

18

EIGHTEEN

ACTIONS TO ADDRESS SEXUAL MISCONDUCT

In February 2015, Penn State President Eric Barron endorsed 18 recommendations aimed at fighting sexual assault and misconduct on all Penn State campuses. Here's how the recommendations stack up:



Full-time Title IX position/office

Created a new Office of Sexual Misconduct Prevention and Response (OSMPR), filled position of Title IX coordinator to oversee many of the University's initiatives to prevent sexual assault and misconduct. Three full-time case managers/investigators, an education programming coordinator, and administrative support have been hired to staff the Office. Additional positions are currently being filled.



Comprehensive review

Undertook a comprehensive review of all policies, procedures and programs to look for places to improve. Implementation of updated policies and procedures is ongoing.



Employee training

Implementing mandatory training for all employees so they understand the issues involved in sexual misconduct, the resources available and their reporting responsibilities. In the final stages of design, training was rolled out in Spring 2017.



University-wide climate survey

Administered a University-wide climate survey of students to better understand their experiences and views on sexual misconduct and the resources available. Will repeat survey on regular basis.



Public Call to Action

Held a "Call to Action" to raise awareness about the issues and publicly note the University's commitment to being a leader in addressing sexual assault and sexual misconduct.



Investigative model

Implemented a new investigative model for responding to reports of sexual misconduct. Hired three full-time case managers/investigators in OSMPR to focus specifically on those cases. Efforts to hire additional case management staff are ongoing.



Bystander intervention

Penn State now has a robust bystander intervention training, aimed at teaching students, faculty and staff across the University. "Stand for State" demonstrates to participants how to step in and diffuse potentially problematic situations.



Boost advocacy initiatives

An administrative task force is developing and implementing training for advocates and clinicians who work with victims.



Regular ongoing assessment

Regularly assess the efficacy and efficiency of programs and services.



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Universal hotline

Maintain an online system for anonymous reporting of sexual misconduct. Replaced current sexual assault hotline with a more effective means for receiving reports.



Establish guidelines for cases involving nonparticipation

A Title IX Evaluation Panel has been established to consider victim requests for confidentiality, or nonparticipation in the process after a report is made in accordance with written guidelines.

IN PROGRESS & ONGOING

Specialized training

Require advocates, clinicians and others working directly with victims to receive training on services for male victims, international students, students victimized by same-sex interactions, and students of color. Focused attention to be given to educational prevention programs aimed at particular populations, such as fraternity and sorority members and athletes. Greeks CARE, a voluntary educational program for fraternities and sororities, was implemented. Additional educational programs focused on issues of sexual misconduct are being integrated into a student-athlete welfare program.

Increased release of data

Consider annual or semi-annual release of aggregate data on sexual misconduct, beyond the data included in the annual University Clery Act report.

Resources for all campuses

Allocate resources at all campuses to maintain programs and services that target the issue of sexual misconduct as effective, compliant and relevant.

Analyze restorative justice process

Analyze sanctions for sexual misconduct issued through the student conduct process to determine whether consequences match the offenses, and, if possible, how many of these cases might have benefited from the use of a restorative justice approach.

First-year students

Title IX Office assessed existing programming. Adjustments have been made to the content of online training modules offered to incoming first-year students. In addition, a committee on the well-being of first-year students was convened to assess and explore options for a required course for first-year students that could include an emphasis on issues of alcohol use, positive relationships, and sexual violence.

Agreements with local law enforcement

Pursue memorandums of understanding with external police departments serving campuses and consider MOUs with sexual assault service providers.

More proactive partnerships

The University's Coalition to Address Relationship and Sexual Violence (CARSV) has been reconstituted to serve in an official advisory capacity to the University's Title IX Coordinator. CARSV's membership consists of key stakeholders in the University's efforts to address issues of sexual and/or gender-based harassment and misconduct in its community, including representation from local victim advocacy organizations.

