



**CASE WESTERN RESERVE**  
UNIVERSITY



# Welcome!

Graduate Student Council  
General Assembly Meeting  
Wednesday, 11/01/2023

# Announcements



- **New Format**

- Updates on GSC Budget expenses will be attached to the meeting minutes
- Please send any questions to [gscinfo@case.edu](mailto:gscinfo@case.edu)
- Please check the newsletter for other updates and information regarding upcoming events

- **Adding Topics to the GA Agenda (December onwards)**

- Please fill out the topic [submission form](#) (link is also provided in the meeting minutes)

# Agenda



- **Rachel Lutner, Title IX Coordinator, Office of Equity (30 minutes)**
  - Q&A after presentation
- **GSC Rep Attendance (5 minutes)**
- **Vote to Approve October Meeting Minutes (5 minutes)**
- **Director of Social & Special Programming Election (20 minutes)**
  - Candidates Speeches + Q&A
  - Voting form remains open for 5 minutes during meeting
- **Reminders & Deadlines (5 minutes)**
- **Social & Special Programming Election Results**
- **School Reports/Discussion Topics (as time permits)**
  - Title IX / Office of Equity
  - Hostility
  - Student Org. Budget Structure and Funds Dissemination
  - Parking
  - Health Insurance
- **Closing Remarks**
- **Adjournment (7pm)**





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Guest Speaker:

**Rachel Lutner**

Title IX Coordinator  
CWRU Office of Equity

# Case Western Reserve University Office for Equity

## Office of Equity, Support for Students, DOJ

Fall 2023

# Meet the Office of Equity

- Primary function: Provide support to persons who are impacted by sexual harassment and gender-based violence.
- Support is designed to enable students' academic and professional success at CWRU and beyond.
- Support helps students feel safe and be able to focus on their academics.
- For some students, support includes investigation.
- Every student's support is different, and is based on the student, their experience, and their circumstances present and past.
- Provide support for persons impacted by other kinds of discrimination and harassment.
- Provide pregnancy and religious accommodations.

# Why are we talking about this? Sexual Harassment happens to students.

- 13% of all college and university students experience rape or sexual assault through physical force, violence, or incapacitation. Among graduate and professional students, 9.7% of females and 2.5% of males experience rape or sexual assault through physical force, violence, or incapacitation. Among undergraduate students, 26.4% of females and 6.8% of males experience rape or sexual assault through physical force, violence, or incapacitation. 5.8% of students have experienced stalking since entering college.
- Sexual harassment is not harmless 'flirting' or 'joking around'. Victims of sexual harassment are less likely to succeed at school. Students avoid classes, professional associations and disengage from school. Student victims report lower rates of overall physical health, lower GPAs and higher rates of mental health diagnoses, alcohol use, and degree noncompletion.

**Most people do not report their experience. Don't underestimate the impact of sexual harassment. Seek support at CWRU.**

# Title IX of the Educational Amendments Act of 1972

- 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.
- Schools must provide students equal access to education regardless of gender, sexual orientation or gender identity.
- School must prevent and eliminate sexual harassment when it affects a student.
- Schools must use a process that is fair and respectful to all parties involved in a matter in which sexual misconduct is alleged.
- CWRU complies with Title IX through the Office for Equity





# Examples of sexual harassment

- **Physical:** pulling someone's bra strap, grabbing someone's hand, giving a massage, touching the person's clothing, hair or body; standing in a person's personal space, gestures (winking, smacking lips), blocking a person's path, staring.
- **Verbal:** referring to an adult as a girl, hunk, boy toy, doll, babe or honey; making sexual comments; using innuendo; turning discussions to sexual topics; telling sexual jokes or stories; asking about sexual fantasies, preferences, or history; repeatedly asking out a person who is not interested.

**Sexual harassment is always unwelcome.**

# Title IX defines sexual violence as a severe form of sexual harassment

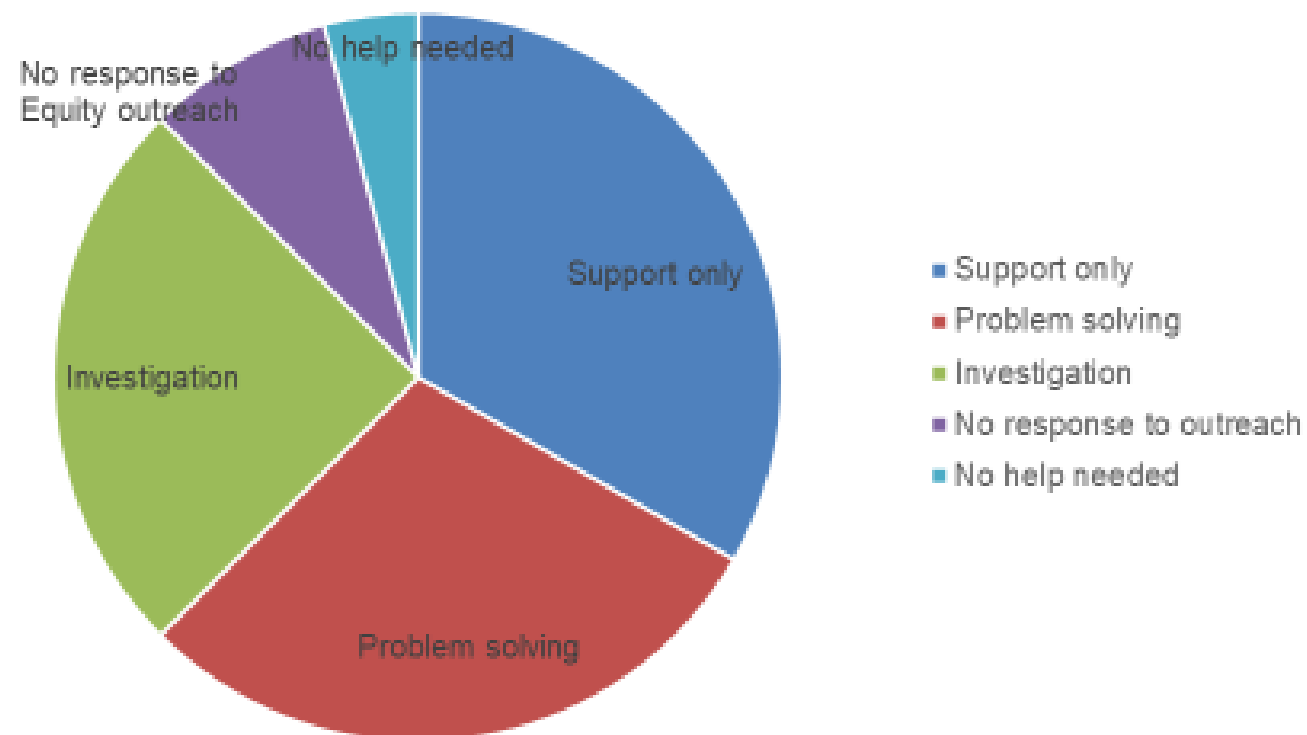
- Sexual violence is **conduct of a sexual nature** that **occurs without affirmative consent** or when one is **incapable of giving** affirmative consent.
- **Sexual assault** is sexual contact or intercourse without affirmative consent.
- **Sexual exploitation** is: causing someone to become incapable of giving (or withholding) consent; observing sexual activity without consent; sharing videos or pictures of sexual activity (such as on social media) without consent; and other conduct.
- **Relationship or intimate partner violence** is violence or the threat of violence within an intimate social relationship and includes sexual, financial, emotional, psychological or other coercion or abuse even without physical violence.
- **Stalking** is conduct directed at a specific individual that would cause a reasonable person, if aware of the conduct, to feel afraid or unsafe, or to suffer substantial emotional distress.

# Sharing information with Equity

- The university strongly encourages persons who experience sexual harassment to tell the Office of Equity about what occurred so they receive support.
- This doesn't always happen. To ensure that people who need help receive it, almost all CWRU employees (Faculty, Staff, Title IX Coordinator, RA's, TA's, Orientation staff, Library staff, Navigators, Advisors) are Responsible Employees who share the information with the Office of Equity, so that the victim receives support, assistance and is informed of all options.
- The Office for Equity can be reached by email, drop in visit, appointment, phone, or online form.



Resolution of Equity cases: It is never too minor to report to the Office of Equity. Most cases involve support only or making sure a person has resources in case they decide they need them.



# Reporting = Support (Interim Measures and Accommodations)

Interim measures and accommodations are reasonable measures that CWRU, through the Office for Equity can put in place to provide immediate support and protection for persons who have experienced or been accused of sexual harassment or sexual violence. Some measures include, but not limited to:

- No Contact Directives
- Persona Non Grata (Limiting an individual or organizations access to university facilities or activities pending resolution)
- Alternative Work Arrangements
- Academic Accommodations (rescheduling exams, assignments, change in class schedule, or voluntary leave of absence)
- Academic Support Services (Tutoring, etc.)
- Transportation arrangements; and/or
- Living arrangement modifications.





# Students are in control when they work with the Office of Equity:

- The Office for Equity will never compel a student to file a complaint or participate in an investigation.
- The Office for Equity will never require a student to give the name of the student who may have engaged in conduct that violates the Sexual Harassment Policy.
- The Office for Equity will never require a student report to the police.
- **The Office for Equity provides support and resources, without requiring a student to take an action that the student isn't ready to or doesn't want to take.**

# Everyone has the same rights in the Process

- **Participation:** To participate or not participate in the investigation process. A decision not to participate doesn't stop the process.
- **Information:** To have questions answered promptly and fully. To be given access to pertinent information that may impact you.
- **Respect:** To be treated with respect and courtesy.
- **Privacy:** Equity will keep your information private to the extent possible.
- **Advisor:** To the assistance and support of an advisor at meetings, investigation and during resolution proceedings and any hearing. **Notification:** Both parties will be simultaneously informed in writing of the outcome of the process.
- **No retaliation:** Both sides have the right not to experience retaliation. CWRU takes allegations of retaliation very seriously. If we don't, people won't use our process.

# What happens when information is shared with Equity

The Office for Equity will:

- Take down the pertinent information.
- Send an email to the student who is the subject of the information provided.
- Offer resources and support to the student
- Share information about University processes available to assist and support the student.
- Offer to provide interim measures to support the student in the aftermath of the situation.

If you are concerned about what might happen if you share information with Equity, give us a call and ask a “hypothetical question”. Let Equity try to address your concerns.

# What happens in an Investigation

- The parties involved are informed of the complaint that is being investigated.
- The parties meet with the Office for Equity to provide information.
- The parties are given the opportunity to provide the names of witnesses and other evidence (documents, electronic communication, text messages, photographs).
- The Investigator prepares an Investigative Report that summarizes gathered information and is shared with both parties.
- The parties are given the opportunity to resolve the matter.
- Title IX Coordinator determines whether the information gathered during the investigation requires further process.

# Office Equity Contacts

Email: [equity@case.edu](mailto:equity@case.edu) Phone: 216-368-3066 Website: [www.case.edu/equity](http://www.case.edu/equity)

Rachel Lutner, Senior Associate VP of Equity, Title IX Coordinator

[rxl768@case.edu](mailto:rxl768@case.edu)

Carmen Guess, Director, Office of Equity, Deputy Title IX Coordinator

[cxg422@case.edu](mailto:cxg422@case.edu)

Kimberly Adams, Equity Specialist and Investigator

[kma130@case.edu](mailto:kma130@case.edu)

Imani Sweeney, Equity Specialist and Investigator

[ias41@case.edu](mailto:ias41@case.edu)

Marcus DeSantis, Equity Specialist and Investigator

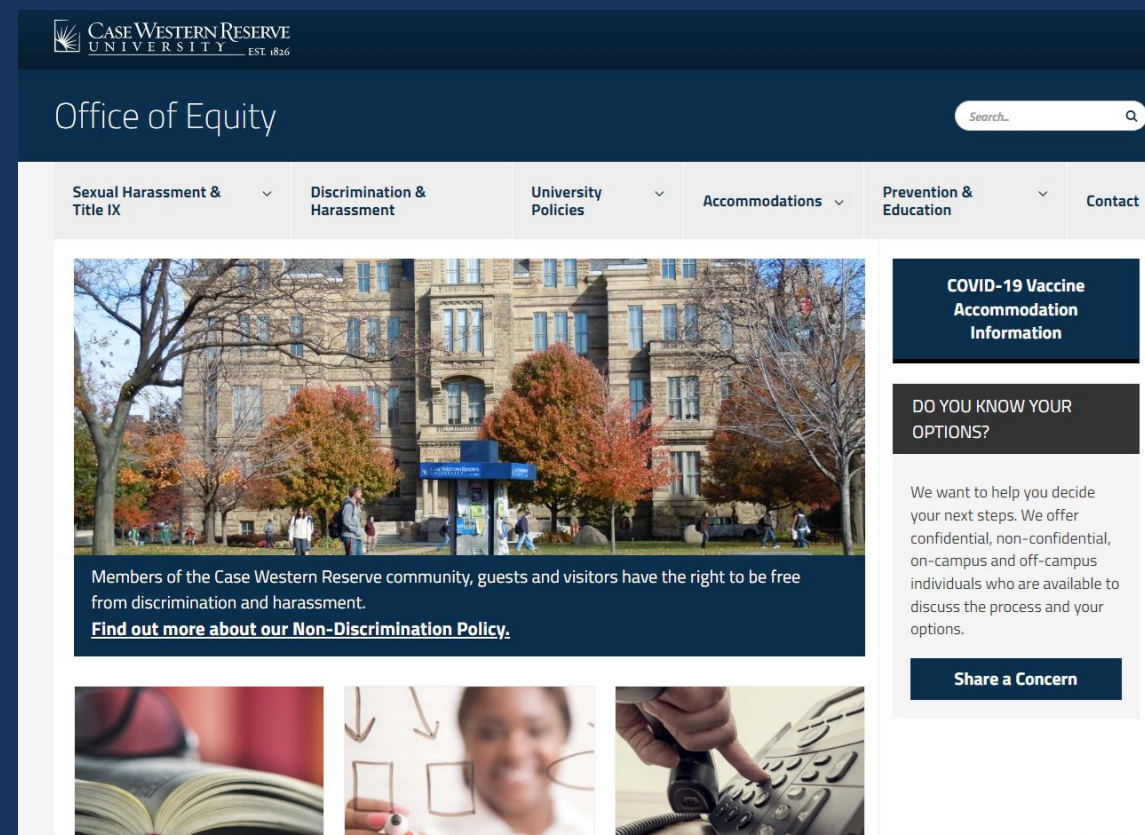
[mxd824@case.edu](mailto:mxd824@case.edu)

Ashley Everett, Equity Specialist and Investigator

[ame84@case.edu](mailto:ame84@case.edu)

Rachel Hambrick, Department Assistant

[rsh58@case.edu](mailto:rsh58@case.edu)

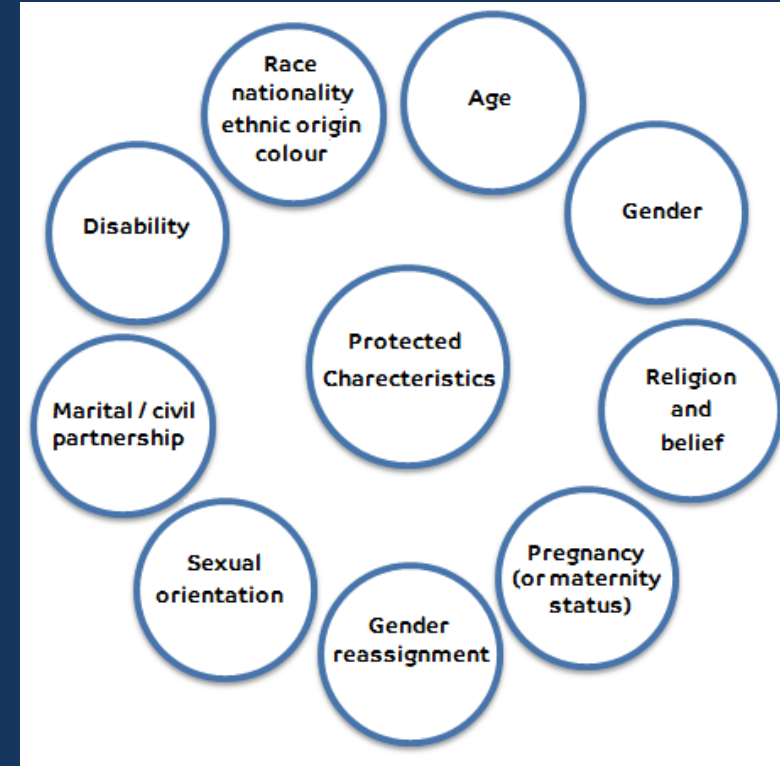




# Confidential Support

Confidential Resource	Phone
University Health Service	216.368.2450
University Counseling Services	216.368.5872
Student Advocate for Gender Violence Prevention & Response	216.368.8639
Employee Assistant Service (Faculty/Staff)	216.241.3273
Survivors & Friends Empowerment (SAFE) Line	216.368.7777
Cleveland Rape Crisis Center	216.619.6192
Domestic Violence & Child Advocacy Center	216.391.4357
Interreligious Council	See website 4
UH Sexual Assault Nurse Examiner (SANE)	216.844.0372
Case Integrity Hotline ( <a href="http://www.caseintegrityhotline.com">www.caseintegrityhotline.com</a> )	1.866.483.9367

- The Office of Equity provides support, problem-solving and investigation for persons impacted by other kinds of discrimination or harassment.
- Equity issues accommodations based on pregnancy and religion.
- What discrimination and harassment may look like:
  - “I am being disrespected.”
  - “This is unfair.”
  - “No one else is treated this way.”
  - “I shouldn’t be treated like this.”
  - “I am being singled out.”
  - “I don’t feel welcome.”
  - I wasn’t chosen.
  - I was dismissed.



# DOJ Agreement is about support

- Educate people when they become a member of the CWRU community about available support.
- Refresh that knowledge annually.
- Publish information about the availability of support.
- Get that information out to the community every year, multiple times, in a variety of formats.
- Assess if the support is working.
- Protect members of the CWRU community from retaliation.
- Revise the Sexual Harassment Policy and other protocols to clarify the availability of support, including protection from retaliation.
- Work with the CWRU community to better support our community.

# Questions?





The GSC logo is a white, scalloped-edged shield containing the letters "GSC" in a bold, blue, blocky font.

**GSC**



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The background of the slide is a blue-tinted photograph of a large group of students walking away from the camera on a paved path. They are carrying backpacks and walking towards a large, multi-story building with many windows. The scene is set outdoors with trees visible in the background.

**Thank you, Ms. Lutner!**



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# GSC Rep Attendance





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# Candidates Speeches + Q&A

Director of Social & Special Programming

1. Ankit Saha
2. Elise Rolston
3. Gloria Piekarczyk
4. Jaysing Jagtap
5. Regan Gee



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# Reminders & Deadlines

# President



- Monthly Meetings with President Kaler
  - Thursday November 16th
  - Friday December 15th
- Meetings with Interim Provost Ward and Interim VPSA Whiting
  - Tuesday November 14th
- President's Roundtable
  - Tuesday November 14th



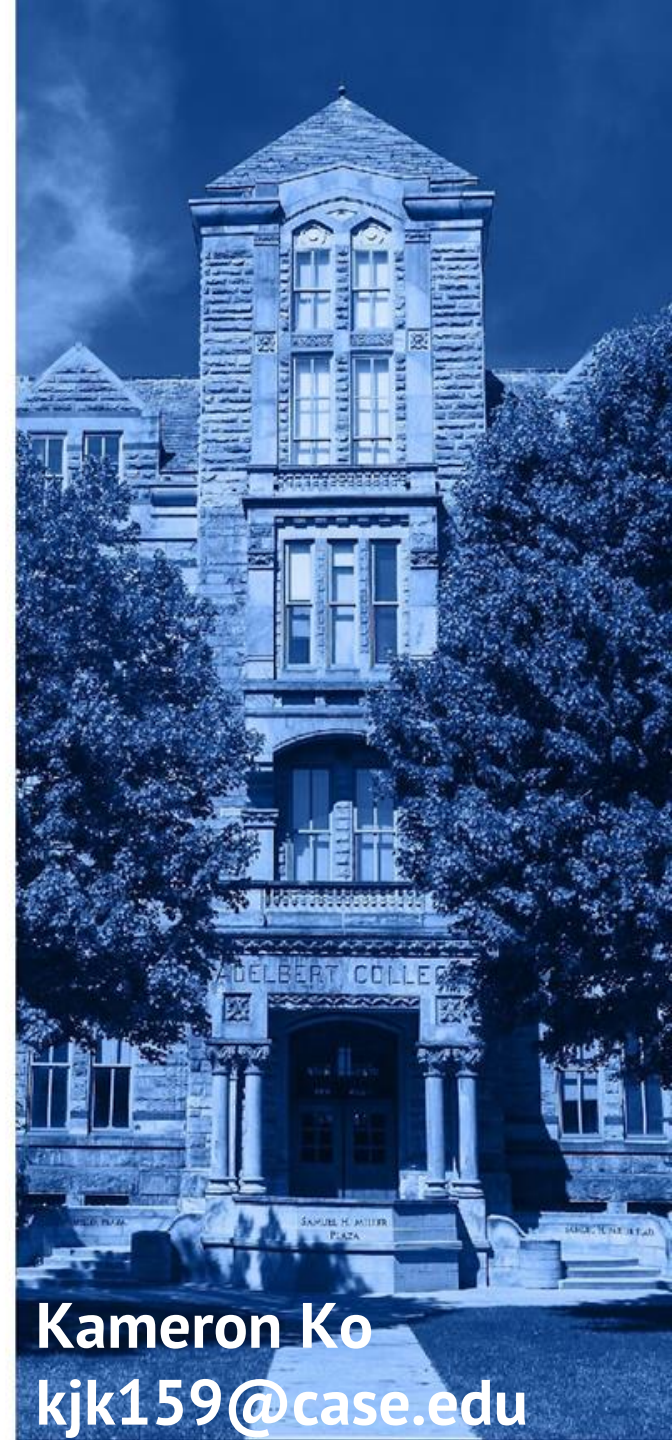


# VP of Internal Communications



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- **GA Agenda Submission Form** sent via email
- Please designate a proxy in the case of a scheduling conflict and send an email prior to GA **(24-hour rule)**





# VP of Marketing & Communication



GSC

- Newsletters every Tuesday (75 – 80% open)
  - Use [this form](#) (also at the end of the GSC Newsletter)

# VP of Finance



## GSC E-Board:

- **Expense Record for September:**  
Used (till end of September):  
**\$16,376.11**

Payment requests are behind.

- **Major expense for October:**  
Cedar Point Tickets

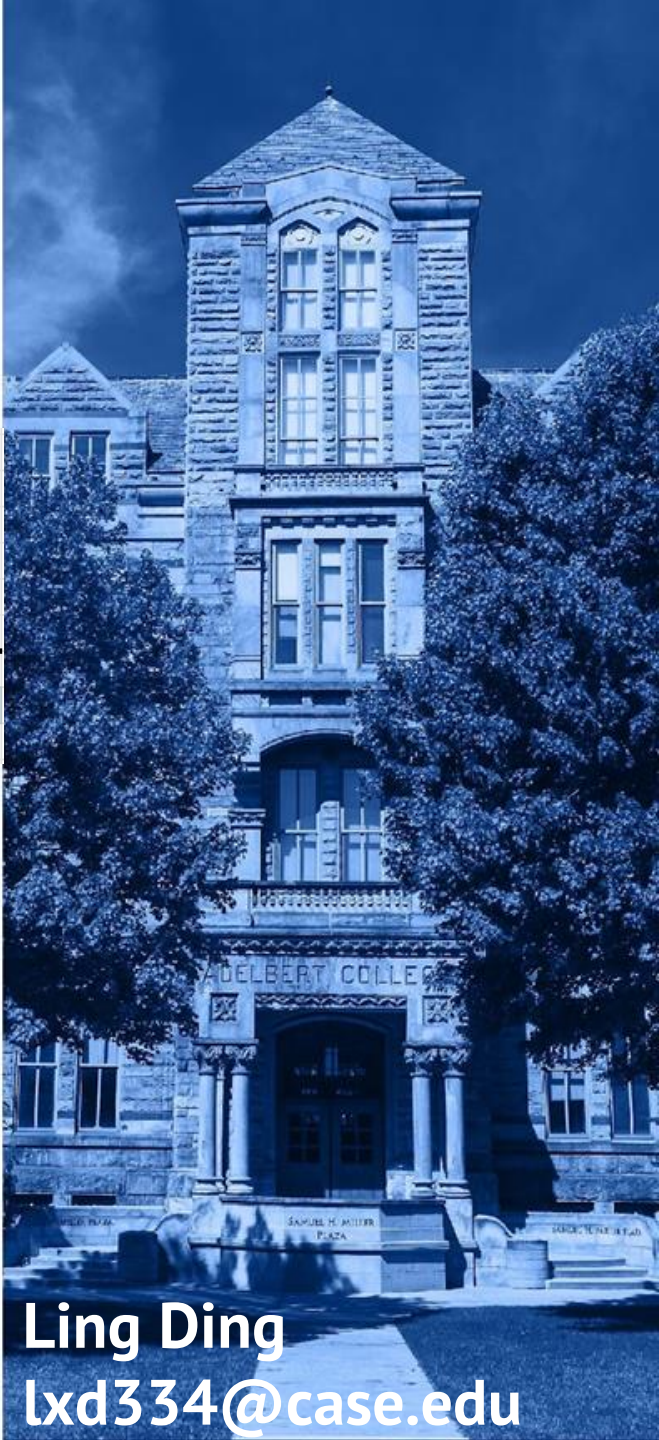
What did the Board spend money on?		
3438142 Egler_MGSA Fall food	\$328.68	
3595458 Candy for student org	\$25.18	
DJ services provided to SATRAN	\$475.00	
Sparta Center Funds GSC	\$1,500.00	
Buget for Fall 23	Used so far (till end of September)	Budget Remaining
\$97,129.00	\$16,376.11	\$80,752.89

## Student organization:

- The payment request from the student organization is slightly delayed.

**\$13,501.06**  
Approved

**-\$8,611.46**  
Payment Requests





# Director of Special & Social Programming

- Cedar Point Tickets (October/21)
  - 200 tickets (extras were sold for for Oct/28)
  - Purchase cost: \$8840.00, budgeted \$6000
  - Selling tickets: \$6000, budgeted \$4000
  - Final cost: \$2840.00, budgeted \$2000
- Cavs Tickets
  - 100 tickets, sold on CampusGroups
  - Vs. Raptors, on November/26, 7:30pm
  - Cost \$2100, Expected sales: \$1100
- Happy Hour
  - November/9, 5-7pm, Jolly Scholar
    - Drink ticket for first 100 grad students
  - After that, Happy Hour at Jolly every Thursday, 5-6pm
    - Beer and well-liquor drinks for \$2.99
- GSAW Ball
  - Tentatively scheduled for April/13
- Committee Applications due on November/4

# Director of Professional Development



## November 8

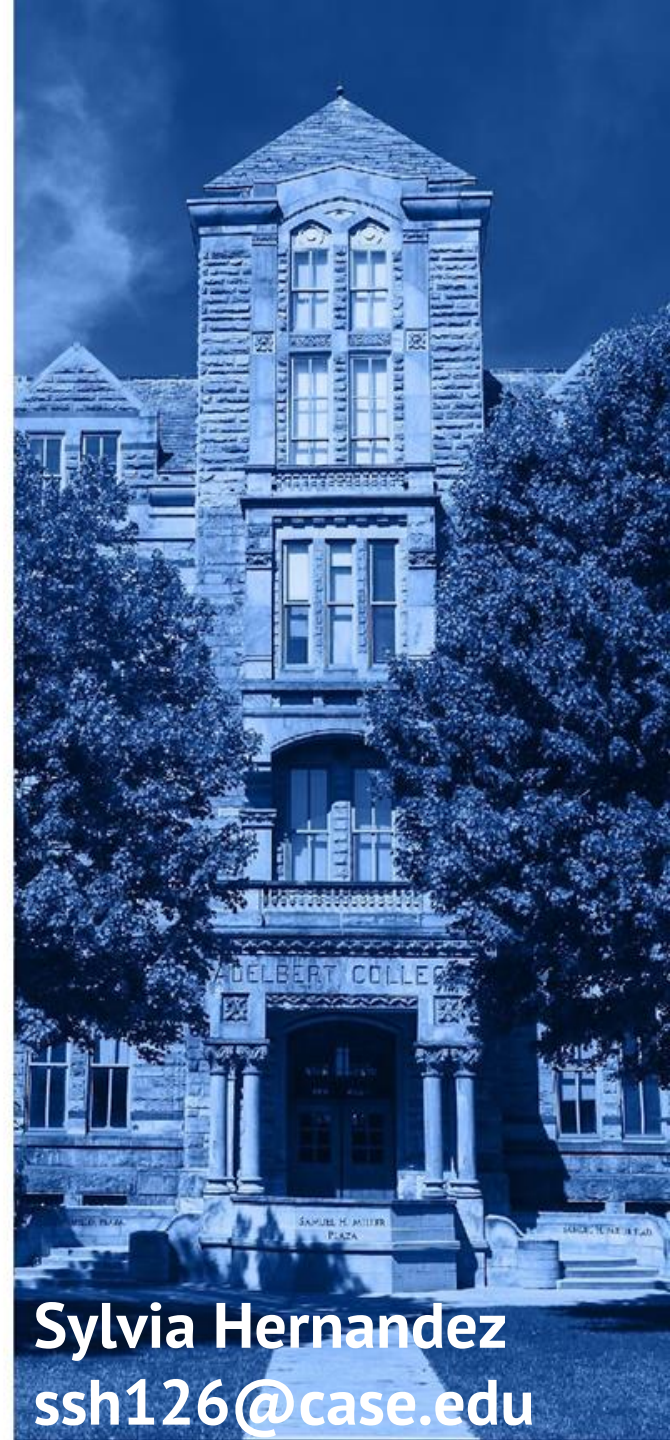
- PD fund applications are open until midnight

## November 9, 6:30pm

- Wine appreciation for New Professionals

## Surveys (spread the word to your students and groups!)

- Spring events survey
- Interest survey for interdisciplinary mock trial will be sent out in GSC newsletter (Nov 14)





# Co-Director of Student Organizations



## **FINAL CALL!!!! Fall 2023**

- All Co-Sponsorship requests: **Monday, Nov. 13, 11:59 PM ET.**
- All Budget Requests: **Thursday, Nov. 30, 11:59 PM ET.**
- All deadlines still apply.

## **Use it or lose it:**

Funds do **not** roll over to Spring '24.

## **Deadlines for Requests:**

**Budget:** at least 14 days before event.

**Payment/Reimbursement:** within 14 days after event

**Co-Sponsorships:**  
Notify via email – at least 30 days before event.

**NO EXCEPTIONS WILL BE MADE.**

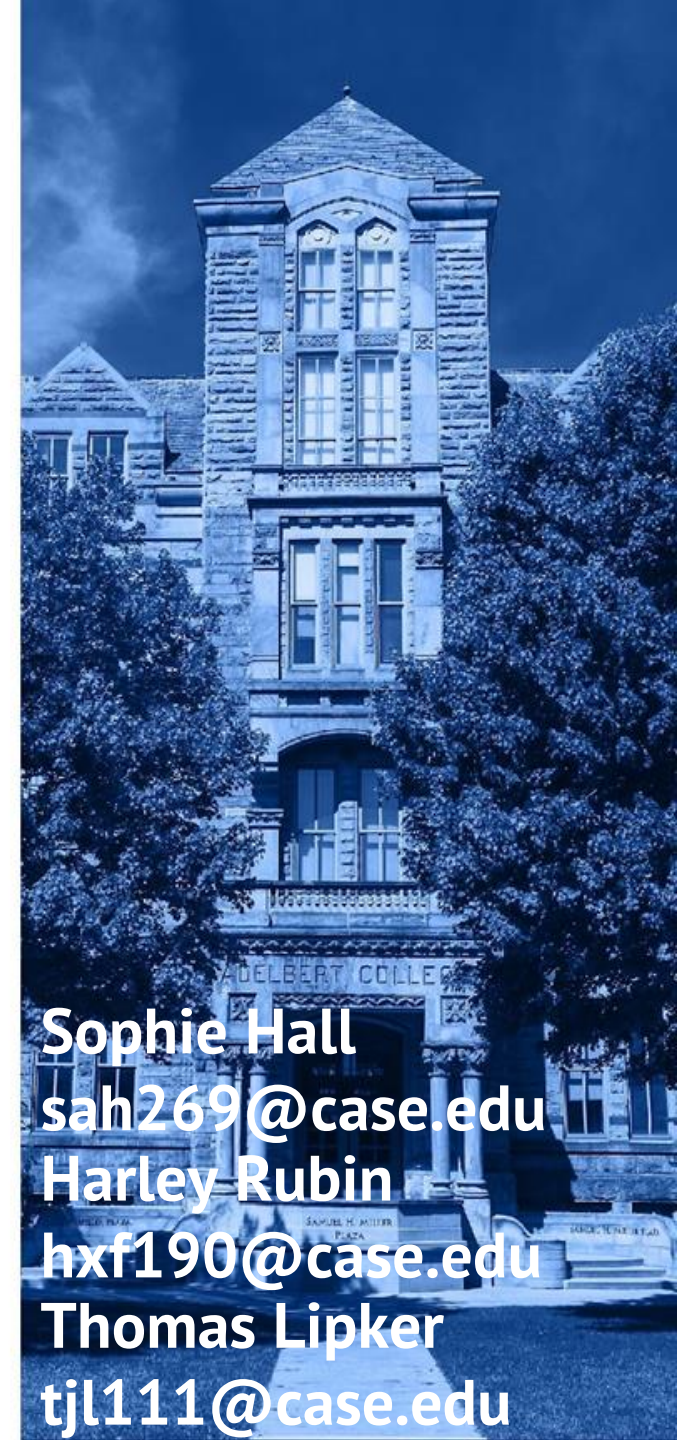


# Co-Director of Advocacy & Diversity



- **Upcoming Surveys**

- Partnership with Grad Council of Arts & Sciences
  - Grad Student Health Insurance survey: Coming soon
  - Grad Student Quality of Life survey: In a few months
- LGBTQ+ Grad Student Survey (Harley)
- Hoping to make resources more clear/known
- **VOTE**
  - The deadline to apply for VBM was yesterday
  - Make sure you have a **federal or Ohio ID to vote in person** OR remember to **submit your VBM ballot**
- **Other notes**







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# Discussion Topics

Title IX / Office of Equity  
Hostility

Student Org. Budget Structure and Funds Dissemination

Parking

Health Insurance



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# **Social & Special Programming Election Results**



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# Closing Remarks





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# Adjournment

- Next GA meeting will be on Wednesday, December 6th
- Email general questions or concerns to: [gscinfo@case.edu](mailto:gscinfo@case.edu)
- Check out our website: <https://community.case.edu/gsc/about/>

**Thank you for coming!**

# VP of Internal Communications

- September GA:
- September Exec:
- October GA:  
**\$1000**
- October Exec:
- October Exec 2.0:

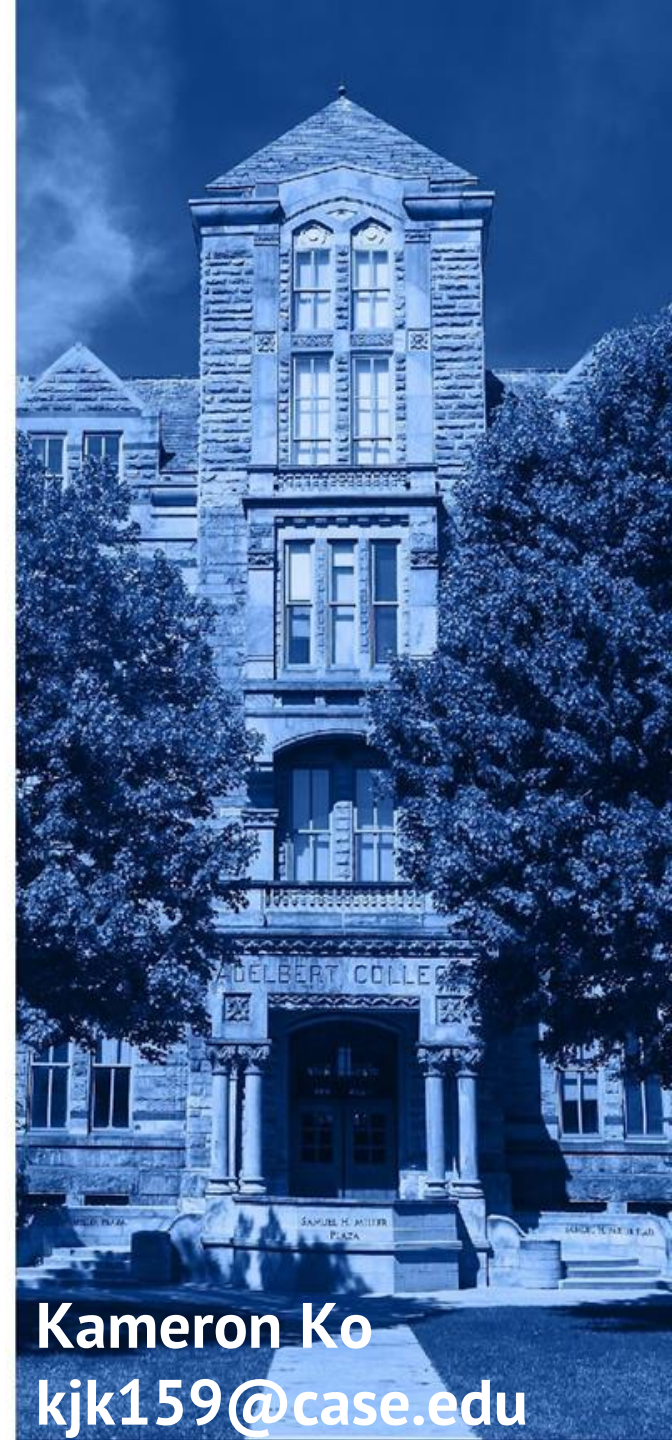
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**\$1000**

**\$460**

**\$500**

**\$450**





# VP of Marketing & Communication



- **Fall 2023 (as of 10/30/2023)**  
**\$3,294.28**
  - GSC merchandise (tool kit, beanie, stationary) \$3,294.28
- Total remaining budget (fall and spring)  
\$9,655.72



# Director of Special & Social Programming

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- Cedar Point Tickets (October/21)
  - 200 tickets (extras were sold for for Oct/28)
  - Purchase cost: \$8840.00, budgeted \$6000
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  - Final cost: \$2840.00, budgeted \$2000
- Cavs Tickets
  - 100 tickets, sold on CampusGroups
  - Vs. Raptors, on November/26, 7:30pm
  - Cost \$2100, Expected sales: \$1100

# Co-Director of Student Organizations



## Approved Requests (10.31.23)

### **Budget Requests:**

\$14,501.06

### **Payment/Reimbursement Requests (Still waiting for more to come in):**

\$7,958.98

### **Co-Sponsorships**

- SALSA
- CWRU Lift

## Total Approved (10.31.23):

\$22,460.04

## Total Remaining Budget: (10.31.23)

\$14,501.06





# Director of Professional Development

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## Approved Requests (10.31.23)

### Approved Fall Budget:

\$8,275

### Events

\$87.64

- Supreme court arguments watch party
- Art for New Professionals

### Advertising

\$29.00

- Shutterstock credits for flyers

### Total Remaining Budget:

\$8,158.36

### PD Fund Reimbursement Requests (Still waiting for more to come in):

\$9,627 in eligible requests vs. \$7,000 allotted budget