



August 2017

To: Wesleyan University Community
From: Antonio Farias, Vice President for Equity & Inclusion, Section 504/Title IX Officer
Subject: **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 institutional data and initiatives during the 2016-17 academic year.

Internal and external data indicates sexual violence is significantly underreported on all college campuses; our continued work in is dedicated to creating a culture of safe reporting. As we listen and gain insight/input, we continue to make changes related to reporting and adjudication structures and processes. In doing so we expected the number of incidents reported to the University to increase and then remain consistent. SVTF's original recommendations were grouped into four categories and were 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. These categories continue to guide our work; the [full report](#) as well as the checklist of the completed recommendations and related policy is available on the [OEI website](#).

Clery Report Plus:

The full Clery Report will be posted on the Public Safety website in mid September. The following table summarizes the Clery numbers in addition to the outcomes of cases formally reported to the University since the fall of 2009. The table contains information beyond the mandated Clery numbers and includes adjudication figures and outcomes. This augmented Clery data is provided as part of our federal and state requirements as well as our commitment to transparency.

In table below, please note that the total number of cases reported may not add together cleanly. Some cases may include multiple forms of misconduct and be counted in each category. Also, the total number may differ from the number of cases adjudicated for a variety of possible reasons (e.g. the report was confidential, or the responding individual was not identified or was not a student, or the reporting individual did not wish to proceed with an investigation at the time, etc.).

| Calendar Year | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|--|------|------|------|------|------|------|------|------|
| Reports | | | | | | | | |
| All reported sexual misconduct | 3 | 6 | 8 | 1 | 15 | 37 | 21 | 24 |
| Students Reporting Sexual Assault | 3 | 6 | 8 | 1 | 15 | 13 | 4 | 24 |
| Students Reporting Sexual/Gender-based Harassment | * | * | * | * | * | 0 | 0 | 0 |
| Students Reporting Intimate Partner Violence | * | * | 0 | 0 | 0 | 1 | 4 | 0 |
| Students reporting Stalking | * | * | 0 | 0 | 0 | 2 | 3 | 0 |
| Students Reporting Sexual Exploitation | * | * | * | * | * | 0 | 1 | 0 |
| Total Confidential Crime Reports | * | * | * | * | 5 | 22 | 17 | 18 |
| Students Reporting Retaliation | * | * | * | * | 0 | 1 | 0 | 0 |
| Other | | | | | | | | |
| Finding | | | | | | | | |
| Resulting in a campus hearing | 3 | 3 | 4 | 1 | 10 | 15 | 4 | 4 |
| Found Responsible | 2 | 2 | 3 | 1 | 5 | 9 | 4 | 3 |
| Found Not Responsible | 1 | 1 | 1 | 0 | 5 | 6 | 0 | 1 |
| Not Investigated at Reporting Party's Request | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 2 |
| Sanction | | | | | | | | |
| Suspension | 1 | 1 | 2 | 0 | 3 | 6 | 2 | 2 |
| Expulsion | 0 | 0 | 0 | 1 | 2 | 2 | 0 | 1 |
| Probation/Other | 1 | 1 | 1 | 0 | 0 | 1 | 2 | 0 |

**This particular data was not available in the noted year.*

The following pages provide additional information related to ongoing work in the areas outlined by the Board of Trustees Title IX Working Group:

Staffing and resources:

Antonio Farias, Vice President for Equity & Inclusion, Sec. 504/Title IX Officer, is tasked with constructing a sustainable long-range organizational structure that ensures compliance with anti-discrimination state and federal laws and guidance in a manner consistent with 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](#).

Debbie Colucci, Equity Compliance Director/Deputy Title IX Coordinator oversees and ensures the University's compliance with applicable 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 also serves as the principal Title IX investigator and works on a cycle of continuous education on Title IX/VII as applicable to faculty, staff, and students.

Alysha Warren, Sexual Assault Resource Coordinator (SARC) is also one of the tri-chairs on the Title IX Education Committee. In these capacities, she is the point person for Wesleyan's sexual violence prevention efforts. Additionally, she collaborates with the director of WesWell (Sierra Fowler), the SART student intern (Lex Spirites '17), relevant student groups and other Student Affairs staff to provide ongoing education and training for students, faculty and staff. 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](#). Wesleyan's SART 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.

Education and prevention:

Training of the Res Life student staff has been augmented with more skill-building in bystander intervention, especially on issues involving high-risk alcohol use and sexual violence. Res Life student staff members were trained in bystander intervention strategies that focused on sexual assault and high risk alcohol use. The RA staff will undergo a new university funded and student developed year-long comprehensive Title IX training curriculum.

The mandatory Haven student orientation session on sexual violence was modified in 2015 to ensure 100% of first year students are educated on Wesleyan-specific policies and reporting avenues. "WE Speak WE Stand" featured a student cast that performed two distinct theater pieces that addressed sexual violence prevention and alcohol use and introduced bystander intervention strategies. Afterwards, new students participated in small residentially based discussions about the performances and received information about sexual assault and alcohol use.

At the beginning of each semester, the Dean of Students and Title IX Officer send an e-mail to all students that contains links to Wesleyan's sexual violence resources and policy. In consultation with students, and utilizing the information from the 2017 VRLC external review*, the University made a number of changes to its [Policy Prohibiting Discriminatory Harassment and Sexual Misconduct](#); and the procedures for adjudicating student cases. Online reporting allows students to report policy violations and behavior that harms the campus community anonymously.

The Vice President for Equity & Inclusion, Section 504/Title IX Officer sends 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. With a goal of 100%, 92% of all faculty and 75% of all staff have undergone a two-hour intensive workshop on Title IV/Title IX. All new faculty undergo a two-hour Title VII/IX training session prior to the beginning of the academic year and all new staff are expected to complete Title VII/IX training within their first 30 days of employment.

The Sexual Violence Resource Coordinator, Director of WesWell and the Title IX Officers work year-round to partner with various student groups to sponsor a wide variety of awareness campaigns, workshops and support groups, including bystander intervention training for students and athletes.

Specific training on sexual violence is provided to Wesleyan's Sexual Assault Response Team, to Public Safety officers, and to all the members of the administrative panels that adjudicate sexual misconduct cases. Trauma-informed service providers and adjudication panels continue to be our top priority. Public Safety now has trained Title IX investigators on every shift, bringing the total number of trained Title IX investigators to four. All staff and faculty members of the Title IX committees go through both onsite and offsite training.

Policy, reporting, and adjudication:

Due to the ever-shifting legal landscape and research around prevention and support for survivors 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 2011 "Dear Colleague" letter from the Office of Civil Rights (OCR) had already been incorporated into Wesleyan's policy prior to 2011; and recent changes fully comply with OCR's recommendations and requirements related to reauthorization of VAWA. These changes as of 2014, include looking at sexual misconduct cases to separately track assault, harassment, dating / domestic violence, stalking and retaliation as well as providing the Title IX and Deputy Officers the latitude to make a more nuanced determinations regarding confidentiality.

On-going initiatives & response:

- Implementation of a new student-focused web site in the fall of 2017 -- *Sexual Misconduct at Wesleyan: Support and Resources*
- New Student Orientation includes updated curriculum for small group discussion in the residence halls following WE Speak WE Stand. This includes information/conversation about consent, resources/reporting and relationships. Additional discussions will be implemented at the beginning of the spring semester.
- (Passive) follow-up to those conversations in the form of pre-printed bulletin boards for all residence life staff.
- All first-year students participate in the Haven on-line education program, a nationally implemented program designed to reduce incidents of sexual misconduct on college campuses specifically customized for Wesleyan to include updated policy and definitions
- Programming focus to include Relationship Education (violence and stalking):
- Timely and thorough investigations by trained investigators.
- Faculty and staff participation in Title VII-Title IX sessions. Striving for 100% with over 85% of the faculty and staff having participated.
- Ongoing professional development opportunities for all Title IX committees and Deliberation Panel members
- Ongoing training for student groups through WesWell and CAPS (Greeks, athletes, clubs, etc) including Bystander Intervention, Consent, Healthy Relationships, etc.

Community resources and collaboration:

Wesleyan's partnership with the Women & Family Center and the Connecticut Sexual Assault Crisis Services (CONNSACS) continues. We are partners with the One Love Foundation so they can assist us in educating the campus on domestic violence, dating violence and stalking. These community organizations have provided training to our SART and other campus groups, and continue to be valuable community resources for survivors. The University has solidified these partnerships through an official 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.

When students opt to report assaults to the Middletown Police (MPD) for criminal investigation, we've supported them through this process. That said, it has become apparent that we must continue strengthening our relationship with MPD and continued cross-training would benefit all parties, especially survivors. This is a priority now that a formal memorandum of understanding between the MPD and Wesleyan University was signed in the fall 2014 semester. As a result of the increased cooperation, MPD officers and attorneys from the State Attorney's Office now take part in Title IX and Clery Training occurring throughout the year on the Wesleyan campus.

This next section provides updates from the *external review and report the Victims Rights Law Center (VRLC).

Our Title IX policies, practices, and procedures undergo continuous review based on changes in guidance, increased training, and heartfelt listening from those individuals who go experience what, at its best, is a difficult and oftentimes painful process.

In February 2017, we invited the Victim Rights Law Center (VRLC) to campus. As a result, they delivered a comprehensive assessment detailing how the current Title IX policies, practices, and structure impact students, faculty, and staff. In short, the report challenges us to do better without negating the positive aspects of robust community partnerships, strong peer support networks, committed campus community, and an understanding of the intersectional aspects other institutions have not addressed as Wesleyan has.

In short, the report provided three overarching themes, all of which have been and will continue to be addressed.

Reorganization:

- ✓ To provide institutional oversight, the role of Title IX Officer remains the same; but the Coordinator is now the Deputy Officer. This deputy role has been overtly clarified as overseeing the day-to-day operations.
- ✓ Understanding that counselors and advocates serve very different functions; the new Office of Survivor Advocacy and Community Education has been created within Student Affairs.
- ✓ Membership and role of each Title IX committees is being reviewed / reworked.
- ✓ An Ombudsperson has been hired for the Fall 2017, augmenting current confidential resources for faculty and staff.

Training:

- ✓ Working with faculty leadership to identify ongoing training to continue fostering an inclusive and equitable environment.
- ✓ Modifying training to clarify what behaviors constitute a "reportable violation" and the subsequent steps taken upon receiving a report.
- ✓ Continuing to train students on the investigation and adjudication process.
- ✓ Continuing to thoroughly train Administrative Hearing Panel.

Communication:

- ✓ Reviewed and revised policy and procedure for faculty, staff and students: [Policy Prohibiting Discriminatory Harassment and Sexual Misconduct](#)
- ✓ Updated and revised the web information with the launch of a new site: [Sexual Misconduct at Wesleyan: Support and Resources](#)

Lastly, prior to the VRLC review, there was strong sentiment that, in order to enhance trauma-informed practices, Wesleyan move away from the model of an in-person hearing for student cases of sexual misconduct. That was thoroughly considered and evaluated throughout last year leading to the revised policy this fall. The [process for investigating and resolving student sexual misconduct](#) is in the revised Student Handbook (beginning on page 25).

There are still recommendations to be addressed and, in keeping with our continuous improvement guidance, Fall 2017 will see further review and revision of policies, procedures, and practices related to Title IX and Sexual Misconduct.

- The Policy Committee will work with the incoming Ombudsperson, faculty leadership and Human Resources to continue to review and revise policies related to prohibited relationships.
- The Title IX Officers will work closely with the incoming Ombudsperson, faculty leadership and Human Resources to develop and implement solid processes for investigation & adjudication of complaints made against faculty, staff, and administrators.
- The Education, Student Advisory and Athletics Committees will work with WesWell, the SART intern, and student leaders to create and implement comprehensive passive and active education/prevention initiatives.

Commitment to continuous improvement:

All Title IX committees (Core, Policy, Education, Student Advisory, Athletics) continue to move their initiatives forward. Specifically, the Policy & Education Committees will continue to review and develop trauma-informed policies and educational campaigns in a transparent manner. Our collective goal is to bring the broad campus community into the conversation that ensures all opinions are heard in a respectful and thoughtful manner. In a caring learning community, every single one of us has an obligation to intervene when we see others in trouble. Ours must be such a community. We can do better and we will.