

Risk Management Report: Interpersonal Violence Education, Prevention, Support and Response

BACKGROUND

The Executive, Audit and Governance Committee annually explores with university leadership potential top risks that may impact Oregon State University's ability to meet its mission and objectives. Each identified top risk is assigned to the appropriate board committee based on alignment with that committee's charter and workload. Through this process, OSU identified interpersonal violence education, prevention, support and response, formerly referred to as "sexual harassment and violence, prevention and response," as a top risk priority for the university. The Academic Strategies Committee has provided oversight of the university's risk action plan related to interpersonal violence and education, prevention, and response, one of the top risks assigned to the committee. Stopping, preventing recurrence, and remedying the impacts of interpersonal violence and discrimination are important to supporting equal opportunity for all three OSU mission elements—learning, research, and public engagement—and for ensuring that all have the opportunity to succeed.

STATUS UPDATE

As shown in Attachment 1, the university continues to make progress on its efforts to prevent and respond to interpersonal violence (sexual assault, dating/domestic violence, stalking, and sexual harassment) through education and outreach, providing support for survivors, and responding to such incidents through an effective sexual misconduct program that provides for due process, thorough investigation, and remedy.

NEXT STEPS

At its October 19, 2023 meeting, the Academic Strategies Committee will review the progress report with staff and may identify additional follow-up, as needed, particularly regarding the expansion of OSU's Interpersonal Violence Prevention and Education Plan, which is intended to help OSU become a more trauma-informed university.

**Oregon State University
Enterprise Risk Management
Fiscal Year 2023 Priorities
Interpersonal Violence Education, Prevention, Support and Response**

| Board Oversight Committee | Risk Topic | University Goal | Type(s) of Risks to be Prevented | Risk Owner(s) | Primary Risk Mitigation Strategy(ies)¹ | Risk Mitigation Team |
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| Academic Strategies Committee | Interpersonal violence education, prevention, support and response | A safe environment that fosters student well-being and success | Operational (safety), Compliance, Financial, Reputational | President and Provost | Avoid, Reduce | Title IX Coordinator, Vice Provost for Student Affairs |
| Mitigation Plan | | | | | | |
| Objectives to Achieve | | Actions to Satisfy Objectives | | Status Report | | |
| 1. Deliver effective interpersonal and gender-based prevention, outreach, and training programs. | | a. Deliver training to students, staff, and faculty. b. Conduct regular sexual violence surveys. c. Regularly assess and improve policies and procedures. d. Evaluate training effectiveness by monitoring reported concerns and other trends to ensure desired impact. | | a. Mandatory online training is in place for all incoming students; in-person bystander training is delivered to select student populations. Responsible employee, sexual misconduct, and discrimination online training is required for all employees. b. The Division of Student Affairs established the Center for Advocacy, Prevention and Education (CAPE), which aligned support resources for survivors and education and outreach programs for students. c. EOA distributed its second sexual violence survey to all OSU students. Themes have been identified and are informing EOA, CAPE, and IPV workgroups. | | |

¹ Definitions of mitigation strategies:

Avoid: Discontinue the activities that present unacceptable risk
 Share/Insure: Transfer the risk through insurance programs or 3rd party

Reduce: Implement controls, practices, programs to lessen the risk
 Accept: Proceed with the activity because the benefit outweighs the risk

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| | | <p>d. Equal Opportunity and Access (EOA) continues to track complaint statistics in its Annual Report.</p> |
| <p>2. Provide effective support and resource services for student and employee survivors of interpersonal violence.</p> | <p>a. Provide effective advocacy and support services for survivors through CAPE, Counseling and Psychological Services (CAPS), OSU Assist, and nurse examiners at Student Health Services (SHS).</p> <p>b. Inform students and employees of resources, rights, and options via EOA outreach and consultation.</p> <p>c. Strengthen CAPE’s relationship with community-based advocacy agencies, e.g., the Center Against Rape and Domestic Violence (CARDV) in Corvallis and Saving Grace in Bend.</p> <p>d. Provide a well-trained student care team to manage and coordinate cases through the Office of the Dean of Students.</p> | <p>a. CAPE provides a continuum of programs and services designed to prevent interpersonal and gender-based violence and to support survivors. Survivor Advocacy Services, within CAPE, provides specialized confidential advocacy to all OSU-affiliated survivors, including Ecampus and at OSU-Cascades.</p> <p>b. OSU Assist crisis responders – launched in AY2023 - have received advocacy training and coordinate with CAPE for after hour crisis response related to interpersonal violence.</p> <p>c. SHS leadership works closely with the Center Against Rape and Domestic Violence (CARDV) and other community-based services where OSU has programs to minimize duplication of programs and efforts.</p> <p>d. EOA outreaches to OSU community members impacted by interpersonal violence to provide information on resources and rights, available supportive measures, and informal and formal options for resolution.</p> <p>e. CAPE and Student Care have effectively streamlined communication and referral pathways to provide comprehensive care to survivors.</p> <p>f. The CAPE team and OSU-Cascades staff are building and plan to co-lead a weekly online support group for students who have experienced interpersonal violence.</p> <p>g. CAPE provides interpersonal violence education training to Corvallis campus Resident Assistants (RAs); OSU-Cascades RAs receive training from community partner Saving Grace.</p> |

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| <p>3. Develop and implement a robust interpersonal and gender-based violence prevention, wellness and response network.</p> | <p>a. Enhance interpersonal violence prevention and sexual health education programming and services. Develop a more trauma-informed university ecosystem.</p> <p>b. Increase knowledge and capacity across the university in understanding the impacts, signs and symptoms of trauma, including how best to refer survivors to the appropriate services and resources.</p> <p>c. Effectively respond to incidents of interpersonal violence to stop recurrence, prevent future incidents, and mitigate harm.</p> | <p>a. The VPSA and ED for EOA co-charge two groups:</p> <ul style="list-style-type: none"> • IPV Stakeholder Team – Represented by leaders of core support and response offices at OSU campuses, as well as academic experts in the field, to continuously evaluate OSU’s programs and services and advise on areas of needed improvement. • IPV Advisory Team – Represented by Senior leadership from support and response offices to provide oversight, high-level alignment and support. <p>b. The CAPE team continues to develop and provide comprehensive prevention education training for all OSU students, including onsite workshops focused on Supporting a Friend who has Experienced Gender-based Violence as well as Trauma Informed Responses to Receiving Disclosures at the OSU-Cascades campus.</p> <p>c. A new website serving as a clearinghouse of resources on interpersonal violence prevention, support and response has been launched, providing clarity on OSU’s comprehensive approach to reducing violence and providing support and investigation.</p> <p>d. EOA continues to oversee OSU’s compliance with state and federal Title IX and sexual misconduct regulations and coordinates improved response to incidents impacting OSU community members. The U.S. Department of Education is scheduled to release new Title IX regulations in late 2023 or early 2024.</p> |
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| Performance Metrics | | | |
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| Goal | Metric & Target | FY2023 Results | Comments |
| 1. Students have a basic understanding of the dynamics of healthy relationships, requirements for consent, OSU’s policies related to sexual misconduct, and information on prevalence of interpersonal violence on college campuses. | <ul style="list-style-type: none"> 90% of OSU students complete the online training module. 100% participation in in-person sexual violence prevention and response training for targeted populations. | <ul style="list-style-type: none"> 91.4% of first year students completed the online training. 100% of all Athletics, including student-athletes, coaches, and staff, participated in in-person training, in compliance with NCAA attestation requirements. | SHS and EOA continue to work with university partners to ensure compliance for undergraduate and graduate students. Students who don’t complete the online training receive a grade hold on their account. SHS and EOA continue to provide targeted population specific training. CAPE is launching a peer education program this fall. |
| 2. Employees have a thorough and up-to-date understanding of sexual misconduct prevention, issues of inclusion and access, discrimination, and prohibited behaviors. | <ul style="list-style-type: none"> 90% completion on relevant Critical Training modules. | <ul style="list-style-type: none"> 92.6% completion for all faculty and staff. | The Critical training modules are required for all new employees within 60 days of hire and to retake the required training every year (for sexual misconduct) or two years (for access & inclusion and discrimination & prohibited behaviors). |
| 3. OSU students report that the university’s climate is safe, healthy and supportive. | <ul style="list-style-type: none"> Positive perceptions from OSU students on key indicators from the Interpersonal Violence Survey. | <p>From OSU’s 2022 Interpersonal Violence Survey:</p> <ul style="list-style-type: none"> 82% of students strongly agree or agree that they would recommend OSU to others. 74% of students strongly agree or agree that they | OSU distributed its second Interpersonal Violence Survey to students in May 2022. Surveys will be conducted every two years moving forward, in alignment with state and federal survey requirements. These standardized surveys will allow OSU to compare aggregate |

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| | | <p>feel respected as an OSU member.</p> <ul style="list-style-type: none"> • 76% of students strongly agree or agree that they feel safe at OSU. • 60% of students feel OSU does a good job of ensuring student safety. | <p>data with peer institutions around the state and nation.</p> |
| <p>4. Complaints of interpersonal violence reported to EOA are resolved appropriately and as expeditiously as possible.</p> | <ul style="list-style-type: none"> • 80% of informal resolutions are completed within 20 business days. • 75% of investigations are completed within 105 business days. • 80% of investigated cases are adjudicated in 40 business days. • 90% of adjudicated cases with an appeal filed have the appeal resolved in 20 business days. | <ul style="list-style-type: none"> • Informal resolutions are completed within 14 days on average; 81% completed within goal. • Investigations are completed within 85 days on average; 73% completed within goal. • Investigation adjudications are completed within 25 days on average; 82% completed within goal. • Appeals are resolved within 11 days on average; 100% completed within goal. | <p>The timeline to resolve matters varies greatly depending on the complexity of the issue, the complexity of the resolution, and the responsiveness of the involved parties, including witnesses. EOA continues to work to balance the thoroughness of resolutions with expedient action on cases.</p> |