

Goshen College Title IX Commitment February 2016

Goshen College faculty, staff and students are called upon to uphold our Commitment to Community Standards that reflect our character as a Mennonite-Anabaptist liberal arts community of scholarship, teaching, learning and service. Within this framework, we stand with survivors of sexual violence on this campus, those suffering in silence and all who are working to address this important issue in our society. Sexual assault and other gender-based violence are far too common on all college campuses, and Goshen College is not and has not been immune to this destructive reality. We recognize and are sorry for any shortcomings in our structures and processes that have not supported survivors of sexual assault sufficiently. Along with members of our community, we are revisiting and improving our processes, structures, and procedures currently in place at Goshen College to support survivors in the healing process and proactively combat sexual violence on our campus. Goshen College remains deeply committed to addressing these issues.

The Title IX Committee is actively collaborating with members of FIRSST to enhance existing practices and provide additional resources within our community. We affirm the members of FIRSST for their commitment, passion and organization in striving to make this campus a safer place for all, and in particular for survivors of sexual violence. Collaboration with students to find solutions in a constructive, supportive and timely manner is important. An open dialogue between FIRSST and the Title IX Committee was initiated at the beginning of the Spring 2016 semester and has begun to produce results in addressing challenges facing Goshen College.

Towards that end, we commit to:

- providing options for free specialized counseling services through the local YWCA (including transportation) for survivors of sexual assault;
- improving resources, access, and information on the college's website related to sex, sexual orientation and sexual assault/harassment;
- a campus Title IX audit;
- further Title IX training on campus for employees and students;
- continuing to incorporate the Bystander Intervention Training on campus for students in the general education curriculum;
- continuing implementation of long term strategies including support for the Faculty Advocate position beyond the 2016-17 academic year;
- continuing to review and improve the policies and procedures of the Sexual Misconduct Response Team as needed, as well as providing team members with ongoing investigative training;
- and ongoing collaboration through regular meetings with members of FIRSST to determine the best path forward in appropriately addressing other needs and requests.

We hold the safety, security and well-being of our campus members at the pinnacle of our duties and seek to advance collaborations focused on constructive means of enhancing our Title IX compliance practices in life together on campus.

– Goshen College Title IX Committee:

Ken Newbold, provost; Launa Rohrer, dean of students; Norm Bakhit, senior director of human resources; and
Josh Gleason, athletic director