

Title IX Annual Report 25-26

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Title IX Coordinator Message

Title IX has had an exciting year of change, focused on enhancements to improve awareness of our office and strengthening our programming footprint.

With the hire of a dedicated Title IX Coordinator in June 2025, this allowed more focus on the direct needs of Title IX at Utica University, including training and support. Kyle Wilson came to Utica University with 8 years of Student Conduct experience from Wichita State University, where he served as the Director for Student Conduct and Community Standards.

Title IX focused on improving awareness of our office through a variety of ways, including a Morning Mention campaign, increased tabling, and the creation of numerous educational materials for use around campus.

Additionally, one of the offices goals in 25-26 was to increase programming initiatives for our office. This was completed by hosting three (3) events in the Spring Semester and partnering with CCRT on numerous events through the Fall and Spring Semesters.

Title IX also implemented the ***Know your IX*** campaign to help raise awareness and educate students on Title IX initiatives. This campaign included purchasing promo items, hosting tabling events, and creating educational materials. We continue to educate, support, and empower our campus community through continued outreach.

Definitions

- **CCRT:** Community Crisis Response Team
- **YWCA:** Young Women's Christian Association
- **SPARC:** Stalking Prevention, Awareness, & Resource Center

Title IX Team

The Title IX team was restructured and expanded in 25-26 with the appointment of a full-time Title IX Coordinator, Kyle Wilson, who joined Utica University in June 2025. In August 2025, Kristin St. Hilaire was promoted to Director of Athletics & Physical Education and in part of her duties, was appointed as the Deputy Title IX Coordinator. Kristin comes with 8 years of experience as a Title IX investigator making her new role a natural fit.

In June 2025, 11 individuals made up the Title IX Team, which included 4 Appeals Board Members, 3 Informal Resolution Facilitators, 1 Decision Maker, and 2 Investigators.

In May 2026, 17 individuals make up the Title IX Team, which consists of 7 Appeals Board Members, 2 Informal Resolution Facilitators, 1 Decision Maker, and 7 Investigators. This represents a 55% increase to the Title IX Team as a whole and a 250% increase to our Investigator pool.

Goals 26-27

1. Define Title IX's core purpose and future aspirations
 - a. Create a Mission, Vision, and Values for Title IX in the next Academic Year that aligns with the University's Institutional Effectiveness Plan.
2. Title IX Outreach
 - a. Increase awareness and training among Faculty at Utica University by connecting with the Deans and attending College/Department Meetings.
3. Title IX Team
 - a. Increase the Title IX Team to 20 members and reach a goal of 10 Investigators by May 2027.
4. CCRT Partnership
 - a. Continue to develop the CCRT partnership and ensure greater communication to be able to participate in the large events hosted by CCRT, such as Take Back the Night and Yards for Yearly.

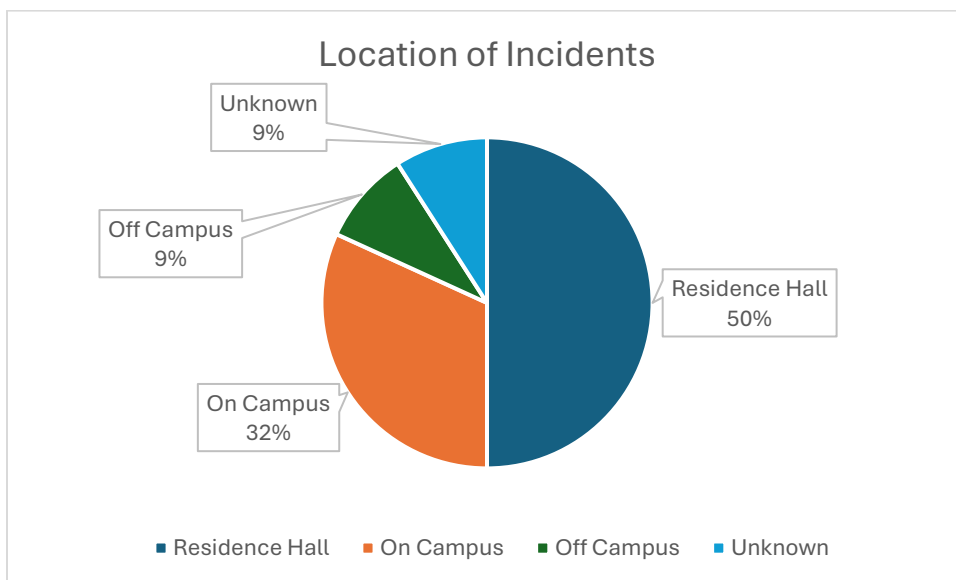
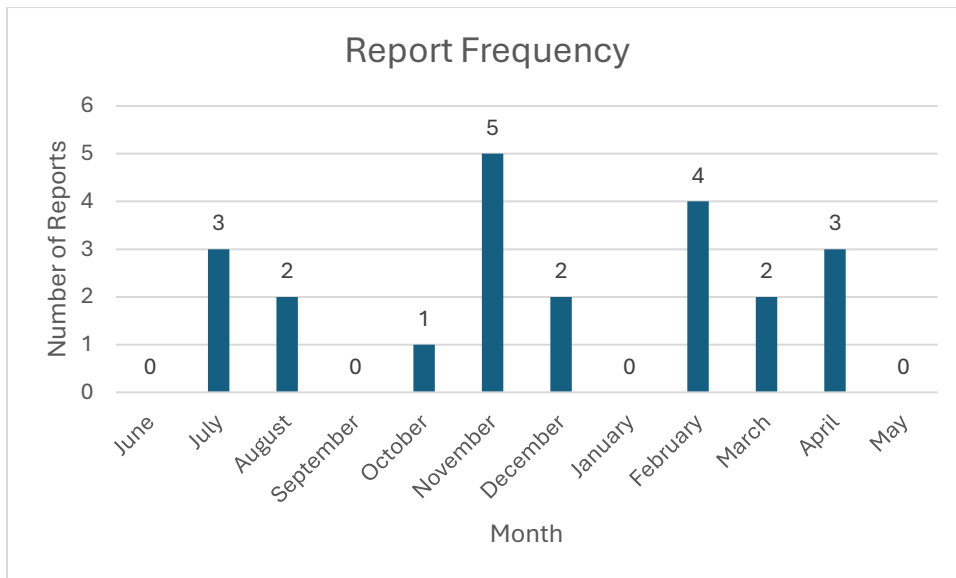
Policy Updates

The Non-consensual Sexual Contact definition was updated in Fall 2025. The change was made due to an update to the National Incident-Based Reporting System (NIBRS) replacing “Fondling” with “Criminal Sexual Contact” in June 2025. The new definition states: *“This form of sexual assault includes the intentional touching of another person’s clothed or unclothed body parts without consent, for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This definition explicitly applies when the victim is incapable of giving consent due to age, mental or physical impairment (temporary or permanent).”*

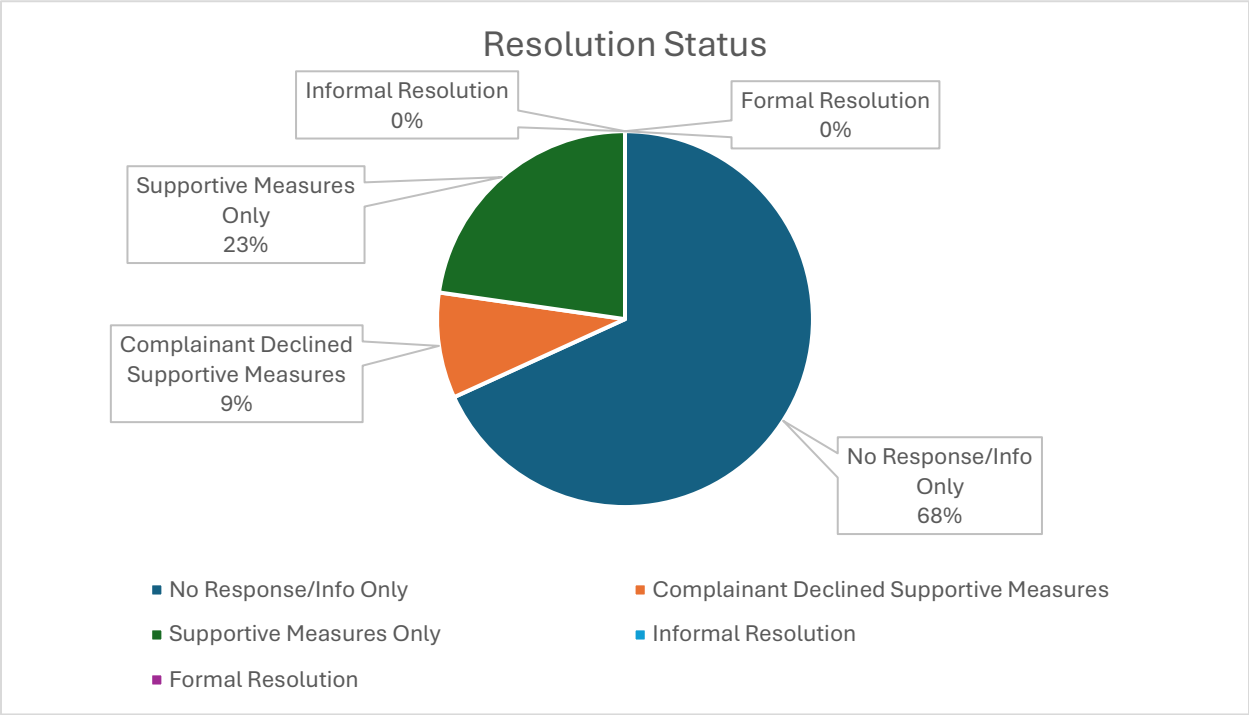
Additionally in Fall 2025, CCRT reviewed feedback provided by the Victim Rights Law Center and made the necessary recommended changes to our Sexual Harassment and Sexual Misconduct Policy based on their feedback.

The most up to date version of the Sexual Harassment and Sexual Misconduct Policy can be found here: <https://www.utica.edu/policies/policies.cfm?id=145>.

Case Data (22 Total Cases)



Location of Incidents	Number
Residence Hall	11
On Campus	7
Off Campus	2
Unknown	2



Resolution Status	Number
No Response/Info Only	15
Complainant Declined Supportive Measures	2
Supportive Measures Only	5
Informal Resolution	0
Formal Resolution	0

Training Data

Title IX spent the year training key groups of constituents from the University community in person. These trainings consisted of a review of Title IX and reporting responsibilities for individuals who attended. These trainings, excluding orientation day, included **261 members** of the campus community. While the Title IX Office trained key constituents such as contracted employees (Facilities, Dining, Bookstore) and key student groups (HEOP, Resident Assistants, Orientation Mentors), I believe there is room to grow. In the coming year, I would like to provide more in-person trainings with Faculty and Athletes.

In addition to all the trainings listed below, Students, Staff, and Faculty were required, to complete a Title IX Training via Moodle. This training covered similar items and provided education for new employees, athletes, incoming freshman, and others regarding the Title

IX office. The Moodle training was completed by **568 employees, 298 new students, and 88 student athletes.**

Lastly, the Title IX office brought in two trainings to assist with Clery and Stalking education for individuals involved in those processes. The Clery training only involved three individuals (myself, Carl Lohmann, and Shad Crowe), but it was imperative to our continued education of Clery and completion of the Annual Security Report. This training happened over the course of 4 days and educated us on all things related to Clery, including but not limited too: Clery Geography, Crime Definitions, Completing the Annual Security Report, and New Hazing information. Title IX also partnered with SPARC to host two trainings on Stalking for the Title IX and CCRT Team on campus. The first training detailed what stalking is, while the second training walked us through a stalking case study.

A breakdown of all trainings are shown below:

Training Name	Training Date	Virtual/In Person	Audience	Number of Participants
HEOP TIX Training	7/16/2025	In Person	Students	22
Bookstore TIX Training	7/28/2025	In Person	Contract Employees	2
Facilities TIX Training	8/5/2025	In Person	Contract Employees	53
Student Living Professional Staff TIX Training	8/7/2025	In Person	Staff	8
Sodexo TIX Training	8/12/2025	In Person	Contract Employees	64
Student Living (RA) Student Staff TIX Training	8/14/2025	In Person	Students	20
Orientation Mentor TIX Training	8/18/2025	In Person	Students	43
Title IX Orientation Session	8/21/2025	In Person	Students	423
Title IX Investigator Training	10/7/2025	In Person	Staff	4
Campus Safety TIX Training	10/13/2025	In Person	Staff	12
Campus Safety TIX Training	10/16/2025	In Person	Staff	5
House of Organizations Meeting	11/12/2025	In Person	Students	12

Student Living Student Staff Title IX Training	1/9/2026	In Person	Students	16
Clery Act Training (VCAT)	4/13-4/16 2026	Virtual	Staff	3
SPARC Stalking Session #1	4/16/2026	Virtual	Students, Staff, Faculty	20
SPARC Stalking Session #2	4/23/2026	Virtual	Students, Staff, Faculty	22

Tabling Data

Title IX's goal was to provide additional Tabling Opportunities across campus for the year to connect with students and share resources from the Title IX office and create awareness for Title IX at Utica University. We were available on places around campus that were considered high traffic areas for students, this mainly included the student center (Strebel) and various residence halls. Through all our tabling events we were able to provide promo items and Title IX materials for **341 students**.



A breakdown of all tabling events are shown below:

Tabling Name	Tabling Date	Virtual/In Person	Audience	Number of Participants
New Student Welcome Tabling	8/20/2025	In Person	Students/Parents	106
Title IX Tabling at the Library	9/1/2025	In Person	Students	0
Title IX Tabling at the Library	9/4/2025	In Person	Students	0
CCRT Tabling: What could this look like?	10/8/2025	In Person	Students	15
IX on 9 Tabling	10/9/2025	In Person	Students	13
CCRT Tabling: Consent Halloween Event	10/29/2025	In Person	Students	20
North Hall Tabling	11/4/2025	In Person	Students	35
Bell Hall Tabling	11/6/2025	In Person	Students	20

Tower Hall Tabling	11/11/2025	In Person	Students	10
South Hall Tabling	11/13/2025	In Person	Students	20
Boehlert Hall Tabling	11/18/2025	In Person	Students	25
IX on 9 Tabling	2/10/2026	In Person	Students	5
North Hall Tabling	2/24/2026	In Person	Students	13
Bell Hall Tabling	3/17/2026	In Person	Students	10
Tower Hall Tabling	3/31/2026	In Person	Students	14
South Hall Tabling	3/31/2026	In Person	Students	9
Boehlert Hall Tabling	4/14/2026	In Person	Students	20
Denim Day Tabling	4/29/2026	In Person	Students	6

Event Data

Title IX hosted three (3) key events in the Spring Semester, to offer more active programming initiatives. The first event hosted was FRIES, where we served French Fries to students and staff who were at lunch. In addition to serving fries, we educated people on consent, through the acronym FRIES (Freely Given, Reversible, Informed, Enthusiastic, Specific).



The second program Title IX hosted was in conjunction with Women in a New direction (WiND), a student organization on campus. The purpose of this event was to make tie blankets for the YWCA in Utica. More information on this event can be found here: <https://www.utica.edu/college-community/utica-stories/blanketing-victims-comfort>

The last event was Denim Day, which is a nationwide event on April 29. The purpose of Denim Day is to “Join millions of people across the world that will wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.” CCRT helped assist with this program, and we provided the opportunity for

people to decorate Denim Squares, which will be made into a quilt for next Denim Day.



A breakdown of all events are shown below:

Event Name	Event Date	Virtual/In Person	Audience	Number of Participants
Backpacking Through Campus	8/22/2025	In Person	Students	21
Title IX Announcement (Film Series)	9/11/2025	In Person	Students, Faculty, Community Members	13
FRIES Event	3/19/2026	In Person	Student, Staff, Faculty	75
Tie Blanket Event	3/23/2026	In Person	Students	14
Denim Day Photo	4/29/2026	In Person	Students, Staff, Faculty	29

Morning Mention Campaign

Title IX developed a Morning Mention Campaign to continue educational efforts and provide awareness for Title IX. Posts included a Know Your IX Campaign (discussing Title IX definitions and where to report Title IX issues); awareness on events, tabling, and trainings; and served as a means to recruit individuals for the Title IX team. The hope behind this campaign is to make it easily replicable year after year, with structured posts. While I will not detail every post made in this document, Title IX did share a total number of **19 posts** in the Morning Mention.

Title IX Recruitment

Are you interested in helping support students through the Title IX process? We are looking for employee volunteers at Utica University who are engaging, empathetic, detail oriented, and have strong communication skills. The roles Title IX is looking to fill includes being an Investigator, Appellate Officer, or an Informal Resolution Facilitator.

- Investigators are trained to conduct fair and comprehensive investigations into complaints of sexual harassment and sexual misconduct. They gather as much evidence as possible and prepare a report of that evidence to the Title IX Coordinator.
- Appellate officers are trained to hear appeals and determine whether or not the matter needs to be reviewed. They will issue their decision on the appeal in writing to the parties involved.
- Informal Resolution Facilitators assist participants in resolving the issue informally, often through a group discussion with all involved parties. All parties must agree to the informal process and will work together to reach an outcome that is agreed upon.

If you are interested or want to learn more, please reach out to Kyle Wilson, Title IX Coordinator at kwilson@utica.edu.

Know Your IX – Sexual Harassment

Title IX is wanting to raise awareness regarding certain policies in the Sexual Harassment and Sexual Misconduct Policy at Utica University. For the month of September, we are discussing Sexual Harassment.

Did you know that Sexual Harassment is defined as "conduct on the basis of sex, including gender, sexual orientation, or gender identity or expression, that satisfies one or more of the following:

- An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct (commonly referred to as a "quid pro quo"); or
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity (commonly referred to as a sexually or gender-based "hostile environment")."

More details regarding Title IX violations can be found on Pages 9-13 of the [Sexual Harassment and Sexual Misconduct Policy](#).

As a student, faculty, or staff member, you are encouraged to report Title IX issues to the Title IX office. Please use the [Title IX Report Form](#) at any time to file a report.

To explore more information about Title IX at Utica University, please visit our website [here](#). If you have any questions, please reach out to the Title IX Office by emailing titleix@utica.edu.

Tie-Blanket Drive

Save the Date! Women in a New Direction (WIND) and Title IX are hosting a Tie Blanket Drive on Monday, March 23 from 5-6pm in the Wilcox Center. The blankets made that evening will all be donated to the YWCA in Utica.

"YWCA Mohawk Valley provides free, confidential, 24-hour domestic and sexual violence crisis services across Oneida and Herkimer counties. They are the local experts in prevention education, survivor advocacy, and women's empowerment."



Examples of New Educational and Process Materials



**Intimacy should be fun,
pleasurable and
respectful.**

*Understanding consent
helps.*

CONSENT



Freely Given
Reversible
Informed
Enthusiastic
Specific

Planned Parenthood®

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity.

Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity.

FOR MORE INFO, VISIT
WWW.UTICA.EDU/TITLEIX

OR E-MAIL
TITLEIX@UTICA.EDU

KNOW YOUR

IX

Dating Violence

Dating violence is violence committed by a person who is or was in a social, emotional, intimate or romantic relationship with another person.

Stalking

Stalking is a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear

Sexual Harassment

Sexual harassment is unwelcome sexual conduct that prohibits a student's access to their education or school-related extracurricular activities.

Sexual Assault

Sexual assault is a forcible or non-forcible sex act or unwelcome sexual conduct that occurs: without consent or when under the influence of drugs/alcohol or while unconscious or using physical force or threats.

Domestic Violence

Domestic violence is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.

More information at www.utica.edu/titleix



