

Contact: Aimee Clayton

FOLLOW UP ON IMPLEMENTATION OF SEXUAL MISCONDUCT POLICIES

Action Requested: Receive an update on institutional progress related to the sexual misconduct recommendations.

Executive Summary: In December, 2008 Schuster and Clifford, L.L.P., released a report based on a review of sexual misconduct policies and procedures at each of the regent institutions. This report contained a series of recommendations, including:

- Implementation of revised sexual misconduct policies
- Creation of a user-friendly sexual misconduct web page
- Creation of a "Campus Safety Button" that directly links to campus safety resources and information
- Training on policies and procedures for administrators, faculty, staff and students
- Specialized training for campus hearing officers and key staff responsible for assisting victims.

Each institution has submitted information detailing steps taken to respond to these recommendations, as well as additional efforts to raise awareness of sexual misconduct and institutional policies and procedures.

Iowa State University: Following approval of the Sexual Misconduct Policy at the December meeting, revisions were made to Discrimination and Harassment policies and Student Disciplinary Regulations to incorporate the consultants' recommendations and ensure consistency. The Government of the Student Body gave final approval for the disciplinary regulations on March 12, and final policies were posted to the university web site on March 30.

A comprehensive sexual misconduct web page has been developed and is currently under review by a student focus group. The web resource is expected to be fully accessible in April. The University's Critical Incident Response Team will develop a campus safety link to the policies and sexual misconduct web page. The student focus group has also suggested a variety of helpful search terms to direct users to critical sexual misconduct information.

Some training on sexual misconduct policies and procedures has been incorporated into previously scheduled harassment training sessions. A meeting with representatives from other Regent institutions to discuss further training and education is scheduled for April 15. Training of all hearing officers, staff and community partners is expected to be completed this summer.

The University has already taken steps to raise awareness of the policy and web resources through communications in the residence halls, dining locations, and other student areas. The information will also be included in written student orientation materials and Athletics will specifically address the issue during student-athlete orientation.

University of Iowa: The Sexual Misconduct Policy has been incorporated into the Operations Manual and is applicable to students via paragraph sixteen of the Code of Student Life. In response to recommendations from the Department of Justice and Regent comments at the December Board meeting, minor revisions have been made to the section discussing confidentiality. The Sexual Misconduct Policy has also been incorporated into the new student handbook, which is distributed to all incoming students during orientation. Student Judicial Procedures are also being revised to address procedural rights for alleged victims and accused as recommended by Schuster and Clifford.

The University has appointed a Sexual Misconduct Response Coordinator with authority and responsibility for coordinating implementation of the Sexual Misconduct Policy in individual cases.

A sexual misconduct web page and "Campus Safety Button" are currently under development. Both are expected to be completed by April 15. In the interim, two web pages addressing sexual assault and sexual harassment remain fully accessible.

Beginning June 1 students will have access to an on-line course about dating violence, sexual assault, stalking and harassment. In connection with the course students will receive information about resources and SUI policies and procedures. All first-year students will be required to complete this course before coming on campus. Additional materials for continuing education of students about issues, resources and policies are currently under development.

All faculty and staff are required to complete anti-harassment training by June, 2009. The University currently utilizes two forms of training: on-line and instructor-led. Instructor-led training incorporates training on the new sexual misconduct policies and procedures. The on-line module does not currently cover the sexual misconduct policies directly. The module will be updated following completion of the current review of university policies so that all necessary revisions may be made at once.

Human resources staff from various university units meet on a monthly basis. This group has received instructor-led training on the updated sexual misconduct policies and on responding effectively to alleged victims. The Office of the Provost and the Sexual Misconduct Response Coordinator will provide training to peer and orientation advisors in April and May, 2009. The university is also planning joint training sessions with key staff from offices that may be responsible for responding to sexual misconduct allegations; including, Student Services, law enforcement, RVAP, housing, EOD and General Counsel.

University of Northern Iowa: The Sexual Misconduct Policy has been incorporated into the policies and procedures handbook and the student handbook. Revisions have been made to the Discrimination and Harassment policy so that it is consistent with the Sexual Misconduct Policy. Updates on policy changes and a summary of victim services and prevention initiatives were provided to the campus community via e-mail and online announcements at the start of the Spring 2009 term.

The University completed revisions to the existing Office of Violence Intervention Services web page, which serves as the central site for information pertaining to sexual misconduct, victim services and violence prevention. The updated page includes

contact information for victim advocates and comprehensive information on victim services and rights, violence prevention, healthy relationships, campus safety, and university policies and procedures. Efforts have been made to enhance navigation to this web page from other university sites and the "A-Z" search index is being updated to include more common search terms for describing behaviors related to sexual misconduct. The university is currently in the process of revising the existing safety web page. Completion is anticipated for June of 2009 and will include a prominent link on the university home page.

In addition to the campus-wide notifications issued at the beginning of the term, education programs are being conducted for selected classes and student organizations on an on-going basis throughout the term. These courses detail specific information about the updated sexual misconduct policy and related services. Violence Intervention Services sponsored a campus-wide presentation in February on the ethics of sexual consent that also addressed the policy revisions.

In February, the Office of Compliance and Equity Management facilitated training for faculty and staff, and additional in-service training was hosted for all deans, directors and department heads. The university is planning to conduct expanded education sessions in the coming year for faculty, staff and students on a broad range of safety issues and policy concerns, including sexual misconduct. Information on the policies and procedures will continue to be included in orientation for new students, and is being added to orientation programs for new faculty and staff.

The Student Conduct Committee participates in annual training on evaluating evidence and the proper manner for conducting inquiry of alleged victims, accused students, and other witnesses. Annual training occurred during the Spring 2009 semester, and focused on the revised Sexual Misconduct Policy and related services. Health care providers at UNI Health Clinic also underwent in-service training that included information on victim services and referring patients to trained advocates.

Iowa Braille and Sight Saving School: The Student to Student Sexual Misconduct Policy has been revised according to recommendations made by Clifford and Schuster, and is applicable to both IBSSS and ISD. The policy has been communicated to administrators, faculty, staff and on-campus students. It has also been posted to the IBSSS web board handbook.

IBSSS has identified a key staff member to service as a victim advocate. Staff that oversee expanded learning opportunities have undergone in-service training related to the newly adopted policies and procedures. IBSSS began coordination with the University of Northern Iowa for advocate training, and a summary document was developed to assist training staff who work with students in responding to frequently asked questions about sexual misconduct policies and procedures.

Iowa School for the Deaf: Nine staff members have been identified as investigators, including: Director of Student Life, school principals, school counselors, and deans for both boys' and girls' dormitories. These key staff members have been trained on all aspects of the Student to Student Sexual Misconduct Policy for the special schools with additional emphasis on their roles as investigators. All faculty, staff and students have similarly been trained on the sexual misconduct policies and procedures, with middle and high school students receiving bi-weekly anti-bullying/anti-harassment training.

Discussions have been initiated with Boys Town regarding a collaborative agreement to secure a trained sexual abuse advocate fluent in American Sign Language. Given ISD's comparatively small staff and student population, an outside advocate was deemed necessary to avoid real or perceived conflicts of interest.

A team of faculty and staff are in the process of designing a web page with content suitable for meeting the language and developmental needs of ISD's student body. This team is also discussing development of a "Campus Safety Button" that can be satisfactorily utilized by all ISD students, including those with written language difficulties.

Flagship Grant: The Flagship Grant at UNI is supporting a Victim Services Training Institute tentatively scheduled for September 30, 2009. All three university campuses are involved in the final planning for the institute. A meeting to finalize the date and the program is scheduled for April 15 in Iowa City. National Judicial Affairs training will also be provided to teams of faculty and staff from each of the three university campuses. The training is scheduled for June 23-25.

In February the University of Northern Iowa submitted a Department of Justice Iowa STOP Grant. The purpose of these grants is to develop and strengthen the criminal justice system's response to violence against women and provide support for victim services. The Iowa STOP Grant will be used to develop a web-based program for training police and judicial affairs personnel serving the three Regent universities. The requested funding will provide consulting support from the Iowa State Court Administrator's Office, technical support from the UNI Flagship office, and staff support for the development of training scenarios relevant to the targeted audience. Although UNI, as the funding institution, is responsible for completing the transfer of the training platform to the university system, the project will be a collaborative effort among the three university campuses.