

WESLEYAN  
UNIVERSITY

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| <b>Issue reported in PH Report</b>   | <b>Sub - Issue</b>   | <b>Proposed Action</b>                               | <b>Time line/ Date</b> | <b>Responsible individuals/partners and contributors</b>  |
|--|--|--|------------------------|---|
| 1. Integrate Harassment/Discrimination and Sexual Assault/Misconduct Policies                |  | On going   |                        | Core Team – Initial draft complete. Approved by student affairs for Students, HR for Staff, now requires Faculty vetting.       |
|  | a) applicable to all community members                       | Complete   |                        | Policy & Ed Team  |
|  | b) list of definitions                                       | Complete   |                        | Policy & Ed Team  |
|  | c) reference confidential resources                          | Complete   |                        | Policy & Ed Team  |
|  | d) reference all reporting options                           | Complete   |                        | Policy & Ed Team  |
|  | e) reference all options for resolution                      | Complete (but subject to change)                     |                        |   |
|  | f) reference appeals process                                 | Complete (but subject to change)                     |                        | Policy & Ed Team  |
|  | g) consider/implement suggested changes to existing policies | In process   |                        | Policy & Ed Team  |
| 2. Broaden Distribution / Accessibility of Policy  |  | Ongoing  |                        | Policy & Ed Team  |
| 3. Centralize Sexual Assault (or Discrimination and Sexual Misconduct/Assault) Resource Page |  | Complete   |                        | Core Team with ITS support – Maxient Database management is live and allows all cases & correspondence to be centrally managed. |
|  | a) supplement page with FAQs                                 | In process   | Fall 15                | Policy & Ed Team  |
|  | b) supplement page with flow chart                           | In process – chart complete, revising to version 2.0 | Fall 15                | Policy & Ed Team  |
| 4. Identify Title IX Officer   |  | Complete   | Nov 13                 |   |
|  | a) consider/designate  | Complete   | Jun 14                 | Core Team - Deputy Title IX Coordinator   |

|  |   |                   |  |  |
|--|---|-------------------|--|--|
|  | deputy Title IX coordinators  |                   |  | reported onboard May 14.   |
|  | b) consider/designate Title IX response team (compare to existing "persons at risk" response team)      | Ongoing           |  | Core Team is a standing committee that meets every two weeks to assess current case loads, review policies, and recommend changes. |
| 5. Conduct Title IX Assessment in Every Case/Complaint |   |                   |  |  |
|  | a) conduct / lead centralized review from Title IX office   | Ongoing           |  | Policy & Ed Team   |
|  | b) draft/confirm internal operating procedures funneling complaints through centralized Title IX review | Ongoing           |  | Policy & Ed Team   |
|  | c) outline workflow steps/build mechanisms for info coordination  | Ongoing           |  | Policy & Ed Team   |
|  | d) identify all potential first responders  | Ongoing           |  | Policy & Ed Team   |
|  | e) create first responder protocols to ensure complaints/ data run through Title IX office              | Ongoing           |  | Policy & Ed Team   |
| 6. Identify/Choose Investigative Model                 |   |                   |  |  |
|  | a) experienced, impartial team of two   | Completed Sept 14 |  | Policy & Ed Team – in addition every PSafe shift has a trained investigator.   |
|  | b) University – led   | Ongoing           |  | Policy & Ed Team   |
|  | c) investigation separate from support  |                   |  | Core Team  |

|  |  |  |         |  |
|--|--|--|---------|--|
|  | functions  |  |         |  |
| 7. Review and ensure that advocate role adequately functioning |  |  |         |  |
|  | a) identify/clarify and ensure that respondent advocate role functioning fully | Ongoing  |         | Core Team  |
| 8. Formalize/Enhance Interim Remedy System                     |  | Ongoing  |         | Core Team  |
| 9. Analyze/Consider Redesign of Appeals Process                |  |  |         |  |
|  | a) function of President   | Completed – President is no longer part of the appeals process | Fall 14 | Core Team – appeals are now the purview of the VP Student Affairs and two other trained faculty/staff members. |
|  | b) in claims of sexual misconduct, discrimination AND routine student cases    | Ongoing  |         | Policy & Ed Team   |
|  | c) weigh options of senior administrators, panels, etc.                        | ongoing  |         | Policy & Ed Team   |
| 10. Conduct Climate Assessment                                 |  | Ongoing – 1 <sup>st</sup> survey completed Spring 15           |         | Policy & Ed Team   |
| 11. Conduct Training and Educational Programs                  |  |  |         |  |
|  | a) awareness (issue and policy)  | Ongoing  |         | Policy & Ed Team   |
|  | b) reporting   | Ongoing  |         | Policy & Ed Team   |
|  | c) confidential resources  | Ongoing  |         | Policy & Ed Team   |
|  | d) investigator training   | Ongoing  |         | Policy & Ed Team   |
|  | e) hearing board training  | Ongoing  |         | Core Team and Dept Title IX Officer  |
|  | f) appeal entity training  | Ongoing  |         | Core Team and Dept Title IX Officer  |

