

JOINT PRESIDENT/SENATE SEXUAL ASSAULT PREVENTION TASK FORCE


University Senate Presentation

February 9, 2017

3:15 – 5:00 p.m., Prince George's Room, Stamp Student Union




TASK FORCE ACTIVITIES

- ▶ Convened mid-October 2016
 - ▶ Consulted with representatives from current UMD programs
 - ▶ Held campus-wide open forum and graduate student forum
 - ▶ Researched peer and other Big 10 institution best practices
 - ▶ In the process of forming recommendations
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CURRENT UMD PROGRAMMING


- ▶ Required Online Compliance Training customized for each constituency (all faculty, staff, and students) by OCRSM
- ▶ Summer Orientation - focused on safety and presented by Chief Mitchell/Public Safety
- ▶ UNIV 100 - CARE/Health Center Peer Educators facilitate in-person presentations on Step Up bystander intervention training

CURRENT UMD PROGRAMMING

- ▶ OCRSM/CARE - provide in-person training upon request
 - ▶ Greek Life
 - ▶ Ten Man Plan & Ten Woman Plan - 10-week program focused on organizational change and utilizes bystander intervention
 - ▶ Mandatory 8 workshop requirements for chapters including one on sexual assault prevention programs.
 - ▶ Additional requirement for sexual assault prevention programming to participate in Homecoming/Greek Week activities
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CURRENT UMD PROGRAMMING

▶ Athletics


- ▶ Rotating semester training requirement for all athletes and athletics staff, which includes sexual assault prevention and alcohol prevention
 - ▶ Terp 101 for first year student-athletes – weekly seminar that includes sexual assault prevention
 - ▶ Additional programming throughout the year
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CURRENT UMD PROGRAMMING

- ▶ Rule of Thumb - public awareness campaign to raise awareness, promote available resources, and promote bystander intervention tips related to sexual assault for faculty, staff, and students
- ▶ Required SEES Undergraduate Student Climate Survey conducted by OCRSM




TASK FORCE FINDINGS: BEST PRACTICES AT PEER/BIG 10 INSTITUTIONS

- ▶ Combination of on-line and person-to-person training for students that is sequenced and compounding in content
 - ▶ Student training addresses policies, reporting procedures, campus resources, consent, risk reduction, bystander intervention, decision making, communication, healthy relationships, role of alcohol
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TASK FORCE FINDINGS: BEST PRACTICES AT PEER/BIG 10 INSTITUTIONS

- ▶ Place prevention training establishing an overall context for wellness or healthy relationships
- ▶ Provide targeted training for high-risk groups such as greek-life and student-athletes and unique-need groups such as international students, graduate students, and LGBTQ community

TASK FORCE FINDINGS: BEST PRACTICES AT PEER/BIG 10 INSTITUTIONS

- ▶ Establish accountability for completion of training through registration blocks
 - ▶ Assess the impact of training through outcome-based assessment of individual training activities, and climate assessment that measures attitudes, awareness, and behavior change
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TASK FORCE FINDINGS: BEST PRACTICES AT PEER/BIG 10 INSTITUTIONS

- ▶ Utilize a communication and awareness strategy that has multiple elements
 - ▶ Overarching context that creates consistent messaging by all parties including campus agencies and leadership
 - ▶ Centralized website that incorporates communications campaign message, links to policies and procedures, campus resource information, reporting link, program and event calendars, campus stakeholders and collaborator links
 - ▶ Social media, publications, emails, poster campaigns

TASK FORCE FINDINGS: BEST PRACTICES AT PEER/BIG 10 INSTITUTIONS

- ▶ Establish campus wide, cross-divisional group or collaborative team that orchestrates messaging, awareness campaigns, prevention training and programs, evaluates activities using ongoing assessment
- ▶ Incorporate faculty and academic units in awareness and resource information distribution, some integrating a sexual assault prevention element into their course curricula, and others creating actual course offerings on sexual misconduct prevention



DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Retain the online compliance training requirements:
 - ▶ First-year and transfer undergraduate students: Sexual Misconduct and Alcohol.edu
 - ▶ Graduate students (unique to their needs)
 - ▶ Faculty & Staff
- ▶ Retain the Chief's Safety talk during Summer Orientation with some modifications


DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Require first-year and transfer students to complete one face-to-face training session during their first year enforced by registration blocks (through UNIV and other sessions)
- ▶ Require all University-recognized student groups (student organizations & club sports) to provide and complete sexual assault prevention programs

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Create a combination of on-line prevention tutorials, and a variety of other qualifying programs, events, or face-to-face training options that would enable students to complete required prevention activities in their second and third years

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Specific training aimed at the unique needs of graduate students
 - ▶ Improve the consistency of information and training available to graduate students
 - ▶ Retain current prevention requirements for greek-life and student-athletes
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DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Build evaluation strategies that utilize outcome assessments of specific training activities and programs, and use awareness, attitude and behavior data on the SEES climate assessment to evaluate longer term success

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Create a communications strategy that:
 - ▶ Enables consistent messaging across awareness campaigns, media and social media messaging, publications, prevention training, prevention programs, resources for faculty and staff, and statements by campus leadership
 - ▶ Incorporates existing campaigns (Rule of Thumb)
 - ▶ Creates a context of an affirmative, gain oriented theme (healthy relationships, wellness) into which prevention programs and training fit.

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Collect data on a continuous basis on how students utilize social media, university communication, and information sources in order to refine communications strategies

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Build a central website/hub that includes:
 - ▶ Policies and procedures
 - ▶ Resources
 - ▶ Reporting links
 - ▶ Prevention training
 - ▶ Program/event calendars
 - ▶ Campaign messages and themes
 - ▶ Campus collaborators and stakeholders
 - ▶ Links to online training modules
 - ▶ Toolkits and publicity links that enable student-driven prevention programming

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Establish and charge an ongoing cross-divisional, campus-wide Collaborative Campus Planning Team with carrying out the coordination and provision of all prevention training, awareness programming, campaign messaging, and evaluation/assessment

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ College Action Plans to be developed by Deans to find ways that Colleges can ensure that information and resources are available to all members of the college, publicity of programming events, and posting of communication materials to help contribute to the University's goals

DEVELOPING DIRECTIONS FOR TASK FORCE RECOMMENDATIONS

- ▶ Progress reports on the implementation of the approved recommendations should be shared with the University community
- ▶ Phased Approach to Programming Implementation



OPEN DISCUSSION



NEXT STEPS

- ▶ The Task Force plans to complete its work in time to provide a final report and its recommendations to the Senate in April.
- ▶ We encourage members of the campus community to continue to engage with the Task Force via the feedback form on the website <http://go.umd.edu/saptf>.

FAQS FOR RESPONDING TO SEXUAL MISCONDUCT ISSUES AT UMD

Where do I go if I'm not sure if I want to formally report an incident, but I need some support and want to understand my options?

The University of Maryland has multiple resources for faculty, staff, undergraduate students, and graduate students who are victims of sexual assault or sexual misconduct, including offices and individuals who have a professional or legal obligation to keep communications confidential. The following campus offices provide support and can help someone review all their options in a confidential setting:

- Campus Advocates Respond and Educate (CARE) to Stop Violence
 - Phone (University Health Center Office): 301-314-2222; Phone (24/7 Help Line [call/text]): 301-741-3442; Website: www.health.umd.edu/care
 - CARE provides free and confidential resources to any member of the campus community impacted by sexual misconduct. CARE provides counseling using trauma-informed care principles, a 24-hour crisis line, and can provide other assistance to those impacted by sexual misconduct.
- Faculty Staff Assistance Program (FSAP)
 - Phone: 301-314-8170 or 301-314-8099 Website: <http://www.health.umd.edu/fsap>
 - FSAP provides free and confidential support to all faculty and staff (and their family members) on a range of issues, including sexual misconduct.
 - Services include short-term counseling services provided through FSAP (generally used for 3 sessions, but can support up to 10 sessions of counseling). Provides referrals for long-term counseling needs.
- University Counseling Center
 - Phone: 301-314-7651 Website: www.counseling.umd.edu
 - The Counseling Center provides comprehensive psychological and counseling services to students and others in the University community. The Center is staffed by counseling and clinical psychologists.
- University Health Center, Mental Health Service
 - Phone: 301-314-8106 Website: <http://www.health.umd.edu/mentalhealth/services>

- The Mental Health Service in the Health Center offers short-term psychotherapy, medication evaluations, crisis intervention, group psychotherapy, and more. The service is staffed by psychiatrists and licensed clinical social workers.
- Campus Chaplains
 - Website: http://thestamp.umd.edu/memorial_chapel/chaplains
 - Campus chaplains represent 14 faith communities, working to serve the spiritual needs of the community. Campus Chaplains will meet with any member of the campus community, regardless of faith background.

Where do I go if I want to file a complaint of sexual misconduct or begin an investigation process?

The University's formal sexual misconduct complaint process can involve multiple offices and organizations on campus, but it typically begins with the Office of Civil Rights & Sexual Misconduct. A formal report of sexual misconduct may be made to any of the following offices at any time:

- Office of Civil Rights & Sexual Misconduct (OCRSM)
 - Phone: 301-405-1142 Website: <http://www.umd.edu/ocrsm/about/>
 - Responsibilities: Oversees and implements University compliance with Title IX and civil rights laws and regulations, serves as the main point of contact for non-confidential reporting of sexual misconduct, is responsible for adjudicating sexual misconduct complaints through formal grievance procedures, monitors outcomes and patterns related to sexual misconduct, assesses effect of sexual misconduct on campus climate.
- Office of Student Conduct (OSC)
 - Phone: 301-314-8204 Website: <http://www.studentconduct.umd.edu>
 - Assists the OCRSM in addressing and resolving complaints of sexual misconduct involving students. The OSC can provide assistance to students who wish to report incidents of sexual misconduct.
- Office of Rights and Responsibilities (R&R), Department of Resident Life
 - Phone: 301-314-7598 Website: www.reslife.umd.edu/rights
 - Administers the process for all policy violations that occur in residence halls and can provide assistance to students who wish to report incidents of sexual misconduct.

- Two staff members in R&R are devoted to conduct issues, including sexual misconduct. Staff are appropriately trained on Title IX issues.
- University of Maryland Police / Department of Public Safety
 - Phone: 301-405-3555 Website: <http://www.umpd.umd.edu/>
 - Partners with OCRSM and CARE to assist in resolution of sexual misconduct reports, and assists University community members with notifying law enforcement authorities in other jurisdictions, as appropriate and necessary.

What services does the University provide to those who have experienced sexual misconduct?

Through the work of various offices on campus, the University provides many services to those who have experienced sexual misconduct. In the immediate response to an incident, CARE provides a 24/7 Crisis Cell line and can help students get to a hospital or get to other resources that are immediately needed. The University Health Center has a Victim Assistance Fund to provide financial support for victims of violence in the community, to aid with medical care, relocation costs, and other expenses associated with victimization. CARE staff can accompany individuals when they are seen at the hospital or ensure that a patient advocate at the hospital is present, and helps victims understand the processes and options they face immediately after an incident.

The University continues to support those impacted by sexual misconduct after the immediate response to an incident is completed. The University offers support through CARE, the Counseling Center, and the Mental Health Service in the Health Center. The University can also provide other forms of assistance, whether that be facilitating communications with faculty to notify them that a student is having difficulty focusing on coursework, or helping a student change classes or change on-campus housing arrangements as needed.

To get connected to resources and support, please contact CARE or the Counseling Center.

Where can I find the University's sexual misconduct policies and procedures?

The University's Sexual Misconduct Policy & Procedures can be found at:
<https://www.president.umd.edu/administration/policies/section-vi-general-administration/vi-160a-0>

Am I required to report incidents of sexual misconduct that I become aware of in the course of my work or study at the University?

At the University of Maryland, only those who are “Responsible University Employees” (RUEs) are required to report incidents they become aware of to the OCRSM. A Responsible University Employee is defined in University policy as any University administrator, supervisors (in a non-confidential role), faculty members, teaching assistants, academic advisors, campus police, coaches, athletic trainers, resident assistants, and non-confidential first responders. If you are an RUE, you need to immediately inform the person who disclosed the incident that you are not a confidential resource and that you have an obligation to notify the OCRSM of the disclosure immediately. It is recommended that you refer the person to CARE as the confidential resource on campus for those who experience sexual misconduct.

Information for UMD faculty, teaching assistants, and academic advisors on their reporting obligations can be found at:

http://www.umd.edu/ocrsm/files/Faculty_Reporting_Obligations_July2016.pdf

Information for UMD staff in supervisory roles on their reporting obligations can be found at: http://www.umd.edu/ocrsm/files/RUE_Reporting_Obligations_July_2016.pdf

If I am a graduate student who is also a Teaching Assistant, am I required to report disclosures of sexual misconduct that are made to me?

Your obligation to report depends on the situation in which the disclosure is made. If a fellow graduate student discloses an incident to you, you are not required to report it. If an undergraduate student comes to you as their TA and discloses an incident, or if an incident is disclosed in a setting in which you are acting as the TA, you are required to report the disclosure to the Title IX Officer as a Responsible University Employee.

Are members of the University community required to take any training on sexual misconduct issues?

All UMD students, staff, and faculty are required to complete online compliance training as one step towards creating an environment free from sexual misconduct and other forms of discrimination. Trainings include information on University policy and procedures, definitions of sexual misconduct, how to report sexual misconduct and/or discrimination of other forms, and other key information. Undergraduate students and graduate students are required to take the training prior to coming to the University, and

the trainings include information and scenarios unique to the student experience. Faculty and staff are required to take the training shortly after joining the University, and have training requirements to be completed every year (sexual misconduct training is provided every other year, and training on other forms of discrimination is offered every other year).

How can my department or my students learn more about issues related to sexual assault and sexual misconduct?

Many University groups offer presentations or information by request on a wide range of topics related to sexual misconduct. CARE peer educators facilitate in-person presentations, including Step Up bystander intervention training and individual presentations targeted at specific groups, such as faculty, staff, and student organizations. The UMPD provides presentations at summer orientations for new students, and meets with groups by request to have conversations about how to navigate high-risk situations or to provide information on specific safety topics. The University Student Judiciary, overseen by the Office of Student Conduct, does presentations by request for student groups and classes on issues related to misconduct, including academic misconduct and sexual misconduct, and presents basic information about the University's policy and key definitions, such as consent.



University Senate CHARGE

Date:	September 20, 2016
To:	Steve Petkas Chair, Joint President/Senate Sexual Assault Prevention Task Force
From:	Wallace D. Loh <i>Wallace D. Loh</i> President Jordan A. Goodman <i>J.A. Goodman</i> Chair, University Senate
Subject:	Sexual Assault Prevention at the University of Maryland
Senate Document #:	16-17-11
Deadline:	March 31, 2017

President Loh and the Senate Executive Committee (SEC) request that the Joint President/Senate Sexual Assault Prevention Task Force consider the creation of a comprehensive plan for sexual assault prevention and determine whether and how such a plan could be implemented at the University of Maryland, keeping in mind the need for recommendations that can realistically be implemented, to comport with prevailing best practices. The University currently administers a variety of educational programs related to sexual assault and bystander intervention but does not have a coordinated comprehensive sexual assault prevention plan for the University.

Specifically, we ask that you:

1. Consult with representatives of the Office of Civil Rights and Sexual Misconduct (OCRSM), the University Health Center's CARE (Campus Advocates Respond and Educate) to Stop Violence program, the Office of Student Conduct (OSC), and the Office of Rights and Responsibilities in the Department of Resident Life, the Department of Fraternity and Sorority Life, the Department of Athletics, and other relevant units on current and potential programs and plans related to sexual assault educational programming and bystander intervention at the University.
2. Review advice and considerations from the White House Task Force to Protect Students from Sexual Assault (<https://www.notalone.gov/>), as well as the Sexual Violence Prevention Strategies (e.g., programs deemed "Effective" and "Promising") from the Centers for Disease Control and Prevention (CDC) (<http://www.cdc.gov/violenceprevention/sexualviolence/prevention.html>).

3. Review and assess information compiled by University legal consultants Pepper Hamilton in 2013, specifically the information gathered and their resulting recommendations regarding sexual assault prevention, education and training at the University.
4. Review and assess programs and models at our peer institutions for the prevention of sexual assault, including any programs that recognize the correlation between sexual assault and high risk drinking.
5. Collect input from other University constituents as necessary.
6. Consult with representatives from the Student Government Association's (SGA) Committee on Sexual Misconduct Prevention.
7. Determine the elements needed for a comprehensive sexual assault prevention plan (e.g., training programs, educational campaigns, targeted and centralized communication efforts, etc.) and assess the frequency, limitations, and scope of any existing elements at the University.
8. Consider how a comprehensive sexual assault prevention plan for the University should be designed based on best practices at other universities and our specific needs and goals.
9. Consider how a comprehensive sexual assault prevention plan, including training, could be evaluated for effectiveness.
10. Provide ways to seek input from, and to engage and educate, the larger campus community, through a town hall or open forum.
11. Consult with the University's Office of General Counsel on any proposed recommendations.
12. If appropriate, make recommendations for a comprehensive plan for the prevention of sexual assault at the University.

We ask that you submit your report and recommendations to the Senate and the President's Offices no later than March 31, 2017. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.