

University Risk Management Priorities

Sexual Harassment and Violence Education, Prevention and Response

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Community and Inclusion

Strategic Plan 4.0

2019 - 2023

Our Commitments

The foundational pursuits of research preeminence, innovation, transformative education, outreach and engagement, global impact, access, affordability, diversity, inclusion and justice underpin Oregon State University's mission and vision; guide our priorities and actions; and are visible in our achievements. Inclusive academic excellence is our north star. We execute our mission and pursue our vision while remaining true to the following commitments.

With our students, we will innovate and collaborate in research to drive solutions.

We will offer excellent education for all learners.

We will be leaders in the delivery of education.

We will be welcoming and foster belonging and success for all.

We will be visionary in our integration of the arts, humanities, sciences and engineering.

We will be accountable leaders.

We will be agile and entrepreneurial.

We will be mindful of this special place and all Oregonians.

Agenda

1. Education, Training and Outreach
2. Challenges
3. Improvements
4. National Trends

Education, Training and Outreach

Awareness, Training and Response

1. Outreach and Education

- Beavs Believe – Pre-training for Beavers Give a Dam
- Bystander Intervention (Beavers Give a Dam)
- Sexual Assault Prevention for Undergraduates – formerly Haven
- Sexual Assault Prevention for Adult Learners – formerly HavenPlus

2. Training and Policy

- Re-vamped Responsible Employee Policy – September 18, 2018
- Revised Sexual Misconduct and Discrimination Policy – February 8, 2019
- Launched Critical Training Modules (Title IX and Sexual Harassment) – April 5, 2019

Challenges – Demand and Complexity

- Increase in reports from **159** in 2017 to **243** in 2018 – **35%**
- **In 2018**
 - 249 concerns were raised by **243 individual reporters** – multiple issues
 - 221 (91%) of the reports were resolved via:
 - Interim Measures – No Contact Order, academic or housing adjustments
 - Resources Only – CAPS, SARC, Student Advocate, Ombuds
 - Informal Resolution – mutually agreed upon outcomes (apology, educational conversation, etc.)
- **Since 2017**
 - 68 reports led to investigations:
 - 29.4% lawyered up
 - 10.3% ran parallel to a criminal process
 - 26.5% were investigated by external consultants
 - 63 days – cycle time for investigations by external consultants

Improvements

1. Improved timeliness and efficiencies – Notice of Investigation to Closure
 - Outsourcing high profile investigations
 - Implementing revised investigation and adjudication procedures (Students/Employees)
 - Restructuring of EOA's investigative team – Assessment/Intake roles
 - Appointing Deputy Title IX Coordinators in UHDS – 22% of the reports were UHDS related
2. Increased Support Resources
 - Enhancing Title IX coordination to include DPS and HR
 - Increasing support resources in SARC
 - Implementing policy in Athletics (privilege to play protocol)

National Trends

1. #MeToo Movement – increased reporting
2. Department of Education Title IX Revisions
 - Controversial and complicated
 - OSU Responses
2. Legal Developments
 - Litigation rates increasing around Title IX claims

Our Commitment

