
Overview and Purpose

In a [September 22, 2020 Statement from the Curtis Institute Board of Trustees](#), the school committed to publishing a report at the conclusion of each academic year that presents data on reports of sexual and gender-based misconduct prohibited by [Curtis’s Sexual and Gender-Based Harassment and Interpersonal Violence Policy](#) (hereinafter the “Policy”) involving members of the Curtis community. This report anonymizes and summarizes accounts that have been brought to the attention of the Title IX Coordinator, the processes undertaken to address these reports, and the status and/or outcomes of these incidents. The purpose of reporting this data is to increase awareness, promote transparency, and create productive dialogue to ensure a campus where all members are equally valued.

This is the inaugural Annual Outcomes Report for the Curtis Institute of Music, and it documents reports received between June 1, 2020 and May 31, 2021.

Summary of Reports and Complaints

The Title IX Coordinator received seven reports from seven separate individuals of allegations of prohibited conduct or inappropriate behavior on the part of seven different persons between June 2020 and May 2021.¹ These reports received by Curtis did not necessarily involve conduct that occurred during the June 2020 – May 2021 time period. Any individual or organization, including but not limited to students, faculty, staff, alumni, trustees, volunteers, vendors, independent contractors, may make a report to Curtis of prohibited conduct. The reports compiled here came from self-reports, mandatory reporters, and the third-party hotline administered through Lighthouse Services. Mandatory reporters are those individuals throughout the school who are required to share with the Title IX Coordinator information regarding alleged incidents of prohibited conduct. At Curtis all employees, as well as affiliated persons such as trustees and outside contractors or vendors, are designated as mandatory reporters. External confidential resources such as members of the chaplaincy, medical or psychological health care providers, or employees of third-party crisis centers or phone hotlines are not mandated reporters in this context. Curtis contracts with Lighthouse Services to provide a telephone hotline and online platform where individuals can make an anonymous report, or can report with contact information, but may in either case still communicate with Curtis anonymously through the platform. Lighthouse Services provides Curtis with anonymized report data when reporters request confidentiality.

¹ During this period, as a result of the COVID-19 global pandemic, the Curtis campus remained closed to students, faculty, and staff, except those individuals designated as essential employees. Students, faculty, and staff operated remotely during this period.

The reports are categorized using the language of the reporting party² as relayed to the Title IX Coordinator. When possible, the Title IX Coordinator categorized the reported information as falling within the context of conduct explicitly prohibited by the Policy. In no manner did the categorizing of reported incidents as such indicate that the misconduct reported would constitute a violation of the policy. In some instances, not enough information was received to determine whether an incident constituted prohibited conduct as defined in the Policy, and those reports have been labeled “unable to categorize.”

Processes and Outcomes

In response to each report, the Title IX Coordinator engaged in an initial assessment of the reported conduct to evaluate for ongoing risk to the person(s) involved or potential harm to the greater community, and, where possible, provided information about resources, supportive measures, and reporting options as appropriate to each report.

Two individuals made reports anonymously and, despite attempts at outreach with the reporting party in each matter, no response was received; no intervention or further steps in the process were undertaken in these cases.

Four individual reporting parties communicated with the Title IX Coordinator privately and respectively identified four separate alleged perpetrators of misconduct, but no formal complaints were filed. Intervention was offered in each case, but declined, and the reporting individuals were offered a connection to resources. In accordance with the wishes of the reporting persons, other than the initial assessment described above, no further action was taken other than to document these reports in the Title IX Office.

In response to one report, despite the lack of a formal complaint but based upon the nature of the allegation and the judgment of the Title IX Coordinator, the matter was referred for review by an external investigator. After an independent investigation, there was a finding that the report did not allege conduct that would constitute a Policy violation nor a violation of any other Curtis policy, State, or Federal law.

In cases where there was no formal complaint and/or no outcome, the mere reporting of an incident of prohibited conduct is not an indication that the reported conduct would have constituted a Policy violation nor that there would have been a finding of responsibility for a Policy violation.

² A reporting party may or may not be a person who experienced the misconduct or who has first-hand knowledge of the alleged incident.

Table 1. Incidents Reported to the Title IX Coordinator from June 2020 to May 2021

Category of Alleged Prohibited Conduct Reported	Number of Incidents Reported	Number of Formal Complaints	Number of Investigations	Number of Outcomes	Number of Policy Violations Found
Title IX Sexual Harassment	0	0	0	0	0
College Category Sexual and/or Gender-Based Harassment ³	4	0	0	0	0
Sexual Assault	0	0	0	0	0
Dating Violence	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Stalking	0	0	0	0	0
Sexual Exploitation	0	0	0	0	0
Retaliation	1	0	0	0	0
Complicity	0	0	0	0	0
Violation of Curtis Directive	0	0	0	0	0
Unable to Categorize	1	0	0	0	0
Conduct outside the scope of the Sexual and Gender-Based Harassment and Interpersonal Violence Policy	1	0	1	1	0
Total	7	0	1	1	0

³ Other forms of sexual and gender-based harassment include a broad range of unwelcome conduct as defined in the Policy, but that does not meet one or more criteria of the federally defined conduct specifically prohibited by Title IX.

Conclusion

This Annual Outcomes Report does not represent the sum total of the work of the Title IX Coordinator during the period in question, but it documents the numbers and types of incidents of sexual and gender-based misconduct that were reported to Curtis during the 2020–21 academic year. Curtis encourages students to report sexual and gender-based misconduct because it is important that students know their options and can take advantage of the many resources and assistance the school can offer, whether or not a student decides to file a formal complaint. Curtis is committed to ensuring knowledge in the community about reporting options. The number of reports for the 2020–21 academic year are consistent with the fact that the year occurred during a global pandemic and the Curtis campus was closed. During this reporting period, students were living off campus and studying remotely, faculty were teaching remotely utilizing online platforms, and staff were working remotely without normal campus operations in effect.

The Title IX Coordinator will utilize the data reported herein in the following ways: to inform upcoming training initiatives for students, faculty, and staff; to organize strategic programming for students; to conduct informed institutional policy review; to create opportunities for increased community dialogue; and to initiate new sexual assault awareness and prevention efforts across the Curtis community. The Annual Outcomes Report will be a valuable tool for assessing engagement with the Title IX Coordinator and other support services, as well as the success of awareness and prevention efforts in the community on the numbers and types of reported incidents of sexual and gender-based misconduct.