



September 2016

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 institutional data and initiatives during the 2015-16 academic year, as well as efforts underway for the current 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. The figures reported go beyond the mandated Clery numbers and include adjudication figures and outcomes. Based upon a number of internal and external data sources, we know sexual violence is significantly underreported on all college campuses; our work in the coming years is dedicated to creating a culture of safe reporting. The data below is provided as part of our federal and state requirements as well as our interest in creating transparency. With an increase in activism and awareness, as well as making changes related to reporting and adjudication structures and processes, we expected the number of incidents reported to the University to increase and then remain consistent. Please note that the total number of cases reported may differ from the number of cases adjudicated for a variety of possible reasons (e.g. the report was confidential, or the

perpetrator was not identified or was not a student, or the survivor did not wish to proceed with formal judicial charges at the time, etc.).

Calendar Year	2009	2010	2011	2012	2013	2014	2015	2016*
Incidents of sexual misconduct ** reported to the University	3	6	7	1	17	44	17	12
Incidents resulting in a campus hearing	3	3	4	1	10	15	4	2
Students found responsible for violating University sexual misconduct policy	2	2	3	1	5	9	4	0
Students found not responsible for violating University policy	1	1	1	0	5	6	0	2
Students suspended or dismissed from the University as a hearing outcome	1	1	2	1	5	8	2	0
Students who received other sanctions including disciplinary probation	1	1	1	0	0	1	2	0

*Denotes partial year figures up to August 1, 2016.

** *Sexual misconduct refers to* a broad spectrum of behavior encompassing sexual harassment and all forms of non-consensual sexual activity. For the purposes of this policy, the University prohibits the following specific forms of sexual misconduct: sexual assault, sexual exploitation, intimate partner violence, stalking, sexual harassment and retaliation.

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. The [full report](#) as well as the checklist of the completed recommendations is available on the OEI website. The categories remain relevant and are listed below.

1. Staffing and Resources:

Alysha Warren continues to serve as the Sexual Assault Resource Coordinator (SARC) in the Counseling Center and also as 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. 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 SARC 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 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.

Antonio Farias, Vice President for Equity & Inclusion/Title IX Officer, is tasked with constructing a sustainable long-range organizational structure that would ensure compliance with law 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](#). In June 2014, Debbie Colucci serves as Equity Compliance Director/Deputy Title IX Coordinator and oversees and ensures the University's compliance with applicable law 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 applicable 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. 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 this year 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 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 reauthorization of the Violence Against Women Act (VAWA), 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](#). Online reporting allows students to report policy violations and behavior that harms the campus community anonymously. The appeals process for judicial cases was modified last year. 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 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. At present, 92% of all faculty and 75% of all staff have undergone a two-hour intensive workshop on Title IV/Title IX. The goal is 100% by the end of the current academic year. 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 office 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, a significant portion of the work in 2015-2016.

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 at least one 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.

3. New and Ongoing Initiatives:

New Initiatives:

- Expanded New Student Orientation to include:
 - 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 undergraduate students as well as full-time graduate students participate in the Haven on-line education program:
 - Nationally implemented program designed to reduce incidents of sexual misconduct on college campuses
 - Specifically customized for Wesleyan to include updated policy and definitions
- Creation of three Title IX bulletin boards for Residence Life staff:
 - Reporting Information
 - Consent and Communication
 - Healthy Relationships
- Programming focus to include Relationship Education (violence and stalking):

- Wesleyan will partner with the One Love Foundation to bring their program (Escalation) to the campus community in the fall of 2015.
- Additional Title IX sub-committee is being added to the committee structure to discuss issues related specifically to athletics.

On-Going Initiatives and Response:

- Timely and thorough investigations by (4) trained investigators:
 - A trained Title IX investigator is available 24 hr/day.
 - Will use the third-shift investigator to help increase presence and visibility in the residential areas as well as to follow-up to some of the initiatives.
- Faculty and staff participation in Title VII-Title IX sessions; striving for 100% by the end of 2016-2017:
 - Fall 2016 sessions for new graduate students and new faculty
 - Schedule of thirteen sessions in 2016-2017 (in addition to the 31 sessions completed 2014-2016)
- Ongoing professional development opportunities for all Title IX committees and Administrative Hearing panel members
- Ongoing training for student groups through WesWell and CAPS (grieks, athletes, clubs, etc) including Bystander Intervention, Consent, Healthy Relationships, etc.
- All Title IX committees (Core, Policy, Education, Student Advisory, Athletics) continue to move their initiatives forward.

4. 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; changes made for the 2015-16 academic year fully comply with OCR’s recommendations and requirements related to reauthorization of VAWA. Specifically, Wesleyan’s policies and reports now track dating violence, domestic violence and stalking. In order to increase the safe reporting process, the Title IX

Officer is now empowered to make a more nuanced determination regarding confidentiality.

5. Community Resources and Collaboration:

Wesleyan's partnership with the Women & Family Center and the Connecticut Sexual Assault Crisis Services (CONNSACS) continues. We are now partnering with the One Love Foundation in order to 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.

Throughout 2014-2015, 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 will be 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.

Continuous Improvement:

The Title IX Policy & Education Committees will continue to review and develop trauma-informed policies 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 2016-2017 Title IX Committee structure is as follows:*

Wesleyan's 2016 - 2017 Title IX Committee membership & structure:

Core Committee	Policy Committee	Education Committee	Student Advisory Committee	Athletics Title IX Committee
<p>Antonio Farias Mike Whaley Rick Culliton Jen D'Andrea Paul Verrillo Dave Winakor Debbie Colucci</p> <p>Role: Meet regularly</p> <p>Discuss legislative changes and Title IX guidance Review and participate in professional development and training initiatives</p> <p>Confidentially discuss specific cases, from multiple frames of reference</p>	<p><u>Tri-Chairs:</u> Faculty: TBD Staff: Debbie Colucci Student: Nila Ravi ('18)</p> <p><u>Members:</u> Laura Patey Maureen Isleib Frank Gramuglia Sheryl Culotta Kate Mullen Kevin Butler Kate Macken ('19)</p> <p>Role: Meet regularly</p> <p>Discuss legislative changes and Title IX guidance related to policy and procedure</p> <p>Review campus policy, draft changes and updates, vet as appropriate</p> <p>Review Title IX procedures related to student, faculty, and staff investigation / adjudication; draft changes and updates, vet as appropriate</p> <p>Review and participate in training related to Title IX</p> <p>2016-17 Finalize relationship policy language</p> <p>Work with Student Affairs to finalize and implement changes to the sanctioning language and guidelines</p>	<p><u>Tri-Chairs:</u> Faculty: TBD Staff: Alysha Warren Student: Lex Spirtes ('17)</p> <p><u>Members:</u> Bill Holder Tracy Mehr-Muska David Phillips Emily Pagano Miriam Cope Joe Reilly Ethan Savel ('18)</p> <p>Role: Meet regularly</p> <p>Discuss legislative changes and Title IX guidance related to education</p> <p>Review all education and awareness campaigns; implement new initiatives</p> <p>Review and weigh in on the recommendations of the Policy Committee; recommend ideas for communicating policy to the community</p> <p>Review and participate in training related to Title IX</p> <p>2016-17 Communicate relationship policy changes within Wesleyan community</p> <p>Partner with Student Advisory and/or Athletics Committee to implement initiatives</p>	<p><u>Co-Chairs:</u> Kate Macken ('19) Ethan Savel ('18)</p> <p><u>Members:</u> Nikita Rajgopal ('17) Nila Ravi ('18) Lex Spirtes ('17) Tatiana Ettensberg ('18) Hannah Wilton ('18) Gayon Yang ('19) Nick Yeager ('19) Aurora McGuckin ('19) Aviv Rau ('19)</p> <p>Role: Meet regularly</p> <p>Facilitate student feedback sessions and make recommendations to Policy and Education committees as necessary</p> <p>Review and weigh in on the recommendations of the Policy and Education Committees</p> <p>Review and participate in training related to Title IX</p> <p>2016-17 Develop and implement 1-2 annual prevention initiatives</p>	<p>Michael Whalen Kate Mullen Joe Reilly Debbie Colucci Harry Rafferty ('17) TBD ('18) Joy Zelikovsky (<i>as the CAPS liaison to Athletics she will occasionally work with this committee.</i>)</p> <p>Role: Meet regularly</p> <p>Discuss legislative changes and Title IX guidance related to gender equity in athletics</p> <p>Initiate programming for student athletes regarding sexual misconduct prevention</p> <p>Serve as a resource for student athletes and coaches in terms of Title IX policy, procedure, reporting, etc.</p> <p>2016-17 Develop and implement 1-2 targeted prevention programs / initiatives</p>

In a caring learning community, every single one of us has an obligation to each other to intervene when we 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. We can do better and we will.