

## **Sexual Harassment and Violence Education, Prevention and Response, including Risk Management Report**

### **BACKGROUND**

The Executive & Audit Committee annually reviews with university leadership top risks that may impact Oregon State University's ability to meet its mission and objectives. Each of the identified top risks are assigned to the various Board committees based on alignment with each committee's charter and workload. Through this process, the university identified sexual harassment and violence education as a top risk priority for the university.

### **STATUS UPDATE**

Over the last several years, the Academic Strategies Committee has provided oversight of the university's risk action plan related to sexual harassment and violence education, prevention, and response, one of the top risks assigned to the committee. Stopping, preventing recurrence, and remedying the impacts of sexual misconduct and discrimination are important to supporting equal opportunity for education and the opportunity for all to succeed.

As shown in Attachment 1, there has been significant progress on the university's efforts to prevent gender-based violence through outreach and education, to provide support for survivors of sexual misconduct of any kind, and to respond to such incidents through an effective Title IX program that provides for due process, thorough investigation, and remedy.

### **NEXT STEPS**

At the January 28, 2021, meeting, the committee will review the progress report with staff and may identify additional follow-up, as needed, particularly regarding implementation of the U.S. Department of Education's new Title IX regulations that went into effect August 14, 2020.

**Oregon State University  
Enterprise Risk Management  
2021 Priorities  
Sexual Harassment and Violence Education, Prevention, and Response**

Board Oversight Committee	Risk Topic	University Goal	Type(s) of Risks to be Prevented	Risk Owner(s)	Primary Risk Mitigation Strategy(ies) <sup>1</sup>	Risk Mitigation Team
Academic Strategies Committee	Sexual harassment and violence education, prevention, 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
<b>Mitigation Plan</b>						
<b>Objectives to Achieve</b>		<b>Actions to Satisfy Objectives</b>		<b>Status Report</b>		
1. Deliver effective sexual violence prevention, outreach, and training programs		a. Deliver training to students, staff, and faculty. b. Evaluate training effectiveness by monitoring reported concerns and other trends to ensure desired impact.		a. <b>Ongoing:</b> Student Health Services' (SHS) comprehensive and integrated approach to sexual violence prevention and response is composed of a series of progressive educational components for students. b. <b>Ongoing:</b> Trauma-informed training related to student care has been provided by the Office of the Dean of Students, SHS, and the Survivor Advocacy & Resource Center (SARC). c. <b>Ongoing:</b> Mandatory online training is in place for incoming students; in-person bystander training is		

<sup>1</sup> Definitions of mitigation strategies:

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

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

		<p>delivered to select student populations; in-person responsible employee training is delivered to targeted employee groups; mandatory online responsible employee, sexual harassment, Title IX, and discrimination training is required for all employees.</p>
<p>2. Provide effective support and remedy services for survivors of sexual violence (sexual assault, dating/domestic violence, stalking, and sexual harassment)</p>	<p>a. Provide effective advocacy and support services for survivors through SARC, Counseling and Psychological Services (CAPS), and nurse examiners through SHS. SARC provides comprehensive education and outreach to the OSU community (including both campuses and other university locations, Ecampus, and Extension offices) and assists survivors in managing housing, academic, and other accommodations.</p>	<p>a. <b>Complete:</b></p> <ol style="list-style-type: none"> <li>1. There are now 2.0 FTE advocates with SARC (provision of direct services and training, including the director). SARC is located within SHS and works in close collaboration with the sexual violence prevention specialist and other health promotion staff within SHS in the provision of university-wide outreach.</li> <li>2. SHS has two Sexual Assault Nurse Examiners (SANE) on staff trained to perform forensic exams.</li> <li>3. There is an interpersonal violence counselor at CAPS, who works closely with SARC on student engagement activities, including a survivor support group (currently virtual).</li> </ol>
	<p>b. Provide a well-trained student care team to manage and coordinate cases through the Office of the Dean of Students.</p>	<p>b. <b>Ongoing:</b></p> <ol style="list-style-type: none"> <li>1. “Trauma-Informed Oregon,” a program provided through the Oregon Health Authority, provided training on trauma-informed organizations for the university’s Student Care Team, other student-facing programs/services in the Division of Student Affairs, and other university partners. Updated training continues to be provided on an ongoing basis.</li> <li>2. Exploration is underway to include additional FTE dedicated to survivor advocacy within the newly formed Community Wellness, Education and Safety Network overseen by the Office of the Dean of Students.</li> </ol>

		<p>3. SARC and Student Care have effectively streamlined communication and referral pathways to provide comprehensive care to survivors initially connected with Student Care.</p>
<p>3. Respond to incidents of gender-based violence through a compliant, timely, and effective Title IX program</p>	<p>a. Improve policies and procedures within the Office of Equal Opportunity and Access (EOA), Student Conduct &amp; Community Standards, and Employee &amp; Labor Relations for Title IX investigations and resolutions.</p>	<p>a. <b>Internal processes completed:</b></p> <ol style="list-style-type: none"> <li>1. Revised Title IX Investigation and Resolution Process (Students &amp; Employees) – August 14, 2020</li> <li>2. Revised non-Title IX Sexual Misconduct Investigation and Resolution Processes (Students &amp; Employees) – August 14, 2020</li> <li>3. Updated University Policy 05-001, Sexual Misconduct and Discrimination – August 14, 2020</li> <li>4. Updated Code of Student Conduct – August 14, 2020</li> </ol>
	<p>b. Provide well-trained staff for Title IX and discrimination investigations and resolutions.</p>	<p>b. <b>Ongoing:</b></p> <ol style="list-style-type: none"> <li>1. EOA’s equity associates receive at least 15 hours of Title IX-related training annually.</li> <li>2. Adjudicators and Appellate Officers receive at least 8-12 hours of Title IX-related training annually.</li> </ol>
	<p>c. Develop reports for university partners on Title IX-related activities.</p>	<p>c. <b>Complete and ongoing:</b> EOA produced its third Annual Report in April 2020 and is in the process of preparing its fourth Annual Report for release in March 2021, which will include trending data analysis. The report will be distributed to university leaders and posted on EOA’s website.</p>

	d. Provide due process and support referrals for accused students.	d. <b>Initial action complete, with monitoring:</b> ASOSU Student Advocacy Office increased its FTE to 2.0 to provide support to accused students; and EOA increased its FTE to enhance the intake/assessment and voluntary resolution processes for reporting and responding students.	
<b>Performance Metrics</b>			
<b>Metric</b>	<b>Goal</b>	<b>FY2020 Results</b>	<b>Comments</b>
1. Deliver targeted training to students related to sexual violence	95% completion for Sexual Assault Prevention for Undergraduates (SAPU) and Sexual Assault Prevention for Adult Learners (SAPAL).  (National completion average is 87%).	SAPU: Fall 2019 overall completion rate of part 1 (required): 87%  First year students: 99.8% Transfer students: 93%  SAPAL: Fall 2019 completion rate of part 1 (required):  Ecampus: 95% Graduate Students: 97%	SHS continues to work with university partners to increase compliance for undergraduate and graduate students and is expanding the bystander program that will incorporate peer educators. This includes clearer messaging related to the requirements for graduate students to complete the on-line course.
	100% participation in sexual violence prevention and response training	Center for Fraternity and Sorority Life: 80% of all new members participating in the sexual violence prevention and response workshop.  Athletics: 100% participation of all student-athletes, coaches, and staff in compliance with NCAA	In addition to required trainings, SHS provided workshops to new student-athletes on healthy sexuality, consent, and healthy relationships. These are provided through established classes and the summer “bridge” program for incoming athletes.  SARC also provided trauma informed training to student-

		Attestation requirements in 2019-20.	athletes, including how to support survivors (approx. 200 students).
2. Deliver training and resources to employees	<p>Increased participation in responsible employees training</p> <p>100% participation in sexual violence prevention and response training</p>	<p>OSU Critical Training for Employees modules (Title IX, the prevention of sexual harassment, and other forms of prohibited discrimination) launched on April 5, 2019.</p> <p>As of December 31, 2020:</p> <ul style="list-style-type: none"> <li>• 86% completion for all faculty/staff</li> <li>• 66% completion for all students including GA's, Fellows and Post Docs</li> </ul>	<p>All OSU employees are required to take the critical training modules.</p> <p>In collaboration with university Human Resources, EOA is assessing strategies for reinforcing completion.</p>
3. Assess campus climate for students related to sexual violence	Distribute Sexual Violence Climate Assessment for students every three years	Due to the timing of COVID-19 pandemic, we anticipated distributing the Sexual Violence Assessment survey in May 2021. However, this may be deferred to May 2022.	Will compare and contrast the new survey results with those of the initial survey, distributed in 2017, to assess overall campus response to reports of sexual misconduct.
4. EOA Office Key Performance Indicators	Identify areas/bottlenecks that address the issues of timeliness to complete investigations.	A tracking tool to identify and flag gaps was implemented in June 2020.	<p>Three key process areas are:</p> <ol style="list-style-type: none"> <li>1. Investigation – findings of fact</li> <li>2. Adjudication – policy violation determination and outcome</li> <li>3. Appeal route</li> </ol> <p>Efforts in the coming year will focus in these areas. .</p>