

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

### **BACKGROUND**

In 2016, the Executive & Audit Committee approved a model for developing action plans to mitigate the top risks that may hinder OSU's ability to achieve the objectives outlined in Strategic Plan 3.0. Each of the identified top risks was assigned to the various Board committees based on alignment with each committee's charter and workload.

### **STATUS UPDATE**

Over the last three 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 is 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 May 30, 2019 meeting, the committee will review the progress report with staff and may identify additional follow-up, as needed.

**Oregon State University  
University Risk Management  
2018-19 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>						
Objectives to Achieve	Actions to Satisfy Objectives	Status Report				
1. Deliver effective sexual violence prevention, outreach and training programs	a. Deliver training to students, staff and faculty	a. <b>Initial action complete, with work ongoing:</b> Student Health Services has organized a new comprehensive and integrated approach to sexual violence prevention and response, composed of a series of progressive educational components for students. b. <b>Initial action complete, with work ongoing:</b> Online training in place for incoming students; in-person bystander training delivered to special student populations; in-person responsible employee training delivered to targeted employee groups; mandatory				

<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

		online responsible employee training implemented for all employees spring 2019.
2. Provide effective support and remedy services for survivors of sexual violence	a. Ensure effective Office of Equal Opportunity & Access (EOA) coordination of support and remedy services for sexual assault survivors	a. <b>Initial action complete, with process improvements underway:</b> <ol style="list-style-type: none"> <li>1. Outsource high profile investigations</li> <li>2. Implement revised investigation and adjudication procedures for students and employees</li> <li>3. Continue enhanced Title IX coordination to include DPS and HR</li> <li>4. Appoint deputy Title IX coordinators in University Housing and Dining Services (UHDS) and Student Conduct and Community Standards (SCCS)</li> <li>5. Continue to implement new EOA investigative team structure</li> <li>6. Increase support resources</li> </ol>
	b. Provide effective support services through Counseling & Psychological Services (CAPS), nurse examiners through Student Health Services (SHS), and support and response services through the Survivor Advocacy and Resource Center (SARC)	b. <b>Initial action complete, with work ongoing:</b> <ol style="list-style-type: none"> <li>1. Survivors who present for triage at CAPS are given preferred access.</li> <li>2. SHS has two Sexual Assault Nurse Examiners (SANE) on staff trained to perform forensic exams.</li> <li>3. There are now 2.0 FTE in the SARC to provide survivor support services. The demand for SARC services continues to increase and OSU is assessing appropriate level of staffing.</li> </ol>
	c. Provide well-trained student care teams to manage and coordinate cases through the Office of Student Life	c. <b>Initial action complete, with work ongoing:</b> <ol style="list-style-type: none"> <li>1. “Trauma-Informed Oregon” (OHA) provided training on trauma-informed organizations for Student Care team, other student-facing programs/services in the Division of Student Affairs, and other university partners.</li> </ol>

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3. Respond to incidents of gender-based violence through a compliant, timely, and effective Title IX program	a. Formalize policies and procedures within EOA and Student Conduct for Title IX investigations	a. <b>Templates and internal protocols completed:</b> Revised investigation and adjudication procedures for students and employees to be completed by Fall 2019.
	b. Provide well-trained staff for Title IX and discrimination investigations	b. <b>Initial action complete, with annual training:</b> EOA's Equity Associates receive at least 15 hours of Title IX-related training annually.
	c. Develop reports for university partners on Title IX-related activities	c. <b>Complete and ongoing:</b> EOA produced its second Annual Report in April 2019.
	d. Provide due process and support referrals for accused students	d. <b>Initial action complete, with monitoring:</b> 1.0 FTE added to the ASOSU Student Advocacy Office to provide support to accused students, bringing total to 2.0 FTE; EOA's revised Investigation and Resolution Process that will be implemented by Fall 2019 articulates due process and support referrals for reporting and responding students.

**Performance Metrics**

Metric	Goal	FY2019 Results	Comments
1. Deliver targeted training to students related to sexual violence	95% completion for Haven and HavenPlus now referred to as Sexual Assault Prevention for Undergraduates (SAPU) and Sexual Assault Prevention for Adult Learners (SAPAL). (National completion average is 87%).	SAPU: Fall 2018 overall completion rate of part 1 (required): 96%  SAPAL: Fall 2018 completion rate of part 1 (required):  Ecampus: 97% Graduate Students: 56.5%	SHS continues to work with university partners to increase compliance for SAPU and SAPAL and is expanding the bystander program that will incorporate peer educators.

	100% participation in sexual violence prevention and response training	<p>Greek participation: 21 out of 24 Interfraternity Council (IFC) chapters; all new National Panhellenic Conference (NPC) members</p> <p>Athletics participation: 100%</p>	<p>All new IFC and NPC members received Beavs Believe workshop in fall 2018 (approximately 1,200 students)</p> <p>All student-athletes, coaches, and staff have been educated in 2018-19. In addition to the required training on sexual violence prevention, 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-athletes, including how to support survivors (approx. 200 students).</p>
2. Deliver training and resources to employees	Increased participation in responsible employees training	Delivered Responsible Employee training to 70 coaches/staff in Athletics. Responsible Employee training is a component of the Critical Employee Training online modules	All OSU employees are required to take the Title IX and Sexual Harassment critical training modules effective April 5, 2019.
	Increased community awareness of reporting guidelines by fall 2017	Responsible Employee policy is available on EOA’s website, as well as the University Policy and Standards website.	Unless otherwise exempt (such as CAPS and SARC counselors, SHS professionals, and the Ombuds Office), OSU employees are responsible for

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			reporting to EOA incidents of sexual misconduct, including stalking, sexual violence, sexual harassment, intimate partner violence, and sexual exploitation.
3. Assess campus climate for students related to sexual violence	Distribute Sexual Violence Climate Assessment for students every three years	Distributed survey in 2017; next survey scheduled for spring 2020	Will compare and contrast current and 2020 survey results to assess overall campus response to reports of sexual misconduct.

**Plan Review and Report Schedule**

<b>Action</b>	<b>Oversight Group</b>	<b>Completion Date or Frequency of Action</b>	<b>Comments</b>
Provide status report	Compliance Executive Committee	Annually	
Discuss annual progress report	University Cabinet	Annually	
Review annual progress report; schedule educational and discussion items as identified in the committee’s annual work plan	Academic Strategies Committee	Annually	