Board of Visitors
Title IX FY16 Data and Program Review
September 15, 2016

Presented by Laura Walsh Rugless
Director of Equity and Access Services
& Title IX Coordinator
Agenda – Open Session

Priority – for Information

1. Critical Developments
2. Data and Cases
3. Program Highlights
4. Strategic Priorities
Critical Developments

- **New Sexual Misconduct/Violence and Sex/Gender Discrimination Policy**
  - Application to entire university community
  - Procedures and timeframes – civil rights investigation and review panel process
  - Enhancement and clarification of Prohibited Conduct, Affirmative Consent and Responsible Employee Mandatory Reporting

- **New Equity and Access Services (EAS) website**

- **New Sexual Violence Review Committee (SVRC)**
  - Formed in response to July 2015 state reporting law
  - Representatives from Title IX, VCUPD and Student Affairs
  - 30 reports made to law enforcement and the Commonwealth Attorney’s Office

- **Ongoing engagement with the Office for Civil Rights**
  - 2 complaint responses
  - 3 data productions

- **9 total Title IX staff**
  - 6 new positions: 3 EAS, 2 Student Affairs, 1 Shared EAS – Student Affairs
339 Reports

Approximate 50% increase in reports from 2014-2015

- Partner or Relationship Violence: 89 (26%)
- Sexual Assault: 134 (40%)
- Sexual Exploitation: 12 (4%)
- Stalking: 32 (9%)
- Other Sex- or Gender-Based Harassment / Discrimination: 62 (18%)
- Undisclosed: 4 (1%)
- Retaliation: 6 (2%)

Note: The numbers in parentheses represent the percentage of the total reports.
Response to Reports

- **Investigation**: 44 (13%)
- **Preliminary Inquiry / Intervention**: 13 (4%)
- **Respondent Not Affiliated at Time of Report**: 74 (22%)
- **Unwilling Complainant, Known and Affiliated Respondent, but No Facts Indicating a Community Threat Within the University’s Ability to Address**: 73 (21%)
- **Unwilling Complainant and Respondent Unknown**: 135 (40%)
Complaint Investigations

- Sexual Assault: 22 (50%)
- Retaliation: 5 (11%)
- Partner or Relationship Violence: 5 (12%)
- Other Sex- or Gender-Based Harassment / Discrimination: 7 (16%)
- Stalking: 5 (11%)
- Sexual Exploitation: 0 (0%)

Approximate 50% increase in investigations from 2014-2015
156 Support and Interim Measures

- **Academic** 89 (57%)
- **Housing** 5 (3%)
- **Interim Suspension / Admin. Leave or Adjustment** 11 (7%)
- **No-Contact Directive** 47 (30%)
- **Work** 4 (3%)

Approximate 60% increase in support and interim measures from 2014-2015
21 Case Resolutions

- Administrative Determination of Sanction: 3 (14%)
- Alternative Resolution: 7 (33%)
- Review Panel: 6 (29%)
- University Hearing Board (former process): 1 (5%)
- Sexual Misconduct Hearing Board (former process): 3 (14%)
- Finding of No Responsibility and No Review Panel: 1 (5%)
Program Highlights

- Comprehensive online training for all students and employees

- Examples of other outreach to students and employees:
  - Wellness Resource Center advocacy services to 107 students
  - In-person policy & process overviews, “The Hunting Ground” screening, “It’s On Us” campaign
  - Development of Responsible Employee Resource Card and distribution of 13,000 copies

- Coordination and partnerships:
  - Internal: University Counsel, SVRC, Case Coordination, University Sexual Assault Response Team (SART), Steering Committee
  - External: DoD/Army, Campus Alliance to End Violence, Richmond SART, SCHEV Advisory Committee
Strategic Priorities

- Second Annual Campus Sexual Assault Climate Survey – Fall 2016

- Exploration of resource needs in partnership with Student Affairs
  - New support fund for students in crisis, including Title IX
  - Replacement funding for online training (end of VAWA grant)

- Continued tracking/implementation of Federal Guidance for Transgender Students
  - Development of university administrative work group and Senior LGBTQIA+ Equity Officer position
  - Consideration of similar processes and resources for employees