Title IX Program
Updates and Annual Report

Jessica Norris
Director of Title IX and ADA Compliance and Education Programs
RVSM Reporting History

AY 2016-2017: 718
AY 2015-2016: 461
AY 2014-2015: 201
1 in 5
and
1 in 16
are sexually assaulted in college

26,022 MSU women X 20% = 5204
24,311 MSU Men X 5.8% = 1410
RVSM Incidents AY 2016-2017

*Reported as combined category of relationship violence. **Reported as a combined category of sexual assault.
## RVSM Incident Trends

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>82</td>
<td>Reported as combined category of relationship violence: 72</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td>Multiple</td>
<td>35</td>
<td>4</td>
</tr>
<tr>
<td>RVSM False Complaint</td>
<td>3</td>
<td>N/A</td>
</tr>
<tr>
<td>RVSM Retaliation</td>
<td>17</td>
<td>7</td>
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<tr>
<td>Sexual Assault</td>
<td>202</td>
<td>Reported as a combined category of sexual assault: 177</td>
</tr>
<tr>
<td>Sexual Contact</td>
<td>28</td>
<td>2</td>
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<tr>
<td>Sexual Exploitation</td>
<td>28</td>
<td>2</td>
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<tr>
<td>Sexual Harassment</td>
<td>166</td>
<td>132</td>
</tr>
<tr>
<td>Stalking</td>
<td>93</td>
<td>67</td>
</tr>
<tr>
<td>Unknown*</td>
<td>22</td>
<td>N/A</td>
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<tr>
<td><strong>Grand Total</strong></td>
<td><strong>718</strong></td>
<td><strong>461</strong></td>
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RVSM Incident Locations

<table>
<thead>
<tr>
<th>Category</th>
<th>Online</th>
<th>On Campus</th>
<th>Off Campus</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>4</td>
<td>15</td>
<td>16</td>
<td>4</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Multiple</td>
<td>1</td>
<td>9</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>RVSM False Complaint</td>
<td>1</td>
<td>57</td>
<td>87</td>
<td>5</td>
</tr>
<tr>
<td>RVSM Retaliation</td>
<td>3</td>
<td>18</td>
<td>113</td>
<td>18</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>4</td>
<td>4</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>Sexual Contact</td>
<td>3</td>
<td>15</td>
<td>31</td>
<td>9</td>
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<tr>
<td>Sexual Exploitation</td>
<td>4</td>
<td>60</td>
<td>31</td>
<td>13</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>3</td>
<td>13</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>Stalking</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Unknown</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>3</td>
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</tbody>
</table>
RVSM Investigations

Average TIME to COMPLETE INVESTIGATIONS*

80 days (8/16/16 - 8/15/17)

3/22/16 - 8/15/16 78 days**
8/16/15 - 3/21/16 104 days
8/16/14 - 8/15/15 153 days

Common reasons for extension of investigation timeline: Law enforcement delays, additional witnesses, new evidence, witness participation, delayed participation by parties, academic break

*Includes cases where timeline was extended for good cause.
**Academic year data split to reflect change in OIE model.

Average TIME to complete STUDENT CONDUCT PROCESS:

8/16/16 - 8/15/17 48 days
8/16/15 - 8/15/16 57 days
8/16/14 - 8/16/15 88 days

Administrative Closure* 23
Non-Participation 451
Total 625

Reason RVSM Incidents NOT Investigated:

Total 718

Investigated 74
Not Investigated 625
Pending 19

Administrative Closure* 23
Does Not Meet Standard** 50
No Jurisdiction 101

Administrative closure – Issue resolved through other administrative processes
**Does not meet standard – Claim does not meet the standards outlined in policy

Note: The Title IX Coordinator reviews cases closed for non-participation to identify: patterns, improvements to policies/procedures that are necessary, or additional training programs that can be offered.
RVSM Investigation Outcomes*

*Number of outcomes is greater than the number of investigations completed due to cases with multiple respondents
RVSM Sanctions*

<table>
<thead>
<tr>
<th>CHARGES</th>
<th>STUDENT</th>
<th>EMPLOYEE</th>
<th>OTHER**</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>DISMISSAL</td>
<td>PROBATION</td>
<td>SUSPENSION</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Multiple</td>
<td>2</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>RVSM Retaliation</td>
<td>2</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>5</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Sexual Contact</td>
<td>3</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Sexual Exploitation</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Stalking</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>11</td>
<td>14</td>
<td>10</td>
</tr>
</tbody>
</table>

*Includes only closed cases. Number of sanctions is higher than the number of completed investigations due to cases with multiple respondents.
**Not affiliated with MSU
*** Respondent was terminated, resigned, or retired before investigation was completed
MSU Title IX Partners

- MSU Sexual Assault Program
- MSU Safe Place
- Sexual Assault and Relationship Violence Prevention Program
- MSU Police
Sexual Assault Program

Founded in 1980, co-funded by MSU and the Victims of Crime Act Grant, MSU’s Sexual Assault Program works with sexual assault survivors and all others who are impacted by sexual violence. SAP provides counseling and support groups to MSU students. SAPs 24-hour crisis line and advocacy services are offered to anyone in the greater Lansing community. In August 2017 the Sexual Assault Program moved to a new location on the 2nd floor of Student Services. The new space includes a group therapy room as well as a survivor’s lounge/waiting room.

10.5 STAFF

Program Coordinator | 5 Therapists | Crisis Counselor | Program Advocate
Volunteer Coordinator | Office Manager | 1/2 time Health Care Assistant

SERVED 486 clients under VOCA Grant (FY 10/1/16 - 6/30/17)

PROVIDED MEDICAL ADVOCACY to 97 survivors.

Provided crisis intervention on 109 hotline calls

PROGRAMS:

Clinical Staff provided individual counseling services to 233 students totaling 1,494 therapy sessions

Groups Offered:

Trauma Informed Yoga Peer Led Workshop
Forward Together Soul Speak
Seeking Safety launched in fall 2017

Self Care Healing Workshops including: Yoga/Pilates/Ear Acupuncture launched in summer 2016
Established in 1994, MSU Safe Place provides advocacy, shelter, long-term safety planning, and counseling services to individuals experiencing relationship violence and stalking.

**CLIENTS:**
Temporary Emergency

**SHELTER FOR** 50
- **21 ADULTS**
- **29 CHILDREN**

**SUPPORT SERVICES**
for those not in shelter 105

**PROGRAMS:**

- 18,556 PARTICIPANTS
- 39 Resource Fairs
- 15 General Presentations
- 10 Other
- 18 Staff/Professional Trainings
- 1 Safety Forum

**TYPES OF SERVICES:** court accompaniment, assisting clients to receive a wide range of services, parenting guidance and support to victims who have minor children and to parents of MSU students victimized by relationship violence or stalking, safety planning, crisis and long-term counseling, assistance helping clients move, scholarships for students victimized by relationship violence, assistance paying client bills and services, temporary shelter, counseling, therapy and support groups, case management services, and more.
Sexual Assault and Relationship Violence Prevention Program (SARV)

Celebrating its **10-YEAR ANNIVERSARY**, the SARV Program promotes safety and improves quality of life by **EDUCATING** students on sexual assault and relationship violence, **ELIMINATING** violence on campus, **EMPOWERING** students to become advocates for a non-violent community and positively **EFFECTING** social change.

**PROGRAMS:**

- **SARV workshop attendance:**
  - **6,418** FRESHMAN and **TRANSFER STUDENTS**
    (up from 6,121 last year).

- **LBGTQ STUDENT WORKSHOP:** **113** students attended
  (up from 87 last year).

- **Workshop for INTERNATIONAL STUDENTS:** **107** attended.

- **GREATS**
  - Take the Lead: **2,568** students participated in the workshop (increase from 1,558 last year).

**GOVERNOR’S CAMPUS SEXUAL ASSAULT GRANT PROGRAM**

MSU received a **$38,597.10** grant from the Governor’s Office for extending sexual violence prevention efforts within the MSU campus community and outreach to local high schools. The grant supports development of workshops for upper class MSU students and an awareness campaign for deployment at MSU and area high schools as part of MSU’s grant-funded Bystander Network.
Nationally recognized as one of the first departments to develop a sexual assault victim rights and response guarantee, MSU Police has 10 SWORN OFFICERS AND SUPERVISORS specially trained to respond to cases that fall under the Special Victims Unit (SVU); sex crimes, relationship violence, stalking, child abuse, vulnerable adult abuse, and bias crimes. MSU Police assists area law enforcement agencies in collaborative investigations and resource sharing. MSU Police assists other universities in establishing their own special victims units modeled after MSU’s SVU, which was established in 2014.
Community Engagement

• Town Hall Forums
• Focus Groups
• Sexual Violence Advisory Committee
• Violence Free Communities committee
• RVSM Policy Review Work Group
• Title IX Website and Resources
<table>
<thead>
<tr>
<th>Spring 2016 Events</th>
<th>Fall 2017 Events: October 23-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Keynote speaker: Don McPherson</td>
<td>• Healing Yoga</td>
</tr>
<tr>
<td>• ASMSU pledge drive</td>
<td>• Therapy Dogs at the MSU Union</td>
</tr>
<tr>
<td>• It’s On Us giveaways at The Rock</td>
<td>• ASMSUS Pledge Drive and giveaways at The Rock</td>
</tr>
<tr>
<td>• Film screening and discussion panel: Audrie and Daisy</td>
<td>• Keynote speaker: Alan Berkowitz</td>
</tr>
<tr>
<td>• Therapy dogs at the library</td>
<td>• Faculty/staff workshop</td>
</tr>
<tr>
<td>• Inaugural Student Leadership Institute</td>
<td>• Greek-life workshop</td>
</tr>
<tr>
<td></td>
<td>• Student presentation</td>
</tr>
<tr>
<td></td>
<td>• Student Leadership Institute</td>
</tr>
</tbody>
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For information on upcoming events, follow the campaign on Facebook: [facebook.com/ItsOnUsMSU](https://facebook.com/ItsOnUsMSU)
RVSM Policy Revisions

- New sanction guidelines for employees and students
- Process Clarification
  - Roles in the RVSM process defined
  - How interim measures are determined
- Employee Responsibilities
  - Clarification regarding consequences for failure to submit a mandatory report
  - Expectations for employee intervention when witnessing an unfolding or ongoing incident
- New user friendly glossary with updated definitions to improve inclusivity
- Title IX MSU EDU
  - Title IX MSU EDU
  - OIE MSU EDU
Looking Ahead

- Title IX Review
- Evolving Title IX Guidance
- Faculty Input
- [https://www.surveymonkey.com/r/D72K9P5](https://www.surveymonkey.com/r/D72K9P5)
Question 1:

- How can we best communicate and share information with faculty about programs, events, policy updates, and efforts to combat gender discrimination, sexual violence, and relationship violence at MSU?
Question 2:

- What type of Title IX educational programs or workshops are of interest to you or would be beneficial to you in your role as a faculty member?