



September 2015

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 2014-15 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 on our 2015 Title IX survey and national data, 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 the expectation that the number 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	2015*
Incidents reported to the University	3	6	7	1	17	44	17
Incidents resulting in a campus hearing	3	3	4	1	10	15	1
Students found responsible for violating University policy prohibiting sexual assault and sexual misconduct	2	2	3	1	5	9	1
Students found not responsible for violating University policy	1	1	1	0	5	6	0
Students suspended or dismissed from the University as a hearing outcome	1	1	2	1	5	8	1
Students who received other sanctions including disciplinary probation	1	1	1	0	0	1	0
Dating Violence**						1	1
Domestic Violence**							
Stalking**						2	3

*\* Denotes partial year figures up to August 1, 2015*

*\*\* Denotes new reporting requirement under Clery/VAWA 2015*

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](#) as well as the checklist of the completed recommendations is available on the OEI website.

### **1. Staffing and Resources:**

Alysha Warren serves as the Sexual Assault Resource Coordinator 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 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.

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 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 was hired to fill a new position as Equity Compliance Director/Deputy Title IX Coordinator. She 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 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. 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 and focused on bystander intervention. Two distinct peer-theater pieces addressed sexual assault prevention and high-risk alcohol use. As a result, 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 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](#). Our online reporting allows students to report violations of policy or behavior of another student that prompts concern and allows for anonymous reporting from anywhere in the world with an Internet connection. 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. 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 2015. All new faculty undergo a two-hour Title VII/IX training session prior to the beginning of the academic year and all new staff will need to complete Title VII/IX training within the first 30 days of employment.

The Sexual Assault 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
- Healthy relationship workshop series with emphasis on violence and stalking
- 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 is provided to Wesleyan’s SART, 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.

**Sexual Assault Climate Survey:**

The survey instrument was developed in collaboration with a group of more than 40 institutional researchers, and student life and counseling services professionals from over a dozen colleges representing the NESCAC and other peer institutions. Despite the limitations of a low response rate and non-representative participation across student demographic groups, the 2015 Sexual Assault Climate Survey has provided Wesleyan with valuable information to consider as we continue to address matters related to sexual assault and misconduct on campus. The survey confirms that sexual assault is an ongoing issue that needs to be addressed and that this issue is often one between two students with some preexisting level of acquaintance. We are reminded that sexual assault and misconduct occur more often than official reports would indicate. Survey results highlight some effective work being done, but remind us that not all students agree on these matters, with females being less likely than males to hold positive opinions about the Wesleyan’s efforts to prevent and respond to sexual

assault. While most students report having participated in Wesleyan-sponsored educational opportunities related to policies and procedures, prevention or intervention, the finding that student knowledge of Wesleyan resources is inadequate points to an opportunity for improvement. In summary, these survey results will add to the numerous other sources of information used to guide the ongoing work of many campus offices, committees and groups by highlighting specific areas where our efforts have been effective and others in need of increased attention, communication and consideration. The [survey results](#) can be found here. A snapshot of the survey data indicates:

- Survey participation was limited to one-third of the student body and non-representative. Thus, survey results should be viewed as reflecting the perceptions and experiences of survey respondents, but they may not necessarily be an accurate representation of the entire student body. Despite these concerns, the survey provides actionable insights by highlighting possible strengths and areas for improvement.
- Ninety-nine undergraduate female respondents and 28 undergraduate male respondents reported being sexually assaulted (involving penetration) during their time at Wesleyan. Just over 200 undergraduate female respondents (209) and 61 undergraduate male respondents reported experiencing unwanted sexual contact (other than penetration).
- Among graduate students, two female respondents and one male respondent indicated experiencing sexual assault during their time at Wesleyan, while seven males and four females reported experiencing unwanted sexual contact (other than penetration).
- Most incidents reported occurred in on-campus residential locations and were perpetrated by fellow Wesleyan students.
- Females reported males as perpetrators; males reported females and males equally.
- The majority of students experiencing sexual assault or misconduct had some previous relationship/interaction with the perpetrator. One-quarter of perpetrators were unknown prior to the incident.
- Most students experiencing sexual assault or misconduct told *someone* about the incident, but the majority did not file an official report.
- When deciding whether to report an incident, students experiencing sexual assault or misconduct most often cited thinking that the seriousness of incident was not

sufficient or being uncertain as to whether harm was intended as their top considerations.

- Across several dimensions, most students agreed that Wesleyan's response to sexual assault is favorable. However, females were more critical than males of Wesleyan's response and those reporting sexual assault or misconduct (in the survey) were more critical than those who did not report having such an experience.
- Three-quarters of students viewed Wesleyan as working on measures to prevent sexual assault. No gender differences emerged, but those reporting sexual assault or misconduct (in the survey) were less likely to hold this view.
- Most respondents reported having participated in Wesleyan-sponsored educational opportunities related to policies and procedures, prevention or intervention (each at about two-thirds). Despite this, respondents' knowledge of Wesleyan resources was inadequate.

### **3. New and On-Going Initiatives and Responses to the Survey Data:**

#### 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 and select returning 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
- The Title IX student brochure:
  - Revised according to VAWA guidelines and includes updated language regarding relationship violence and stalking
  - Brochure included in the packets given to all new students upon arrival

- 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%:
  - Initial sessions for new graduate students and new faculty
  - Schedule of five sessions in the fall of 2015 (in addition to the 26 sessions completed in 2014-2015)
- 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) 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 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 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 Title IX Committee structure is as follows:

<b>Core Committee</b>	<b>Policy Committee</b>	<b>Education Committee</b>	<b>Student Advisory Committee</b>	<b>Athletics Title IX Committee*</b>
Antonio Farias Mike Whaley Rick Culliton Jen D’Andrea Paul Verrillo	Tri-Chairs: Faculty: Bo Conn Staff: Debbie Colucci Student: Claire Wright	Tri-Chairs: Faculty: Sarah Williard Staff: Alysha Warren	Tri-Chairs: SART Intern: Nikita Rajgopal WSA Rep: Nila Ravi, Grad Stu Rep TBD	Tri-Chairs: Mike Whalen Kate Mullen Student TBD

Dave Winakor Debbie Colucci	Members: Laura Patey Maureen Isleib Tom McLarney Sheryl Culotta Kate Mullen Scott Backer	Student: Nikita Rajgopal Members: Bill Holder Tracy Mehr-Muska David Phillips Frank Gramuglia Tonya Strong Miriam Cope Joe Reilly	Members: Nina Gurak Aidan Bardos Crystal Franklin Claire Wright Chloe Jeng Nkosi Archibald Nikki LeFlore Margaux Sica Kimberly Berry <i>Student Athletic Team</i> <i>TBD</i> <i>Grad Student Rep</i> <i>TBD</i>	
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***\*Starting in September 2015, with a broader gender equity mandate***

The work of the committees for 2015-16 includes:

- Continue to evaluate the process and investigative approach we currently have in place with a view toward understanding trauma, and consider how we wish to modify in light of new VAWA requirements on domestic violence, dating violence and stalking.
- Explore and measure ways to increase participation on Title IX Survey.
- Further develop and carry out continuous educational campaigns.
- Review the adjudication process to further reduce the re-traumatizing experiences of students.
- Re-engage 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.
- Increase the number of outside partners and agencies in order to further enhance our prevention and response.

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.