



October 2014

To: Wesleyan University Community

From: Antonio Farias, Vice President for Equity & Inclusion/Title IX Officer

Re: Annual Report on Wesleyan’s Response to Sexual Violence

**Background:** In the spring of 2011, the Sexual Violence Task Force (SVTF) issued recommendations to improve Wesleyan’s response to sexual violence on campus. Significant and continuous progress has been made in implementing the recommendations and improving support systems for survivors of sexual violence. This report reflects the transition of responsibility for the report from the Vice President for Student Affairs to the Vice President for Equity & Inclusion/Title IX Officer, and documents our efforts during the 2013-14 academic year.

**Clery Report:** The full Clery Report can be found [here](#). The table below summarizes the numbers and dispositions of cases formally reported to the University since the fall of 2009. We know sexual violence is significantly underreported on all college campuses and our work in the coming years is dedicated to creating a culture of reporting. The data is provided as part of our federal requirement as well as our interest in creating transparency, with the expectation that the numbers of incidents reported to the University will increase as we improve both our reporting mechanisms and the structures in place to support survivors in a manner that properly addresses trauma. Please note that the number of cases reported may differ from the number of cases adjudicated for a variety of possible reasons (e.g. the perpetrator was not identified or was not a student, the survivor did not wish to proceed with formal judicial charges at the time, etc.).

Calendar Year	2009	2010	2011	2012	2013	2014*
Incidents reported to the University	3	6	7	1	17	23
Incidents resulting in a campus hearing	3	3	4	1	10	8
Students found responsible for violating University policy prohibiting sexual assault and sexual misconduct	2	2	3	1	5	4
Students found not responsible for violating University policy	1	1	1	0	5	4
Students suspended or dismissed from the University as a hearing outcome	1	1	2	1	5	3
Students who received other sanctions including disciplinary probation	1	1	1	0	0	1

*\* Denotes partial year figures up to August 22, 2014*

The task force’s original recommendations were grouped into four categories, listed below, and have since been augmented by the work of the Board of Trustees Title IX Working Group, which completed its review and reported its findings during the summer of 2014. The [full report](#) is available on the OEI website.

## 1. Staffing and Resources:

Alysha Warren serves as the Sexual Assault Resource Coordinator in the Counseling Center. In that capacity, she is the point person for Wesleyan's sexual violence prevention efforts. Alysha and all of the therapists in the Counseling Center at the Davison Health Center serve as confidential resources for any student dealing with a personal issue or just needing someone to confide in. For a summary of what to do in the event of an assault, please go [here](#). The Coordinator also collaborates with the Director of WesWELL, the SART student intern, relevant student groups, and other Student Affairs staff to provide ongoing education and training for students, faculty and staff.

Wesleyan's SART team meets periodically throughout the year to share information and for additional training. The team promotes awareness of members' availability to students as a resource and is a part of the broader Title IX Policy & Education Committee.

In November 2013 Antonio Farias was hired as a Vice President for Equity & Inclusion/Title IX Officer and tasked with constructing a sustainable long-range organizational structure that would ensure compliance with laws and guidance in a manner that spoke to the shared governance ethos of the University. The office has transitioned into a service-based resource whose mission, vision, and values can be found on the [OEI website](#). In June 2014, Debbie Colucci was hired to fill a new position as Equity Compliance Director/Deputy Title IX Coordinator. She will oversee and ensure the University's compliance with various laws and guidance, including but not limited to: Title IX, VII, IV, the Violence Against Women Act (VAWA), Equal Employment Opportunity, the Americans with Disabilities Act, and Section 504 (a civil rights law). She will also serve as a principal Title IX Investigator and has already begun a cycle of continuous education on Title IX/VII as it applies to faculty, staff, and students.

## 2. Education and Prevention:

Training of the Res Life student staff was augmented this year with more skill-building in bystander intervention, especially on issues involving high-risk alcohol use and sexual violence. Follow-up training was provided to the staff at the beginning of the spring semester. The student staff responded positively, and Res Life plans to continue the approach in the coming year.

The mandatory new student orientation session on sexual violence was modified this year. "We Speak, We Stand" featured a student cast and focused on bystander intervention. Two distinct peer-theater pieces addressed sexual assault prevention and high-risk alcohol use. Subsequently, new students had small residentially based discussions about the performances, where they also received information about sexual assault and alcohol use.

At the beginning of each semester, the Dean of Students sends an e-mail to all students that contains links to Wesleyan's sexual violence resources and policy. In consultation with students, and in light of the Campus Sexual Violence Elimination (SaVE) act, the University made a number of changes to its Sexual Misconduct and Assault Policy and the procedures for adjudicating these cases. I would encourage everyone to review this [policy](#). New this year is an online form for reporting any violations of policy or behavior of another student that prompts concern. After working with student leaders last year, the University modified its appeals processes. Now, if a student is appealing a case heard by the honor board or the student judicial board, those appeals should be submitted to the Vice President for Student Affairs, who will work with a committee to review and determine whether the appeal has merit. The appeal process is described in full [here](#).

Similarly, the Vice President for Equity & Inclusion/Title IX Officer will send updates on reporting and resource information to faculty and staff annually at the beginning of the academic year, with a reminder about their reporting obligations.

The Sexual Assault Resource Coordinator and Director of WesWELL partnered with various student groups to sponsor a wide variety of awareness campaigns, workshops and support groups, including:

- Bystander intervention training for students
- Healthy relationship workshop series
- Consent campaign

- “Red Flag” campaign
- Sexual Assault Survivors Support Group
- “Mindfulness and Movement” holistic healing for survivors
- Yoga support group
- Male survivors support group

Specific training on sexual violence continues to be provided to Wesleyan’s SART team, to Public Safety officers, and to all the members of the administrative panels that adjudicate sexual misconduct cases. The University recently sent eleven staff members to an advanced two-day course on Title IX Investigations. Moving ahead, the charge for the requirements set out by OCR to conduct “continuous educational campaigns” will be taken on by the Title IX Policy & Education Committees.

### 3. Policy, Reporting and Adjudication:

Due to the ever-shifting legal landscape surrounding Title IX, VAWA, and Clery, we make continuous effort to stay current with laws and guidance coming from the federal and state governments. Most of the policy changes outlined in the spring 2012 “Dear Colleague” letter from the Office of Civil Rights (OCR) had already been incorporated into Wesleyan’s policy prior to 2012; changes made for the 2013-14 academic year fully comply with OCR’s recommendations and requirements related to reauthorization of VAWA. Specifically, Wesleyan’s policy now provides each party in sexual misconduct cases with a right to appeal the adjudicating panel’s decision to another panel, which includes the Vice President for Student Affairs and two faculty/staff members.

At the end of the last academic year, the Board of Trustees hired Pepper Hamilton consultants to conduct a full Title IX audit. The attorneys, both with 20+ years of experience as prosecutors of sex crimes, conducted the review and provided recommendations to our policy in order to better define various forms of sexual violence, consent, etc., as well as minor wording changes to make the language of our sexual misconduct and assault policy consistent with our policy on discrimination and harassment. These changes were implemented during the past academic year. The final report, as well as the review and recommendations from the Board of Trustee Title IX Working Group, are available on the OEI website and form the foundation for the remaining work of the University’s Title IX Policy and Education committees, which are tasked with review and implementation.

### 4. Community Resources and Collaboration:

Wesleyan’s partnership with the Women & Family Center and with the Connecticut Sexual Assault Crisis Service (ConnSACS) continues. These community organizations have provided training to our SART team and other campus groups, and continue to be valuable community resources for survivors. The University will solidify these partnerships through a memorandum of understanding. Community partners will increase their presence on campus as part of our educational campaigns and serve in an advisory role on policy reviews.

Throughout 2013-2014, a number of students opted to report alleged assaults to the Middletown Police (MPD) for criminal investigation. As we’ve supported students through this process, it has become apparent that strengthening our relationship with MPD and conducting some cross-training would benefit all parties, especially survivors. This should be a priority in the coming year as part of a formal memorandum of understanding between the MPD and Wesleyan University that will be signed in the Fall 2014 semester.

### The Road Ahead:

The Title IX Policy & Education Committees will continue to review and develop policies (sensitive to the trauma of assault) and educational campaigns in a transparent manner that brings the broad campus community into the conversation and ensures all opinions are heard in a respectful and thoughtful manner.

The Title IX Committee structure is as follows:

<b>Core Committee</b> Antonio Farias Mike Whaley Rick Culliton	<b>Policy Committee</b> Tri-Chairs: Faculty: Stephen Angle Staff: Debbie Colucci	<b>Education Committee</b> Tri-Chairs: Faculty: Sarah Williarly Staff: Alysha Warren	<b>Student Advisory Committee</b> Tri-Chairs: SART Intern: Nikita
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Jen D'Andrea Paul Verrillo Dave Winakor Debbie Colucci	Student: Rachel Verner Members: Laura Patey Maureen Isleib Tom McClarney Karen Anderson Gale Lackey Scott Backer	Student: Nikita Rajgopal Members: Bill Holder Tracy Mehr-Muska Marina Melendez Frank Gramuglia Tonya Strong Miriam Cope	Rajgopal WSA Rep: Bruno Machiavelo Tinoco, Grad Student Rep TBD Members: Caillin Puente Nina Gurak Aidan Bardos Rachel Verner Crystal Franklin Claire Wright Chloe Jeng Nkosi Archibald Nikki LeFlore Margaux Sica Kimberly Berry Willa Beckman Student Athletic Team TBD Grad Student Rep TBD
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The work of the committees for 2014-15 includes:

- Evaluate the process and investigative approach we currently have in place with a view toward understanding trauma, and consider how we wish to modify.
- Explore the development and timeline for a survey tool to be deployed in spring 2015.
- Develop and carry out continuous educational campaigns.
- Review the adjudication process to reduce the re-traumatizing experiences of students. One option is the sole investigator/adjudicator model. We also will explore outsourcing vs. keeping the investigation process internal.
- Reengage the question of having one unified policy and/or process with which to handle complaints and adjudicate the process that covers all faculty/staff/students.
- Develop MOUs with Middletown Police Department and local support agencies.

In a caring learning community, members intervene when we they see others in trouble. Ours is such a community, and we need to commit to intervene when we see or hear of incidents of harassment or sexual violence on our campus.