

**MOUNT ANGEL ABBEY AND SEMINARY**

***1 Abbey Drive***

***Saint Benedict, OR 97373***



**REPORT SUBMITTED IN COMPLIANCE WITH ORS 350.345 (4)**

**2023-2024**

## **MOUNT ANGEL SEMINARY**

Mount Angel Seminary, an apostolate of the Benedictine monks of Mount Angel Abbey, is a school whose primary purpose is the human, spiritual, intellectual and pastoral formation of men for the Roman Catholic priesthood. The Seminary is comprised of a Graduate School of Theology, and a College of Liberal Arts. In addition, the Graduate School of Theology offers theological education to qualified laymen and women. The Seminary's programs adhere to the norms established by the Holy See and the United States Conference of Catholic Bishops as stated in the Program of Priestly Formation.

### **OVERVIEW OF MOUNT ANGEL SEMINARY**

Mount Angel Seminary is a small Institution of Higher Education with a College of Liberal Arts that grants a baccalaureate degree in philosophy, philosophy and theology, philosophy and literature, or philosophy and Spanish studies, as well as a master's degree in philosophy. Approximately 45 residential seminarians are enrolled in the undergraduate program with another three seminarians enrolled in the undergraduate degree program who live off-site. This makes for an approximate total of 48 college seminarians.

Mount Angel Seminary also has a graduate school of theology which grants master's degrees in theology as well as a Doctor of Ministry degree in a program that runs only in the summer when residential seminarians are home for summer break. Approximately 28 residential seminarians are enrolled in the graduate school with another 6 seminarians enrolled in the graduate program who live outside of the dormitories. This makes for an approximate total of 34 graduate seminarians. With students who audit, are in continuing education programs, the Doctor of Ministry program and others, Mount Angel Seminary is a very small IHE with a total enrollment of approximately 130 students.

### **SEXUAL HARRASSMENT/ASSAULT POLICY**

Mount Angel Abbey and Seminary will not tolerate conduct by anyone on the Hilltop who harasses, disrupts, or interferes with another person's work or study. While all forms of harassment are prohibited, it is our policy to emphasize that sexual harassment is specifically prohibited. Definitions and procedural policies involving students of the Seminary comply with the Department of Education's May 6, 2020, guidance (as subsequently amended by the United States Department of Education (USDOE)) regarding investigation, reporting, adjudication, and possible disciplinary action are found in the Seminary Rule of Life; those involving behavior strictly between employees are found in the Mount Angel Abbey Employee Handbook.

Mount Angel Abbey and Seminary desires to create an environment where everyone feels productive and comfortable. It is the policy of the Abbey and Seminary that all be able to work and to study in a setting free from all forms of unlawful discrimination. Mount Angel Abbey and Seminary recognizes that sexual assault is a serious issue and will not tolerate acts of sexual assault on its premises. The administration will investigate or cause to be investigated reported allegations of sexual assault and will take the appropriate disciplinary action, which can be found in the Rule of Life and the Mount Angel Abbey Employee Handbook.

Procedures within the Abbey and Seminary for reporting if a person is harassed, or if one knows of an individual who is being harassed in any way, are available in the Mount Angel Abbey Employee Handbook and the Rule of Life. Annual presentations on the policy and reporting pathways are provided at the beginning of each academic year.

Mount Angel Seminary is committed to providing all students, employees, monks, and volunteers with an environment free of harassment, including sexual harassment. Harassment by students or those employed by Mount Angel Seminary is contrary to Christian principles and is not tolerated by the Seminary.

Forms of harassment include, but are not limited to, verbal, visual, and physical conduct; threats and demands; and retaliation for reporting harassment. If a student or seminarian believes that he or she is being harassed or otherwise finds someone's behavior offensive, the student or seminarian should inform the other party that their conduct is offensive and must stop; if the objectionable behavior does not cease, or if the student or seminarian is not comfortable approaching the other person, the student or seminarian should report the behavior to the Seminary administration as below so that the behavior can be addressed. Those reporting inappropriate conduct will be taken seriously and appropriate investigation and action will be undertaken promptly. The Seminary prohibits any form of retaliation against seminarians or students for good faith reporting of harassment.

The following is the process within the Seminary for reporting if a seminarian or student believes he or she is unlawfully discriminated against or harassed, or if one knows of another seminarian or student who is being unlawfully discriminated against or harassed in any way:

1. If the student is harassed by anyone other than the President-Rector or Vice President of Administration, including another student or group of students:  
The student, if a seminarian, reports the incident to his formation director, or if the student is a non-seminarian, to the Director of Non-Seminarian Students. The student may also report the incident directly to the President-Rector or Vice President of Administration.
2. If the student is harassed by the Vice President of Administration:  
The student reports the incident directly to the President-Rector.
3. If the student is harassed by the President-Rector:  
The student reports the incident directly to the Vice President of Administration.
4. The student or seminarian may also report the incident outside the Seminary to the Abbey's Human Resources Manager, especially if an employee is involved.
5. All student reports of harassment are to include the Seminary's Student Harassment Complaint Form, which is available on the Seminary's Google Drive labelled "Seminary Students" which can be found under the sub-heading "Shared Drives", or in the Office of the Vice President for Administration, or in the Office of the Human Resources Manager. Reports by employees of harassment are to follow policies in the Employee Handbook.

Seminarians are encouraged to share anything affecting their formation with their respective dioceses or religious communities. In addition, if anyone has reason to believe that a crime has been committed, he or she is encouraged to report the incident and all relevant information directly to the Mount Angel Police Department. It is the policy of Mount Angel Seminary to fully cooperate with law enforcement officials.

When formal complaints are put forward, Mount Angel Seminary will investigate using the "clear and convincing" evidentiary standard. Adjudication meetings will normally last no longer than 1 business day. Decisions are normally communicated within 15 business days. Training of both investigators and adjudicators occurs in compliance with the Department of Education's requirements and standards.

Mount Angel Seminary follows the procedural guidelines that took effect August 14, 2020, as amended by the USDOE on August 24, 2021. Significant here is that a written statement be prepared of the

allegations to all known parties upon receipt of the formal complaint of sexual harassment, made through the student complaint form mentioned above or through Human Resources. This written statement will include sufficient detail of the allegations, a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is not made until the conclusion of the grievance process.

The adjudication process includes notification of both parties (complainant and respondent) of the formal investigation, names of investigators, and summary of allegation. Complainants and respondents have the option to be assisted by an advisor of their choice. Witnesses may not act as advisors. Advisors are silent, non-participating observers.

At the conclusion of the investigation, the investigator will prepare a summary report and provide it to the Title IX Coordinator or designee. The summary report is a statement of fact, not a finding of responsibility.

While the Seminary will maintain confidentiality to the extent possible, other parties may be notified in the course of the investigation, if deemed appropriate, in order to facilitate the investigation and any corrective action needed, e.g., the respective diocese or religious superior will generally be notified if a seminarian or member of a religious community is involved, or, Human Resources will generally be notified if an employee is involved.

Because Mount Angel Seminary strongly disapproves of offensive or inappropriate behavior, all students, monks, employees, and volunteers must avoid any action or conduct that could be viewed as unlawful discrimination or harassment, including sexual harassment.

These policies flow directly from, and work in conjunction with, the policy and procedures of Mount Angel Abbey regarding unlawful discrimination and harassment, including sexual harassment. This policy is available in the Office of Human Resources.

**REPORT REQUIRED BY ORS 350.335 (4)**

The information contained in the table below is for the academic year July 1, 2023, to June 30, 2024. In our report we are using the definition of sexual misconduct from ORS 350.335(4):

*"Sexual misconduct means an incident of sexual harassment, sexual violence, intimate partner violence, domestic violence, sexual exploitation, stalking, harassment or violence based on sexual orientation or gender identity or expression, or other gender-based harassment or violence."*

Section of ORS 350.345	Total
(a) The total number of allegations of sexual misconduct that were reported to the institution's Title IX coordinator by a student or employee of the institution against another student or employee of the institution during the previous academic year (2023-2024).	0
(b)The number of law enforcement investigations known to have been initiated during the previous academic year in response to reports of sexual misconduct that were brought forward by a student or employee of the institution against another student or employee of the institution.	0
(c)The number of students and employees at the institution who were found responsible during the previous academic year for violating the institution's policies prohibiting sexual misconduct.	0
(d) The number of students and employees at the institution who during the previous academic year, faced academic or employment disciplinary action due to having violated the institution's policies prohibiting sexual misconduct.	0

<p>(e) The number of students and employees at the institution who, during the previous academic year, were investigated, but found not responsible for having violated the institution’s policies prohibiting sexual misconduct.</p>	<p>0</p>
<p>(f) The number of students at the institution who, during the previous academic year, requested supportive measures.</p>	<p>0</p>
<p>(g) The number of supportive measures requested by each student described in paragraph (f) of this subsection.</p>	<p>0</p>
<p>(h) The number of supportive measures granted to each student described in paragraph (f) of this subsection.</p>	<p>0</p>
<p>(i) The number of students during the previous academic year who took a leave of absence, transferred to a different institution of higher education or withdrew from the institution of higher education</p>	<p>7 (1 took a leave of absence 6 withdrew from the institution).</p>
<p>(j) The number of students or employees of the institution who reported experiencing sexual misconduct at the institution but who declined to participate or requested no investigation.</p>	<p>0</p>
<p>(k) The number of ongoing investigations into an accusation of sexual misconduct.</p>	<p>0</p>