

2023-2024

Title IX and Office of Prevention and Advocacy Annual Report



Snapshot of Reports and Request for Support

Provided in this report is an overview of the reports and inquiries received in the 2023-2024 academic year as it relates to prohibited conduct under NJIT's Title IX & Sexual Harassment Policy and Code of Student Conduct. While these numbers represent reports and inquiries received by Title IX or the Office of Prevention and Advocacy, we recognize the personal experiences and impact of these reports and inquiries on NJIT community members.



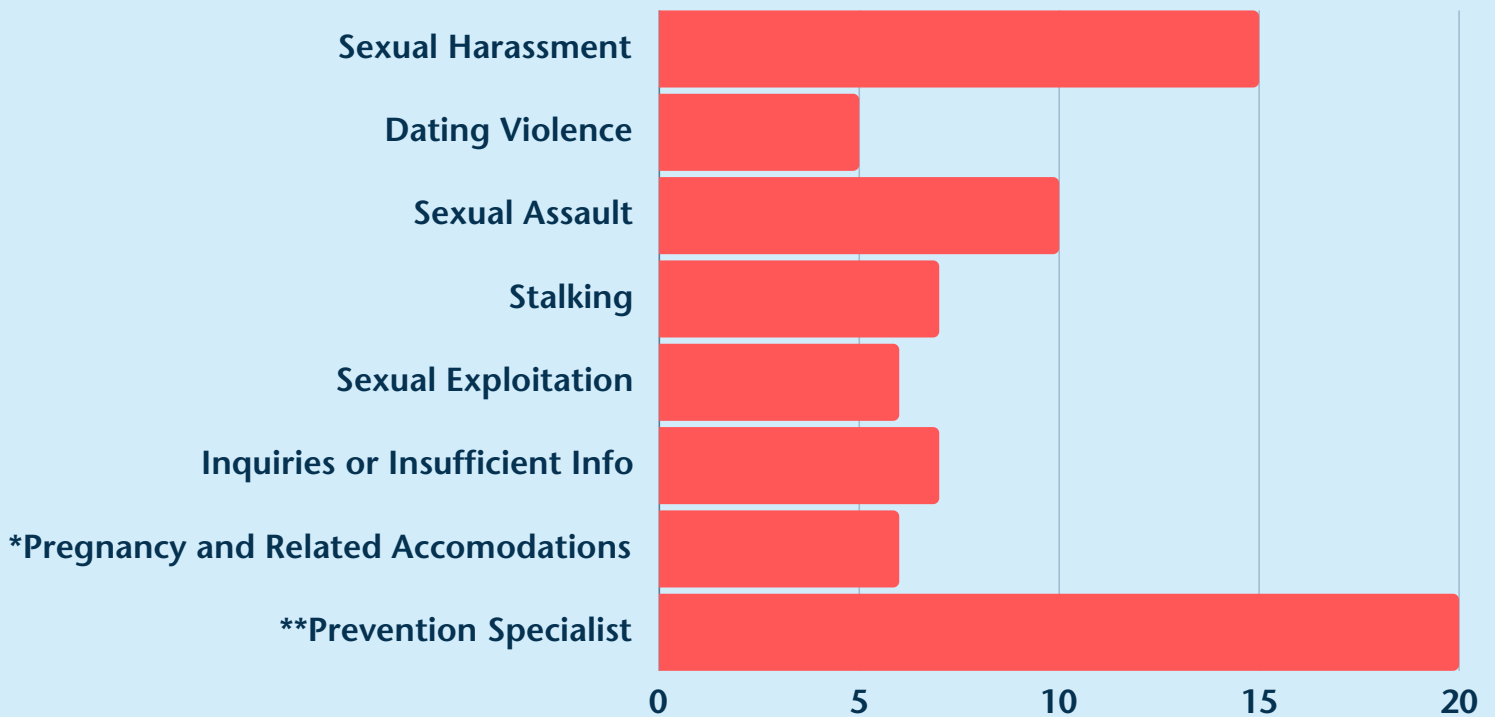
Reports Received



Students



Employees/Third-Party Vendors

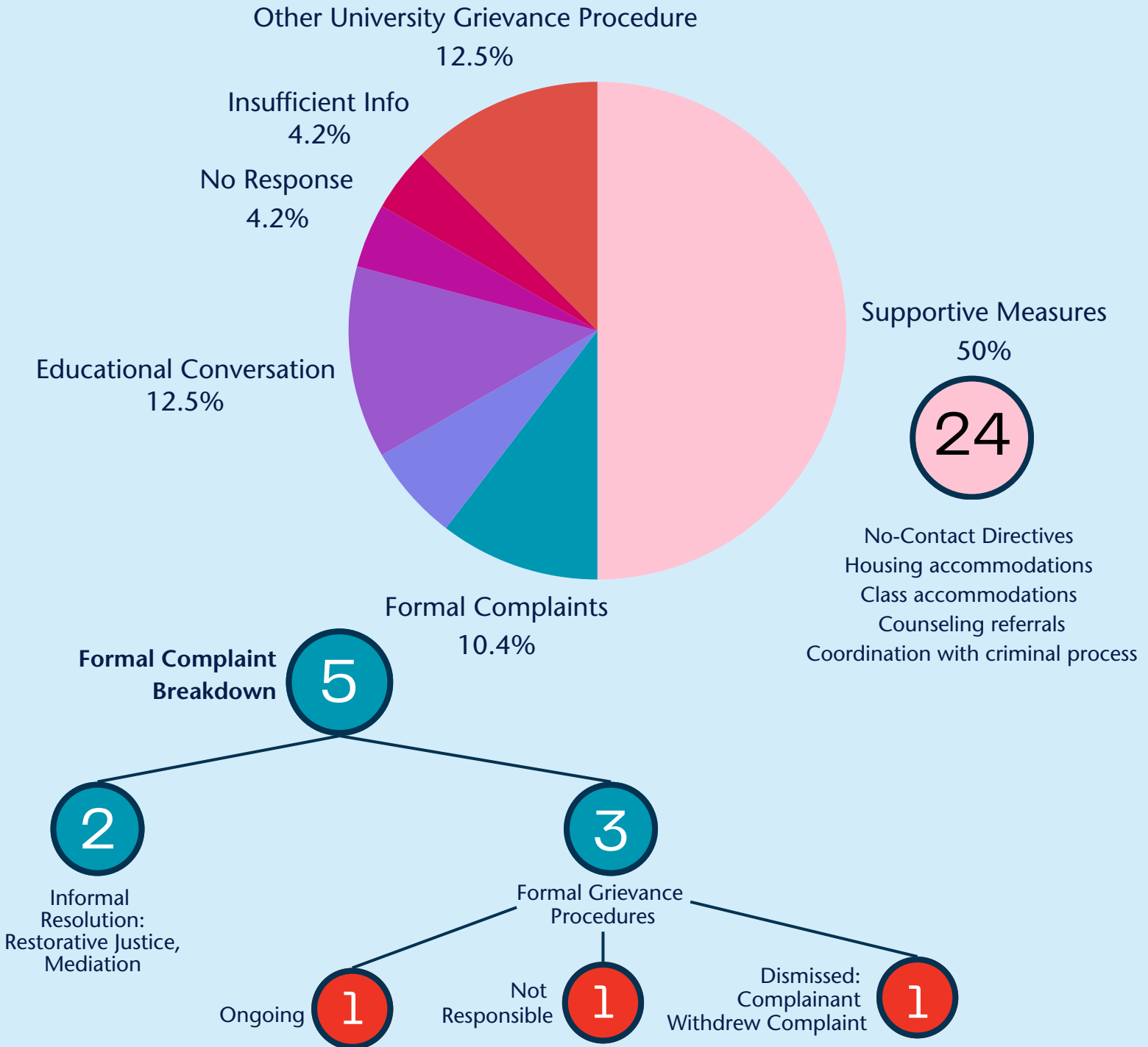


*The Title IX Coordinator is responsible for ensuring the effective communication of short-term accommodations for student requests related to pregnancy and pregnancy-related conditions. This includes but is not limited to class excusals, Incomplete requests, and accessing lactation spaces. Employee-related requests are reviewed by Human Resources.

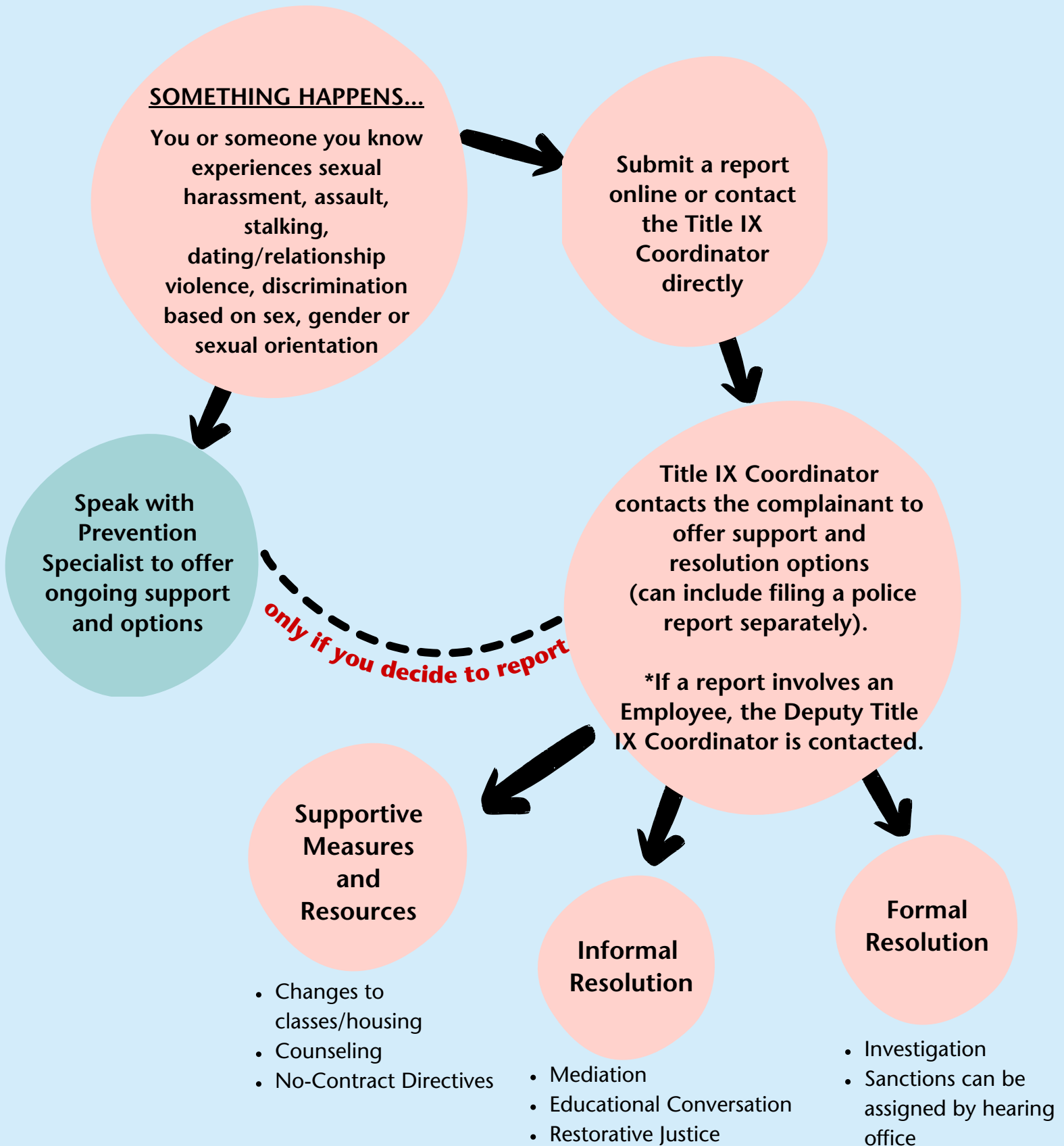
**This includes the number of students who sought support and resources related to Prohibited Conduct by the Prevention Specialist. Of those 20 students, 7 students requested the support of the Prevention Specialist on a more ongoing basis as compared to a single, initial meeting or email/telephone inquiry (with no initial meeting). These students met with the Prevention Specialist for an additional 3 to 7 meetings.

Resolution Process Breakdown

Members of the NJIT community have the option of receiving supportive measures, such as No-Contact Directives and academic accommodations, or filing a formal complaint which can result in an informal resolution process or formal grievance procedures. Below is a breakdown of the outcomes of the reports received. Reports were only included if they met the criteria for potential policy violations under Title IX or Sexual Misconduct. "Insufficient Information" includes reports in which names and contact information were not provided.



Reporting Flow Chart (for students)



Trainings and Programs

Red Zone Installation: A visual display of 12 anonymous stories provided by NJIT community members to raise awareness to the heightened risk of sexual assault college students face during the first eight weeks of the semester and uplift survivor stories.

“Only With Consent - Fries Bar:” In collaboration with Title IX and Advocates for Sexual Health Awareness (ASHA), 125+ students attended a tabling event to increase knowledge on consent through interactive games, a consent booklet, and FRIES consent stickers.

Red Zone Social Media Campaign: Students engaged with @njitprevention on Instagram stories to learn about myths and facts about the Red Zone and sexual violence.

“Get on Top of Your Pleasure, Sexuality & Wellness:” With the support of Campus Health & Wellness, tabling took place to provide 60+ students with information on sexual health, consent, and empowerment.

“A World Without Violence:” In collaboration with the YWCA of Union County, students participated in the YWCA’s “Week Without Violence” Campaign to end gender-based violence through interactive tabling and sign making.

OPA CHATS: A small workshop with Partners for Women and Justice, First Fellows, and Graduates for Inclusion, Diversity, and Equity (GIDE) on relationships, safety planning, and support options for both domestic and international students.

“The Body is Not An Apology:” In honor of Love Your Body Day, the Office of Prevention and Advocacy (OPA) collaborated with various student organizations to organize interactive tabling and activities for 35+ students on topics of self-love and self-empowerment.

Purple Thursday: To raise awareness on the third Thursday in Domestic Violence Awareness Month, OPA partnered with Title IX, Murray Center, and NJIT Public Safety to inform students on healthy and unhealthy relationships and encourage students to pledge to speak up.

Day of Action (Donation Drive): With the support of the NJIT community, 35+ bags of lightly used and brand new clothes were donated to a local domestic violence organization, My Sister’s Lighthouse.



Trainings and Programs

“Beyond the Buzz - Understanding Dating Violence and Alcohol:” In collaboration with Greek Village, Fraternity & Sorority Life, and Campus Health & Wellness interactive tabling and games took place to raise awareness on these topics and campus resources.

“Appetite for Advocacy” In collaboration with RA Danna Valentina Sanchez Hernandez in Redwood Hall, interactive tabling took place for students to learn more about Title IX and OPA.

“Safe and Sexy - The Game Show:” In collaboration with RA Ann Marie Mejia in Laurel Hall, a game night occurred to raise awareness on sexual health, consent, and sex positivity.

Stalking Awareness Resource Fair: Tabling took place to raise awareness on the issue of stalking and educate the NJIT community about resources with the support of various community partners.

“All About Love - Black Feminism and its Call to Freedom:” In partnership with the Office of Inclusive Excellence, Murray Center, Black History Month Committee, Office of Government and Community Relations, and Albert Dormans Honors College, Dr. Britney Cooper presented a talk on gender inequality, liberatory practices in intimate relationships, and how Black feminists have laid the path for societal transformation in these areas.

“Sex, Love & Condoms:” 140+ students participated in a joint-sponsored event with campus and community partners such as Planned Parenthood, Iris House, SAVE of Essex County, Male Survivor, Partners, and many more to provide resources, games, and giveaways that support healthy relationships, consent, empowerment, and sexual health.

“Survivor Love & Letter Writing:” A small workshop with GirlUp and Minerva on supporting survivors, biases towards survivors, and writing letters of support.

“Empower Us - Wellness Convention:” In partnership with Campus Health & Wellness, 80+ students interacted with various community partners to learn more about wellness and obtain health screenings during Women’s History Month.

“I <3 Female Orgasm:” In partnership with the Office of Residence Life, Dean of Students, and Campus Health & Wellness, 130+ students participated in an interactive sexual health program that focused on consent, pleasure, boundaries, and sex education.

Clothesline Project: In collaboration with the Art Club, 44 shirts were designed and hung on campus as a visual display of support for survivors.



Trainings and Programs

“Healthy & Unhealthy Relationships:” In partnership with Peggy Springer, Assistant Director of Campus Health & Wellness, 40+ students participated in an interactive workshop that explored red, yellow, and greens flags in a relationship.

“We Believe Survivors:” In collaboration with community partners, tabling took place to raise awareness on the issue of sexual violence and educate the NJIT community about resources and support.

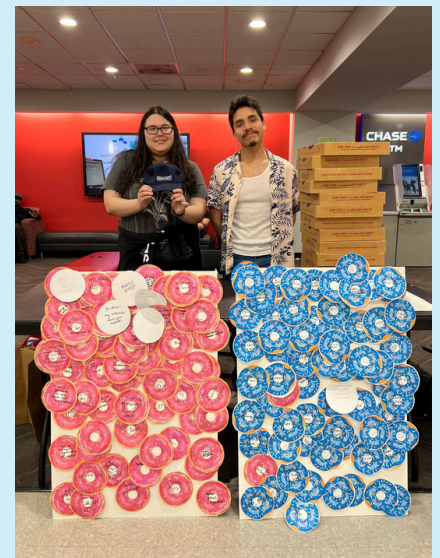
“Dos & Donuts of Consent:” Interactive tabling event in which 120+ students provided feedback on a “do” or “do-nut” of consent.

“Build-A-Button:” In partnership with the Robert W. Van Houten Library, students created buttons for Sexual Assault Awareness Month and learned more about the resources offered by OPA and Title IX.

Take Back the Night: Annual event to raise awareness on sexual violence through solidarity and support as well as march through Newark. 50+ NJIT students, in addition to Rutgers students and community members, were in attendance. This event is held in collaboration with Title IX, Rutgers-Newark Violence Prevention Center, ASHA, Public Safety and Murray Center.

“Inhale, Exhale, Let that Ish Go:” In collaboration with Julio Garcia, Associate Director of Residence Life, students participated in a healing session through different modalities such as reiki, tarot and oracle card readings, affirmations, mediation, and dialogue.

Denim Day: Annual tabling event during Sexual Assault Awareness Month in collaboration with NJIT Public Safety and Murray Center to raise awareness on sexual violence, resources, and encourage students to become an upstander in this issue.



Title IX and Prevention Staff

Kristie Damell, Ed.D.

Associate Dean of Students and Title IX Coordinator

Office of the Dean of Students



Kristie has served as NJIT's Title IX Coordinator since 2021 and has implemented comprehensive training and programs for the NJIT community. Prior to her role at NJIT, Kristie was the Title IX Coordinator for six years at her previous institution and co-founded/co-chaired the NJ Title IX Administrators consortium. She has been featured as an expert panelist and presenter on Title IX and Sexual Misconduct at NASPA regional and national conferences as well as the Legal Issues in Higher Education annual conference. She is certified in Civil Mediation through the New Jersey Association Of Professional Mediators and received her doctorate in educational leadership, administration and policy from Fordham University.

Brittany Gaviria, MSW, LSW

Prevention Specialist and Confidential Advocate

Office of Prevention and Advocacy



Brittany serves as NJIT's inaugural Prevention Specialist. She is a bilingual, licensed social worker and currently attends Rutgers University for her second master's degree in Women, Gender, and Sexuality Studies. In her role at NJIT, she provides trauma-informed education to all community members and serves as a confidential advocate for survivors of domestic and sexual violence. Prior to this role, she has worked in the domestic and sexual violence field as a scholar, clinician, and prevention specialist.

Brittany Costantino

Title IX Investigator

Assistant Director, Fraternity and Sorority Life

Office of Fraternity and Sorority Life



Brittany has served as a Title IX investigator since fall 2020. She is certified in Civil Mediation through the New Jersey Association of Professional Mediators, and received her certification for report writing from ATIXA. In her current role as Assistant Director, she provides education to the members of the fraternity and sorority community. With that knowledge she has assisted the Title IX Coordinator in providing educational programming on the Title IX process and helping students understand and identify how to prevent sexual violence and unhealthy relationships.