	 <b>REFERRED TO STUDENT CONDUCT, RIGHTS AND ADVOCACY</b> <b>5</b>	 <b>REFERRED TO HUMAN RESOURCES</b> <b>2</b>

In most instances, students who reported Title IX violations declined to move forward with, or participate in, formal investigations. Nonetheless, many students received support and resources from the University outside of a formal investigation, including housing assistance, academic assistance and referrals to counseling or advocacy services.



## PERSONNEL & RESOURCES

### **Darryl Peal**

*Chief Diversity, Equity,  
and Inclusion Officer  
& Title IX Coordinator*  
Lucas Administrative  
Center, Room 824  
Highland Heights, KY 41076  
Phone: (859) 572-6630  
Email: peald1@nku.edu

### **Morgan Keilholz**

*Title IX Investigator*  
University Center  
Room 330C  
Highland Heights, KY 41076  
Phone: (859) 572-7669  
Email: keilholzm1@nku.edu

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## RESOURCES

If you have experienced sexual misconduct, relationship violence, or stalking, you are encouraged to seek support resources.

### ON-CAMPUS RESOURCES

- **Norse Violence Prevention Center**  
(859) 572-5865  
nvp@nku.edu
- **Health, Counseling, & Student Wellness**  
(859) 572-5650  
hcswnku.edu
- **Employee Assistance Program**  
1 (888) 238-6232
- **NKU Police**  
(859) 572-5500  
*Dial 911 in emergencies*
- **After-Hours Psychological Emergencies**  
(859) 572-7777  
*(request to speak to the counselor on call)*
- **Abby Boger**  
*Director of Employee Relations & EEO*  
(859) 572-5200  
bogera1@nku.edu



To file a report with the Office of Title IX, please visit [nku.edu/titleix](https://www.nku.edu/titleix).

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*OFF-CAMPUS RESOURCES*

- **Kentucky Domestic Violence Association**  
(502) 209-5382
- **Women's Crisis Center**  
(800) 928-3335
- **Women Helping Women**  
(513) 381-5610
- **St. Elizabeth Domestic Violence Program**  
(869) 212-4254
- **National Domestic Violence Hotline**  
1 (800) 799-7233

NKU's response to a report is independent of any criminal processes. You also have a right to file a criminal complaint with the appropriate law enforcement authorities. You can contact NKU Police at (859) 572-5500, or dial 911 in an emergency.

