



Title IX Annual Report
Academic Year 2024-2025

Prepared by:
Christy Galatis
Director of Title IX

Director's Summary

Title IX of the Education Amendments of 1972 defines and ensures sex and gender equity in education. The law prohibits all forms of sex or gender-based discrimination in any educational program or activity that receives federal funding. Title IX applies to all Endicott College-sponsored educational programs or activities, including sponsored off-campus programs. The Department of Education Office for Civil Rights ensures compliance with Title IX, which fundamentally states that:

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Key Changes to the Title IX Regulations during the 2024-2025 Academic Year:

The U.S. Department of Education issued final Title IX regulations in April 2024 which went into effect on August 1, 2024. The new law supported by the Biden Administration's US Department of Education sought to broaden the protections against sex-based discrimination in educational settings. However, these regulations faced significant legal challenges, and in January 2025, a federal court vacated the new rules, forcing colleges and universities to revert back to their prior policies and procedures to ensure compliance with the law. To further complicate the matter regarding policy enforcement, following the implementation of the new regulations, multiple states and social-movement organizations filed legal challenges. In January 2025, the U.S. District Court for the Eastern District of Kentucky ruled that the 2024 Title IX Final Rule was *vacatur* on the basis that the U.S. Department of Education exceeded its authority in issuing the regulations essentially, violating the U.S. Constitution. As a result, the legal framework surrounding Title IX protections continues to be in flux at the time of this report was finalized.

Reflecting on the Year

The purpose of this report is to accurately convey reports of sexual misconduct made to the Title IX Office during the 2024-2025 academic year as well as to highlight the important initiatives we have undertaken as we strive to educate the community on matters of prevention. Although this report delves into numeric and aggregated information pertaining to sexual misconduct matters, it is imperative that we recognize that it does not adequately reflect the experiences of the individuals who engaged with our office over the course of this past year.

An essential purpose of any Title IX office is to engage the campus community in intentional and thoughtful conversations about sexual misconduct in a way that does not shy from individual responsibility. Every single one of us has an obligation to intervene when we see others in trouble. We continue to strive to be such a community.

Christy Galatis

Director of Title IX

The Title IX Team
(As of May 1st, 2025)

<u>Title IX Office</u>	
Christy Galatis	Director of Title IX
<u>Title IX Advisors</u>	
John Dustin Brandi Johnson Brittany Potter Sean Quirk Johanna Billotti Amy Wilichoski Linda Elliott	Head Strength and Conditioning Coach VP and Chief Diversity Officer Associate Dean, ECTL Associate Director of Athletics Faculty, Curtis L. Gerrish School of Business Asst. Director of Recreation and Club Sports Assoc. Director of Campus Center Operations
<u>Title IX Confidential Advisors</u>	
Rev. Gail Cantor Brianna Tricomi-Smith Endicott Counseling Staff	Director of Belonging and Spiritual Life Outreach Counselor In role as Counselor/Therapist

Sexual Misconduct Allegations

The Office of Title IX is publishing the data in this report to enhance transparency and inform the campus community about the number of reports of prohibited conduct in violation of Endicott’s Title IX Policy including reports of Sexual Harassment, Sexual Assault, Dating and Domestic Violence, and Stalking. These definitions reflect the entire set of laws governing Institutions of Higher Education (IHE’s) as they relate to sexual misconduct including Title IX, The Cleary Act, and the Violence Against Women Act (See APPENDIX A).

Individuals may self-report to the Office of Title IX or may be connected through a faculty or staff member. All Endicott College employees, except those designated as confidential, are considered “Mandatory Reporters” and are required to report incidents of sexual misconduct to the College’s Title IX Coordinator or their Deputy IX Coordinators. Members of the Residential Life Staff including Resident Assistants, Assistant Residence Directors and Residence Directors are also considered

“Mandatory Reporters” thus required to report any alleged incidents of sexual misconduct within 24 hours of the initial disclosure (or less if medical intervention is needed or requested). Students also have options to report outside of Endicott.

When a report of sexual misconduct is made to the Title IX Office (this includes reports made either to the Director of Title IX or one of two Deputy Title IX Coordinators assigned by the Director), we offer to meet directly with the impacted party to provide an overview of resources and supportive measures available, including medical care, counseling, crisis support, safety planning, academic and/or employment adjustments, and options to pursue a formal complaint. It is important to note that a report to the Title IX Office does not constitute the filing a formal complaint (which requires due process notification to the respondent). That may be an option, but it is not required for an individual to obtain the supportive measures mentioned above.

The following notes apply to the data in this section:

- Definitions of prohibited conduct are provided (See APPENDIX B).
- The data does not include reports made to confidential resources such as members of the Counseling Center, our Counselor-On-Call service, and the College’s Health Center.
- To provide the most accurate portrayal of reporting, the data includes all cases in which at least one of the following applies:
 - The College knows the identity of the respondent, and the respondent is affiliated with the College.
 - The identity of the respondent is known to the complainant but is not provided to the College.
 - The identity of the respondent is unknown to the complainant.
 - If an incident involved more than one type of prohibited conduct (for example, sexual harassment and domestic violence), they are all reflected in this data.
 - We did not include reports in which the respondent was identified and not affiliated with the College.

The Numbers

Overall, there were 45 total cases reported to the Title IX Office during the 2024-2025 Academic Year. Academic Year refers to the time period from the beginning of Summer Session 1 to the end of Spring Semester 2024 which are between the following dates: May 31st, 2024 – May 31st, 2025. Chart 1 provides the number of reports broken down by type of misconduct. This information is based on the initial report received. Each unique report may include one or more factors as the basis of conduct/harassment. Reports of sexual misconduct do not necessarily mean the allegations were substantiated.

Most reports are made to one of the many mandatory reporters employed on campus through both email and in-person meetings. The remaining reports are typically submitted through the college’s on-

line reporting platform, Maxient. Allegations of sexual harassment were the most prevalent reported policy violation. Second to the allegations of harassment were those of sexual assault with the majority of the parties involved (that being both complainant and respondent) being undergraduate, residential students.

Chart 1

Category	Number of Reports
Sexual Assault	10
Sexual Harassment	20
Dating Violence	4
Stalking	4
Pregnancy Accommodations	2
Non-Jurisdictional*	5

* Non-jurisdictional means the allegations, even if substantiated, would not have been a violation of the College's Title IX Policy

Chart 2 shows the number of cases broken down by category of the Respondent. In all but one case, the complainant was of student status at the time of the report.

Chart 2

<i>Type of Violation</i>	<i>Student Respondent</i>	<i>Employee Respondent</i>	<i>Non- Endicott Respondent</i>	<i>Unknown Respondent</i>
<i>Sexual Assault</i>	8	0	1	1
<i>Sexual Harassment</i>	17	3	0	0
<i>Dating Violence</i>	3	0	1	0
<i>Stalking</i>	3	0	1	0
<i>Pregnancy Accommodations</i>	0	2	0	0

Training, Prevention, and Awareness Campaigns

Endicott College provides training and programming throughout the academic year to foster awareness around the issue of sexual misconduct. Below is a description of the various trainings offered to the college community for the purposes of both regulatory compliance as well preventive programming offered and/or sponsored through the Title IX Office.

Training

(Mandatory and Elective)

Under the 2020 Title IX regulations, all Colleges and Universities are required to maintain for seven years, all materials used to train Title IX Coordinators, Investigators, Decision-Makers, and Informal Resolution Facilitators. It also requires that institutions of Higher Education make all training materials publicly available on its website for no less than 7 (seven) years.

A. The individuals designated as a Title IX Coordinators, Investigators, Decision-Makers, and Informal Resolution Facilitators must receive specific training on their specific role in the process as well as training on:

- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.
- The definition of sexual harassment in § 106.30.
- The scope of the school's education program or activity.
- Trauma informed best practices.

B. *Investigators* specifically must receive training on issues of relevance in connection with the investigator's duty to create an investigative report that fairly summarizes relevant evidence.

C. *Decision-makers* specifically must receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. If live hearings are used/permitted, decision-makers must also receive training on any technology to be used at any live hearing.

AY 2024-2025 Training for the Endicott College Title IX Team:

- *Appeal Officer and Decision Maker Refresher Training* – TNG Consulting
- *Political Climate and First Amendment Rights* Time with IX-ATIXA
- *Green Dot Bystander Training for Athletic Coaches* – Altruistic Inc.
- *Violence Risk Assessments; Best Practices* – ATIXA
- *Telesane Remote Programming* – Telehealth Massachusetts
- *Expanded Pregnancy and Parenting Protections* - Time with IX-ATIXA
- *Managing Intake, Jurisdiction, and Dismissals Workshop* – ATIXA
- *Barrier Analysis Best Practices* - Time with IX-ATIXA
- *Through a Trauma-Informed Lens* - Time with IX-ATIXA
- *Recent Title VI Resolution Agreements* – Grand River
- *Stalking Survivors Speak* - SPARC
- *What the Vacatur? New Regs/Old Regs Explained* – ATIXA
- *Stalking in the Work Place* – Futures Without Violence
- *To Sign or Not to Sign – Filing Complaints on Behalf of Your IHE* - Time with IX-ATIXA
- *CSVP: Through the Lens of Autism* – Mass State CSVP
- *Neurodiversity on Campus* – Mass State CSVP

Title IX College Advisors:

- Half Day workshop – presented internally by the Office of Title IX (Summer of 2024)

Professional Residential Staff and Peer Orientation Leaders:

- Presentation by the Endicott Title IX Coordinator; (Summer of 2024)

Staff and Faculty Training:

Live Presentation by Title IX Coordinator Monthly during New Employee Orientations.

Online Title IX Training Module for New Faculty and Staff: As of May 1st, 2025, all new faculty and staff will be required to take Sexual Misconduct Prevention Training through United Educators. This training covers awareness regarding issues of quid pro quo sexual harassment and hostile environment in addition to explaining employee reporting obligations under Title IX and best practices in receiving disclosures and serving students in crisis.

Student Training:

Online Sexual Misconduct Training Module for Incoming Students: As of May 1st, 2025, it became policy that all first-year Endicott students and transfer students will be *required* to take sexual misconduct prevention training through ECheckuptogo. This online module provides awareness regarding issues of sexual assault, sexual harassment, intimate partner violence, stalking, and consent, and effective bystander technique.

Prevention and Awareness Programming

First-Year Orientation: The Office of Student Transitions and Family Programs, along with the Dean of Students Office sponsored “shades of Gray” which presented on several topics including consent, alcohol awareness, and the importance of being an active bystander.

Title IX Resource Awareness Campaign: Title IX Resource Cards continue to be placed in all College restrooms (SEE APPENDIX C)

Safe Spring-Break Tabling – In collaboration with the Student Government Association (SGA), SGA representatives provided information as well as resources including safe drinking “nite caps” as well as key chain drink testers at various times outside of Callahan Dining Hall.

Purple Thursday – During the month of October, The Office of Title IX in collaboration with the Wellness Center hosts an event Lakeside in honor of those affected by dating and domestic violence (See APPENDIX D)

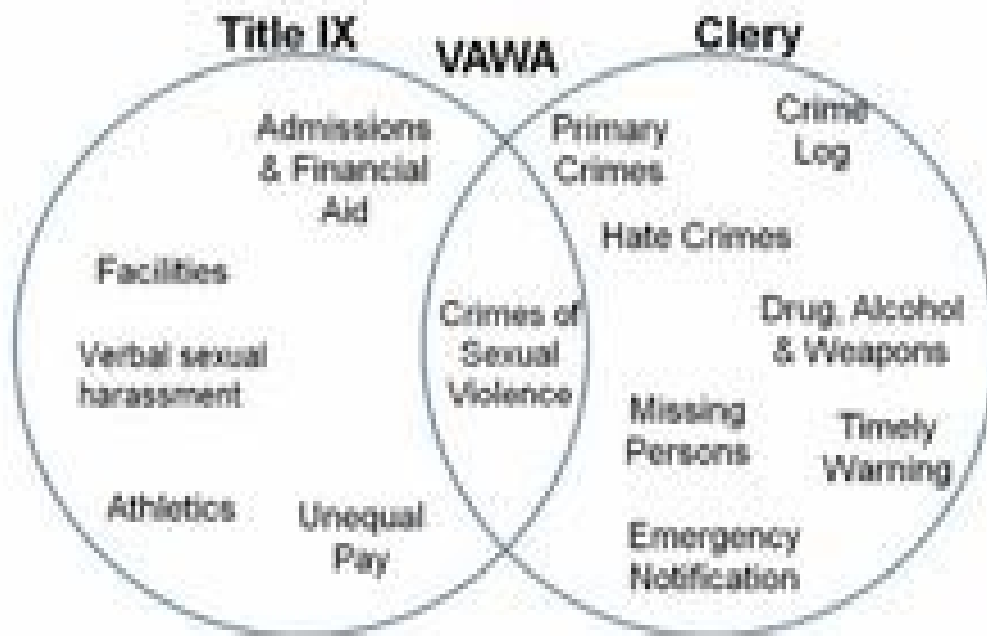
Take Back the Night - During the month of April 2025, partnerships between the Office of Title IX, The Counseling Center, and the Office of Community Services participated in Take Back The Night campus event. Both events were open to the entire Endicott Community and focused on discussing prevention and survivor support (See APPENDIX E).

Sexual Assault Awareness Month discussion: Mya Kermelewicz from MK Prevention Services facilitated a workshop for students titled “Your Voice, Your Story” which focused on identifying patterns of unhealthy relationships and how to begin the healing process (See APPENDIX F).

Building a Campus of Respect – Alteristic Green Dot mandatory training occurred for all athletes in September, 2024 in preparation of the academic year. Training was facilitated in cohorts and occurred in-person (SEE APPENDIX G).

APPENDIX A

Reviewing the Laws



APPENDIX B

Title IX Sexual Misconduct

Title IX Quid Pro Quo Sexual Harassment: Conduct on the basis of sex by which an employee of the University conditions the provision of an aid, benefit, or service of the University on a student's or employee's participation in unwelcome sexual conduct

Title IX Severe, Pervasive and Objectively Offensive Sexual Harassment: Conduct on the basis of sex that constitutes unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a student or employee equal access to the University's education program or activity.

Title IX Sexual Assault: Includes rape, fondling without consent, incest or statutory rape. Any act of vaginal or anal penetration, however slight, with any body part or object, or oral genital contact of another person, without consent. Touching of the private body parts of another person for the purpose of sexual gratification, without consent.

Title IX Domestic Violence: Conduct that constitutes a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the complainant; by a person with whom the complainant shares a child in common; by a person who is/was cohabitating with the complainant; by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Title IX Dating Violence: Conduct that constitutes violence committed by a person who was/is involved in a sexual, dating, spousal, domestic or other intimate relationship with the Complainant.

Title IX Stalking: Conduct on the basis of sex that constitutes a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Sexual Exploitation: Any act where one person violates the sexual privacy of another or takes unjust or abusive sexual advantage of another, but that does not fall within the definition of Title IX Sexual Harassment. Sexual exploitation may include:

- surreptitiously observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
- recording, photographing, transmitting, showing, viewing, streaming, or distributing intimate or sexual images, audio recordings, or sexual information without the knowledge and consent of all parties involved;
- providing alcohol or drugs to a complainant with the intent to facilitate Prohibited Conduct;
- exposing one's genitals or inducing another to expose their own genitals in non-consensual circumstances; or
- knowingly exposing someone to or transmitting an STI or HIV.

APPENDIX C

Endicott College On-Campus Title IX Resources

OVERVIEW

Endicott encourages those who have been subjected to any sexual misconduct to report it; however, not every individual will be prepared to make a report to the College or law enforcement so there are several confidential resources as well.



Scan this to read
Endicott's full
Title IX Policy!

PLEASE CONSIDER YOUR OPTIONS LISTED ON THE FRONT AND BACK SIDE OF THIS CARD

REPORTING

24-Hour Reporting and Support:

Endicott College Public Safety and Police
24-Hour Access to Trained Sexual Assault
Investigators - Ext. 2222

Residence Life
Residence Director - Ext. 2222

Business Hours:

Christy Galatis, Director of Title IX
cgalatis@endicott.edu - Ext. 7746

CONFIDENTIAL RESOURCES

24-Hour Support:

Endicott College
Counselor On Call
Contact Public Safety @ ext. 2222 and request
to speak with the counselor on call.

Business Hours:

Director of Belonging and Spiritual Life
Gail Cantor
978-232-2163
gcantor@endicott.edu

Endicott College Off-Campus Title IX Resources

Evidence Collection

- After a sexual assault, it is important to get medical care to treat any injuries and to help prevent a Sexually Transmitted Infection (STI) including HIV. You can also choose to be tested for STI's.
- If the assault occurred within the past 5 days, you may also choose to have a medical forensic examination and forensic evidence collection kit (Rape Kit) completed.
- It is recommended that individuals seeking medical care do so by a **Sexual Assault Nurse Examiner (SANE)**. These are trained, certified professionals skilled in performing quality forensic medical exams (see next section for contact information)

Designated SANE Site Hospitals (North Shore & Boston Regions)

Beverly Hospital (TeleSANE)
85 Herrick Street
Beverly, MA 01915
(978) 922-3000

**Lowell General Hospital Saints
Campus**
1 Hospital Drive
Lowell, MA 01852
(978) 458-1411

**Massachusetts General
Hospital**
55 Fruit St.
Boston, MA 02114-2622
(877) 424-5678

24-HOUR HOTLINES

(For those looking to discuss next
steps before seeking medical
assistance)

North Shore Rape Crisis Center
877-509-9922

Boston Area Rape Crisis Center
617-492-7273

RAINN
800-656-4673
www.rainn.org

Endicott celebrates

Purple Thursday

A day to raise awareness of dating and domestic violence. Sponsored by the office of Title IX.

Thursday, October 17

Healing with the Art of Rock Painting

11 a.m.–2 p.m.
Lower Callahan

“Wear Purple Thursday”

Wear purple, take a photo, and post it with #PURPLETHURSDAY. Be sure to tag @endicotttitleix

Candlelight Vigil & Hot Cider

6:30–7:30 p.m.
Follow the purple lights to the foot bridge. Hot cider and cocoa provided!



Take Back The Night

**Monday
April 7th
5 PM**

Amphitheater

Rain Location: Cleary Lecture Hall

Gather | March | Speak Out

To End Sexual Violence,
Gender Based Violence and
Empower Survivors

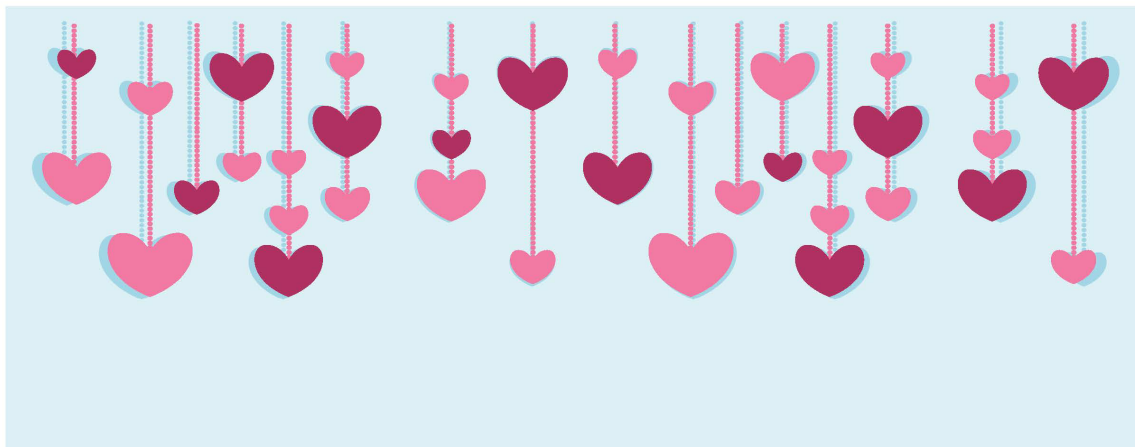
Reception to Follow
in Cleary Lobby

Keynote by
Essex County
DA Paul Tucker

Performances by
Endicott Singers
and ECHO



APPENDIX F



Relationship Coach, Mya Kermelewicz

Presents....

Relearning Love & Healing Your Way

What happens after the relationship ends? Join Mya to learn about the journey to recovery, relearning what it means to be in a healthy relationship, coping tools, and grounding practices to become the best version of yourself again.

All while making your own Sundaes!!



Space is limited ~ Reserve your spot today ~ [RSVP to cgalatis@endicott.edu](mailto:cgalatis@endicott.edu)

THURSDAY, APRIL 11

6:30PM TO 8:00PM

CUMMINGS BLDG ROOM 462

Culture of Respect

Ending Campus Sexual Violence

A NASPA Initiative

