# Safeguarding Our Communities

From Sexual Predators

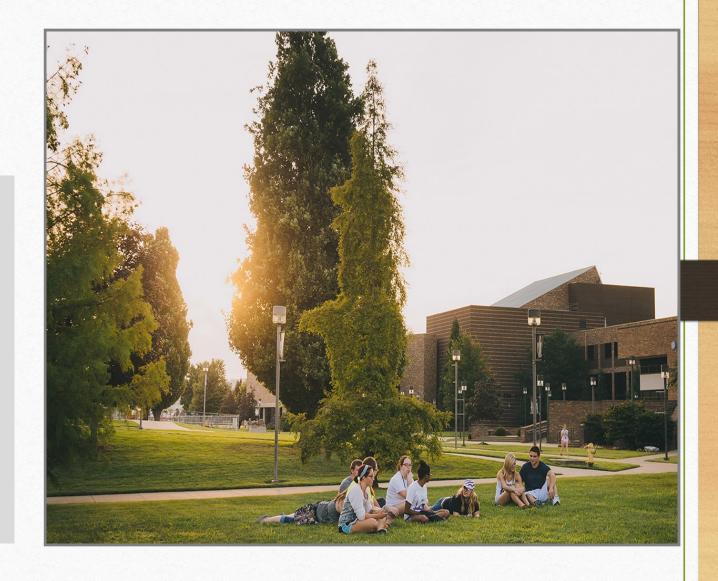
Presented

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Board of Trustees

Finance & Administration Committee

Source: United Educators



## What College Presidents and Trustees Should Ask

• In recent years, multiple universities have faced sexual predator scandals involving scores of victims. Often the institutional leaders were uninformed about the allegations regarding incidents on their campuses.

• This failure of leadership oversight has many presidents and trustees wondering how to safeguard their communities from similar tragedies.

#### SSU Policies and Procedures

- 5.01 Non-Discrimination / Sexual Harassment
- 5.01:2REV Reporting & Investigating Sexual Assault, Sexual Misconduct & Other Forms of Discrimination
- SEA Agreement (CBA), Article 18
- Student Code of Conduct
- 5.40 Protection of Minors on Campus
- 5.41 Complaint Review & Resolution
- 5.41:1 Complaint Review Process

### Options for Reporting

- An online reporting form can be found on both the Title IX and Dean of Students webpages <a href="https://cm.maxient.com/reportingform.php?ShawneeStateUniv&layout\_id=40">https://cm.maxient.com/reportingform.php?ShawneeStateUniv&layout\_id=40</a>
- Reports can be made to any mandatory reporter. Mandatory Reporters are (per procedure):
  - Human Resources professionals
  - Student Affairs professionals, and para-professionals (Resident Advisors)
  - Supervisors
  - Academic department chairs, program directors, program coordinators,
  - Clinical coordinators and developmental directors
  - Faculty members, including adjuncts
  - Athletics coaches, assistant coaches, and trainers
  - Public Safety personnel
- Complainants can pursue Sexual Assault & other felonious assaults through the police department or the institution through their Title IX Coordinator.

# Are we being intentional with words and actions?

- Are there clear expectations for receiving updates on sexual misconduct reports and investigations?
  - Recently established complaint procedures and process.
- Have we communicated the policies and consequences of not adhering?
  - Senior Leadership Training
    - 1.)Lawsuits or loss of Federal Funding
    - 2.)Lost of Trust and Student Engagement
    - 3.) Decline in admissions, donor relations
    - 4.) Inability to recruit faculty and staff
- Is the president speaking out to foster a safe and inclusive environment on campus?
  - Various newsletters and announcements from the last five years.
  - Created a full-time coordinator role.

## Are we providing trainings?

• Under the Campus SaVE Act, institutions must provide new and current employees trainings, but do not need to require them to take it.

#### Students

Healthy Relationships

Bystander Training

Bullying and Harassment

Stalking, Sexual Assault, and Bystander Intervention

Sexual Assault Awareness and Prevention

Discrimination and Harassment Bystander Training

Step Up, Sexual Assault & Relationship Violence Bystander Training

Consent 101

Consent is Sexy

One Student Curriculum Alcohol and Sexual Assault

Identities and Inclusion (online training)

Consent and Sexual Violence (online training)

Alcohol and Other Drugs (online training)

Hazing and Intimidation (online training)

#### Faculty/Staff

Sexual Misconduct Prevention in the workplace

Domestic Violence and Bystander Intervention

Domestic Violence & Sexual Assault Training

Victim's Rights Training

LGBTQI Cultural Competency Training

LGBTQI Inclusivity Training

Resident Assistant Training

Domestic Violence and Seeing Signs in your students

Title IX and Campus Save online training

Workplace Harassment & Discrimination Bystander Intervention (online training)

#### Current Title IX Deputies

- Kara Arms, Human Resources, Staff & Faculty Investigators
- Malonda Johnson, Human Resources, Staff & Faculty Investigators
- Tena Pierce, Admissions, Student Investigations
- Heather Cantrell, Academic Advising, Student Investigations
- Jeff Hamilton, Athletics, Student Investigations
- Tiffany Hartman, Student Life, Student Investigations
- Christina Jones, WGEC, Advisor of PAVE, Programming
- Crystal Sherman, Health Sciences, Student Investigations
- Monique Harmon, Human Resources, Title IX Coordinator, Programming, Investigations

#### Resources

- Students Only:
  - Counseling and Psychological Services
  - Interim Measures
  - Dean Accommodations
  - Assistance applying for Victim Compensation
- Employees Only:
  - Legal consultations through the Employee Assistance Program
  - Counseling Services through the Employee Assistance Program
- Referrals
  - Southern Ohio Sexual Assault Treatment Center
  - Domestic Violence Shelter
  - Ohio Crime Victim Justice Center
  - Ohio Attorney General's Office Crime Victim Section

#### Climate Survey

- Climate surveys are conducted every two years. In between the climate survey we participate in benchmarking through the Ohio Department of Higher Education (ODHE).
- SSU worked with Ohio Alliance to End Sexual Violence (OAESV) to customize an online climate survey that was administered to students and employees during the Spring 2018 semester. The purpose of the survey was to collect information that could be used to improve programming related to sexual misconduct response and prevention.

### Climate Survey Participation

• 185 undergraduate students, 11 graduate students, 2 non-degree/certificate program, 59 didn't disclose for a total of 257 students.

• 56 faculty, 17 Adjunct faculty, 64 Full Time Administrators, 48 Support Staff, 3 didn't disclose for a total of 188 employees.

## Climate Survey Snapshot

- Sexual Misconduct prevention training should be expanded so that all students and employees receive training. Those who received prevention training report greater knowledge; thus, the Title IX Committee at SSU should develop strategies to provide ongoing campus training until all campus community members have been trained.
- Community readiness for prevention at SSU, as indicated by employees' self-ratings, is at stage 7 of 9, called stabilization. The goal for a campus at stage 7 prevention readiness is to stabilize sexual misconduct prevention programs through diversified financial support, program evaluation, quarterly meetings, recognition events for local supporters/volunteers, publicity efforts, etc.
- At SSU, a comprehensive response to sexual misconduct is supported by relatively strong upstander (bystander) norms among students. Results indicate the presence of updstanders norms, such as being willing to confront other students or be interviewed as a witness in a sexual misconduct case. This pattern of results is consistent with the higher ratings of confidence by students and employees in SSU officials' ability to respond consistently and appropriately. Upstander norms among students can be driving forces for prevention and addressing sexual misconduct at SSU. SSU should look into how to further engage students in campus efforts.

#### Recommendations Given to SSU by OAESV

- Share findings with leaders on campus to affirm progress and ensure future success.
- Involve key stakeholders in the climate survey design process.
- Increase SSU's campus climate efforts. Effective strategies are needed to improve participation.
- Expand prevention training by providing ongoing training throughout the year.
- Increase formal reporting and ensure cohesive response to create a safe environment for reporting.

## Compliance Updates

- State Changes
  - Cross-Examination
- Proposed Federal Changes
  - Actual Knowledge
  - Changes of the definition of Sexual Harassment
  - Jurisdiction
  - Single investigation model is non-existence
  - Training
  - Aligned Advisor

- SSU Response to Changes
  - Establishment of a Sexual Assault Response Team
  - Hosting Regional Trainings on Campus
  - Updating all policies and reference materials

Leaders who have a deep understanding of the institution's culture and engage in vocal support for reporting will help create an environment in which predatory behavior is unwelcome and boundary violations of any kind are not tolerated.

