



Title IX Annual Report
Academic Year 2025-2026

Prepared by:
Christy Galatis
Senior 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."

The origin of the Title IX regulations was in part to end discrimination in education on the basis of sex. The law encompasses many forms of sex-based discrimination, including, but not limited to, addressing sexual misconduct, sexual violence, and stalking. Title IX regulations were changed substantially effective August 14, 2020. Title IX applies to all programs and activities of institutions that receive federal funding. Title IX applies to Endicott College on this basis.

The purpose of this report is to accurately convey reports of sexual misconduct made to the Title IX Office during the 2025-2026 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

Senior Director of Title IX

The Title IX Advisory Team
(Snapshot as of June 1, 2025)

<u>Title IX Office</u>	
Christy Galatis	Senior Director of Title IX
<u>Title IX Advisors</u>	
Johanna Bilotti Linda Elliott John Dustin Brandi Johnson Katie Kilty Michelle Mustone Brittany Hyde Sean Quirk Laurie Scinicariello Amy Wilichoski	Asst Director, Student Advising and Success Assoc. Director of Campus Center Operations Head Strength and Conditioning Coach Chief Diversity Officer Professor, Sport Management Director of Advising, School of Ed. Dean, ECTL Assistant Director of Athletics Asst. Dean, Center for Accessibility Services Asst. Director of Recreation and Club Sports
<u>Title IX Confidential Advisors</u>	
Rev. Gail Cantor Endicott Counseling Staff	Director of Belonging and Spiritual Life 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 (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. 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 Coordinator, a meeting is offered 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 (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 34 total cases reported to the Title IX Office during the 2025-2026 Academic Year. Academic Year refers to the time period between the following dates: June 1, 2025 – May 31, 2026. 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

<i>Type of Violation</i>	<i>Number of Reports</i>
<i>Sexual Assault</i>	6
<i>Sexual Harassment</i>	7
<i>Dating Violence</i>	10
<i>Stalking</i>	4
<i>Sexual Exploitation</i>	1
<i>*Other</i>	6

*The term "Other" indicates that the allegations submitted to the Office of Title IX were not within the jurisdiction of the Title IX Policy and were therefore referred to another campus process for resolution.

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>	4	0	1	1
<i>Sexual Harassment</i>	4	3	0	0
<i>Dating Violence</i>	10	0	0	0
<i>Stalking</i>	3	0	1	0
<i>Sexual Exploitation</i>	1	0	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 2025-2026 Training for the Endicott College Title IX Team:

Title IX Coordinator:

- CSVP: Through the Lens of Autism – Mass State CSVP
- Neurodiversity on Campus – Mass State CSVP
- Title VI and Civil Rights Investigation Foundations – Level One Certification
- Advanced ADA Section 504 Certification

Appeals Officer and Decision Maker Training:

- Grand River Solutions Decision Maker Training

Title IX College Advisors:

- Half Day workshop – presented internally by the Office of Title IX (Summer of 2025)
- Title IX Advisor Certification – ATIXA (new advisors only)

Residential Staff and Peer Orientation Leaders:

- Presentation by the Endicott Title IX Coordinator; (Summer of 2025)

Staff and Faculty Training:

- Online Sexual Misconduct Prevention Training Module for all Faculty and Staff:

As of May 1st, 2025, all faculty and staff were required to take Sexual Misconduct Prevention Training through United Educators on an Biennial basis. 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:

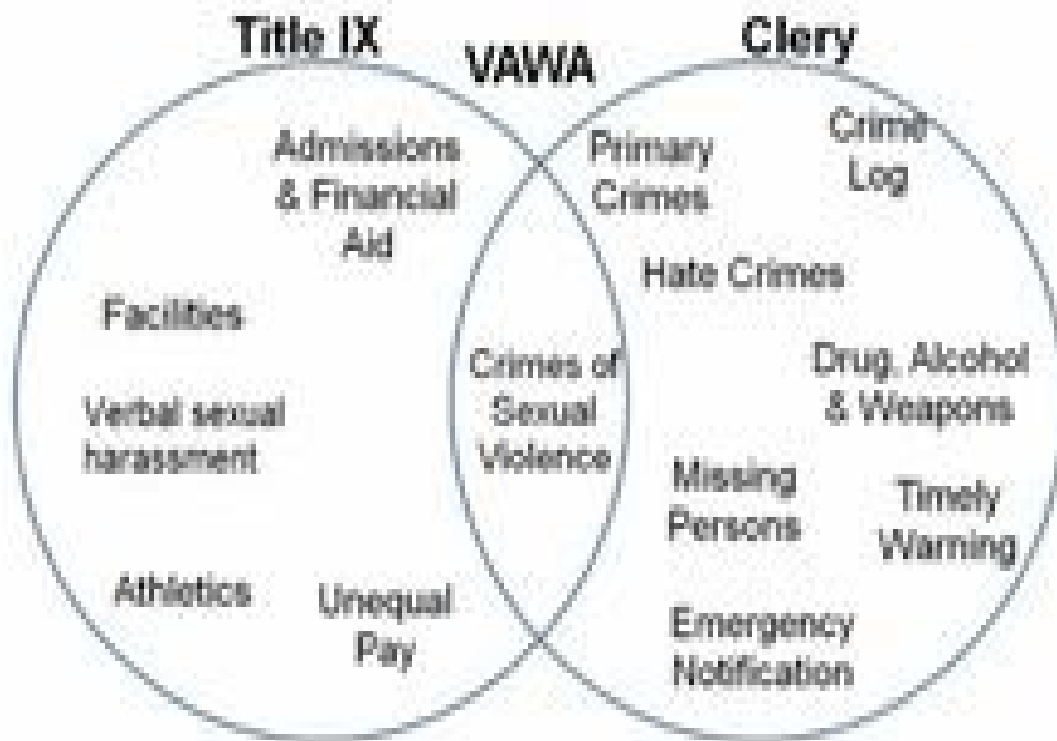
- Online Sexual Misconduct Training Module for Incoming Students:

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.

- 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 (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 (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 (APPENDIX E).

- Building a Campus of Respect – Alteristic Green Dot mandatory training occurred for all athletes in September, 2025 in preparation of the academic year. Training was facilitated in cohorts and occurred in-person (APPENDIX F).

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

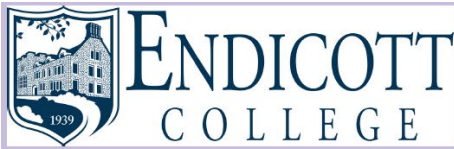
Boston Area Rape Crisis Center

617-492-7273

RAINN

800-656-4673
www.rainn.org

APPENDIX D



PURPLE THURSDAY

*A DAY TO RAISE AWARENESS OF
DATING AND DOMESTIC VIOLENCE*



OCTOBER 23 SCHEDULE

BRACELET MAKING & WEAR PURPLE PHOTO BOOTH

RAFFLE FOR A JBL SPEAKER

LOCATION: LOWER CALLAHAN 11 A.M.-2 P.M.

CANDLELIGHT VIGIL & HOT CIDER

LOCATION: FOOT BRIDGE 6:30 -7:30 P.M.

Take Back The Night

**Wednesday
April 22, 6PM**

**Cleary
Auditorium**

Gather | Speak Out | Reflect

To End Sexual Violence, Gender
Based Violence and Empower
Survivors

Reception to Follow
in Cleary Lobby

Keynote by
Dakota Svec
Class of 2024

Performances by
Endicott Singers
and ECHO



Culture of Respect

Ending Campus Sexual Violence

A NASPA Initiative

