

Task Force on Community Responsibility and Standards for Reporting, Preventing, and Responding to Sexual Assault

Initiatives Updates

October 2016

Status	Initiative	Notes
<ul style="list-style-type: none"> ● Completed 	Develop an accessible brochure/publication that summarizes the rights and responsibilities of all university faculty, staff, and students regarding sexual harassment and sexual violence.	This was completed summer 2015 but production was limited. Brochure was updated for 2016-2017 with a plan for more wide-spread distribution.
<ul style="list-style-type: none"> ● Completed 	Amend all policies regarding university hearings, which involve sexual harassment, including sexual misconduct, to reflect the right of all parties to have an advisor of their choice present at hearings, including an attorney.	Completed summer 2015 and reflected in updated <i>Student Handbook</i> .
<ul style="list-style-type: none"> ● Completed 	Significantly expand university's statements on complainant's request for confidentiality.	These changes are reflected in the revised Title IX Policy in <i>Student Handbook</i> .
<ul style="list-style-type: none"> ● Completed 	Expand university's descriptions of the investigations that will be undertaken when a Title IX report is made, and specify who will conduct those investigations.	Additional Student Life staff members were trained as Title IX investigators and investigation process language was clarified in the <i>Student Handbook</i> .
<ul style="list-style-type: none"> ● Completed 	Develop an ad hoc committee to review the policies and procedures of all the graduate programs, particularly regarding both academic and social conduct, to ensure that those policies are clear, consistent, and in compliance with all federal mandates.	All graduate program handbooks were revised to reflect that Title IX related complaints would be processed and adjudicated according to the procedures in the undergraduate <i>Student Handbook</i> . Graduate program directors were encouraged to audit handbooks for other processes related to investigation and adjudication of academic and conduct policies.

● In Progress	All policies (in faculty handbook, staff manual and student handbook) should list all of the possible sanctions that may be imposed following the result of any institutional disciplinary proceedings for an allegation of dating violence, domestic violence, sexual assault, or stalking.	These policy changes were revised and vetted through University legal counsel. Changes to student conduct processes were updated in the <i>Student Handbook</i> . We are awaiting publication in updated <i>Staff Manual and Faculty Handbook</i> .
● In Progress	Establish a clearly stated and easily accessible policy regarding “timely warnings” that are issued under the Clery Act, including the situations under which the names of the victims involved in the relevant situation will be kept confidential.	Administrative units met to clarify this process per recommendations of a consultant and the process for issuing timely warnings was updated. However, we are still seeking agreement on the publication of timely warnings for acquaintance-related reports of sexual violence.
● In Progress	Develop Memoranda of Understanding with local law enforcement to set forth parameters and clarify what information may and may not be shared during a parallel investigation with law enforcement.	An initial draft of the MOU was distributed to local authorities and is still under discussion and review.
● Completed	Develop a comprehensive training program for the significant number of faculty and/or staff members that may be called on to hear cases and make decisions regarding sanctioning.	The Title IX Coordinator secured training videos that meet federal to be distributed to all faculty or staff members that may be called upon to hear cases. The links were distributed in early December. A four hour in-person sessions were conducted for 16 University faculty and staff and were conducted by Beth Tyner Jones, Esq., and University legal counsel in March 2016. This training will be repeated annually (Spring 2017).
● In Progress	Review and amend policies in the faculty handbook and staff manual to align with federal legislation.	These policy changes were revised and vetted through University legal counsel. We are awaiting publication in updated <i>Staff Manual and Faculty Handbook</i> .
● Completed	Clarify and make transparent Elon’s policies regarding access to student records in the context of a lawsuit filed against the university.	This issue was vetted through our legal counsel who advises that our current statements regarding privacy and confidentiality reflect the spirit in which we would treat records. Legal counsel advised that we wait for further guidance from federal government.

<ul style="list-style-type: none"> ● Completed 	<p>Update existing curriculum and training plan for reporters and adjudication/sanctioning groups that meets the requirements established by Title IX, Clery Act, Campus SaVE Act and VAWA.</p>	<p>As of July 1, 2015, all new faculty and staff are required to complete an updated online training that meets all federal requirements. In addition, currently identified mandated reporters under Title IX were notified and required to complete the same on-line training; additional in-person sessions were provided by the Chrysalis Network and approximately 100 mandated reporters people attended the six sessions. The Title IX Coordinator also offered additional training to faculty participating in winter and spring study abroad programs. The Team also clarified that Resident Assistants (RA's) are mandated reporters under Title IX. Health Promotion provided two-hour training for Resident Assistants/Apartment Managers about responding to survivors and their responsibilities under the Clery Act. An additional session to train RA's about their reporting responsibilities under Title IX will be scheduled in the spring. Health Promotion worked with Athletics to provide an initial educational session with the Student Athlete Advisory Council (SAAC) in order to work with these students to develop individualized training and workshops on sexual violence prevention to their teams.</p>
<ul style="list-style-type: none"> ● In Progress 	<p>Develop and Hire for Compliance and Oversight Officer to serve as Title IX Coordinator.</p>	<p>The New Executive Director for Human Resources posted the position. The initial search was not successful. An interim plan was developed and Carla Ugboro will be the Title IX and ADA Coordinator of record and a Title IX Investigator will be hired. Transition is in progress. A long term plan will be developed.</p>

<ul style="list-style-type: none"> ● Completed 	<p>Participate in the EAB climate survey in spring 2016.</p>	<p>Institutional research and the current Title IX Coordinator launched the climate survey in April 2016. 1275 (19%) of students responded to the survey. Elon's institutional results were available and reviewed with key stakeholders and programmatic units.</p>
<ul style="list-style-type: none"> ● In Progress 	<p>Develop and implement an ongoing oversight committee to work with new compliance/oversight officer to assess, monitor and make recommendations to maintain compliance and to create a campus climate that does not tolerate sexual harassment and discrimination.</p>	<p>The oversight committee meets 2X a month to review current cases, environmental issues and compliance.</p>
<ul style="list-style-type: none"> ● In Progress 	<p>Develop a stand-alone Sexual Misconduct Policy for the entire University community.</p>	<p>The Director of Inclusive Community will work with SAGIC in fall 2016 to develop a proposed policy for consideration and feedback by faculty, staff and The Student Government Association.</p>
<ul style="list-style-type: none"> ● In Progress 	<p>Seek out and implement ways of assessing the quality of our adjudication processes, and how well they implement the standards stated in our policies.</p>	<p>This will be deferred until the new Title IX/ADA Coordinator is in place.</p>

<ul style="list-style-type: none"> ● Completed 	<p>Investigate the feasibility of having a Sexual Assault Nurse Examiner (SANE) on staff to provide on-site rape protocol exams.</p>	<p>The Title IX Coordinator polled peer and aspirant institution and with the exception of those institutions with an on-site medical school/hospital, no institutions performed forensic nurse exams in campus. The Title IX Coordinator also met with Cone Health/ARMC regarding the feasibility of having a SANE nurse on site. Several issues emerged that serve as barriers to this idea: 1) current physical layout of the facility would mean that if a student sought services there is no isolated area of Health Services that would not compromise confidentiality. 2) Since there is no on-site lab and the University has a limited pharmacy license, there would be no viable mechanism for testing samples in house nor distributing medications that are part of the protocol. This may cause issues for chain of command of to pursue legal charges. 3) Hospital authorities felt that if sending a SANE nurse to campus would likely increase the waiting time as the hospital tries to schedule a nurse on site at the hospital; if that nurse had to be replaced at the hospital to come to campus it could cause delays of SEVERAL hours. Thus, it was determined that these barriers make this arrangement not feasible in the foreseeable future. However, Cone Health is revising their service protocols and we expect the delays in a SANE nurse response will be reduced in the coming year.</p>
<ul style="list-style-type: none"> ● Completed 	<p>Develop ongoing prevention and awareness campaigns for current faculty and staff.</p>	<p>The Office of Health Promotion worked to offer workshops for faculty and staff on supporting survivors to sexual violence. These were offered Fall 2015. The Title IX Coordinator worked with the Office of Inclusive Community wellbeing to provide four in-person sessions and 128 faculty and staff attended these sessions.</p>

<ul style="list-style-type: none"> ● In Progress 	<p>Undertake a review of completed cases regarding sexual harassment, etc., to determine whether we are consistently meeting the deadlines described in the faculty handbook and the staff manual.</p>	<p>The Office of Human Resources is conducting an audit of their cases currently. Since the processes for Student Conduct were revised considerably this fall to reflect an OCR model, the new Title IX Coordinator will make it a priority to conduct this review in fall 2016 for student conduct cases in 2015-2016.</p>
<ul style="list-style-type: none"> ● Not started 	<p>Define employee roles that have any responsibility for Title IX, Clery Act, Campus SaVE Act, VAWA and Workplace Harassment; update all position descriptions to include status as a mandated reporter</p>	<p>The new Title IX Coordinator and the Associate Director of Human Resources will conduct outreach with all supervisors in the spring to remind them to include this in any new position posting if the position MAY meet the criteria as a mandated reporter.</p>
<ul style="list-style-type: none"> ● In Progress 	<p>Create comprehensive educational programs that emphasize skills and action strategies for bystanders.</p>	<p>Department of Health Promotion staff is providing leadership and support for the Bystander Intervention Work Group and Rachel Weeks, the student working on the Leadership Prize under the promise of developing a pilot of an active bystander program. Health Promotion has worked with Rachel to implement two focus groups thus far to gather information about proposed activities and structure of a training program. The Work Group has met four times during fall 2015 to begin developing comprehensive Bystander Intervention Program to be piloted spring 2016.</p>
<ul style="list-style-type: none"> ● In Progress 	<p>Develop strategies for education that move beyond in-person training.</p>	<p>This area continues to be discussed. Plans are to develop additional in person trainings for the 2016-2017 academic year and measure effectiveness against just on-line training.</p>