



Addressing Sexual Assault and Misconduct on Campus

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Campus sexual assault landscape

What we are talking about today

- Sexual harassment
- Intimate partner violence
- Stalking
- Sexual assault

**Sexual assault includes both penetration and sexual touching without consent and/or by force or incapacitation.*

Sexual misconduct includes sexual harassment, intimate partner violence, and stalking.

Available data

- AAU survey
(2015, re-launch February 2019)
- McBEE survey
- Title IX reports

What is UW-Madison doing to combat sexual violence?

- Mandatory primary prevention for incoming students
 - Online programs
 - U Got This!
 - Violence Prevention for Graduate and Professional Students
 - In-person workshops with peers
 - GetWise
- Mandatory employee training
- Provost's Advisory Group on Sexual Assault and Misconduct (PAGSAM)



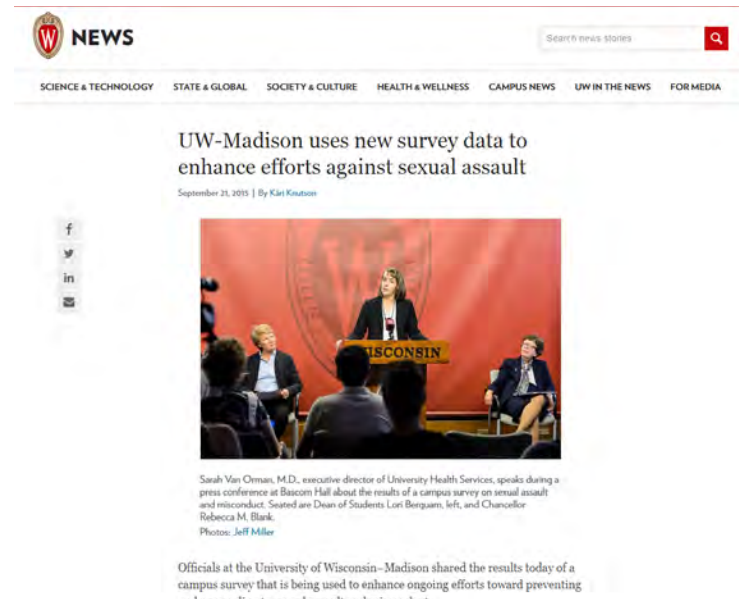


2015 AAU Results and Findings



Sexual assault and misconduct affects students of all genders and sexual orientations

- More than one in four (27.6 percent) undergraduate female students reported experiencing nonconsensual penetration or sexual touching.
- Perpetrators were overwhelmingly identified as fellow students who are male, often a friend or acquaintance.



Alcohol is a common factor in sexual assault

Female students who experienced nonconsensual penetration by force indicated that the offender was drinking alcohol **76.1%** of the time.



"The results of the study are a call to students to become more engaged in conversations about sexual assault," said student and task force member Valyncia Raphael.

Alcohol-facilitated sexual assault

- Alcohol **does not** cause sexual assault
- At UW-Madison, **76.1%** of sexual assaults involve alcohol use by the perpetrator, victim, or both
- Alcohol is the most common “date rape” drug on campus



Sexual assault and misconduct often go unreported

“Sexual assault concerns me deeply, not just as the leader of this university, but as the mother of a college sophomore.”

— Rebecca Blank

Of students who experienced penetration by force, **26.1%** reported the incident

Knowledge of resources

- UW–Madison undergraduates report **greater knowledge** about sexual assault and awareness of campus resources **than the national average**
- This may suggest our required first-year prevention programs have an impact
- Graduate and professional students, both at UW–Madison and nationally, report less knowledge
- UW–Madison undergraduates report largely positive attitudes about campus resources and response
- More than 70% of students at UW–Madison think campus officials would take a report of sexual misconduct or sexual assault seriously
- There are opportunities for improvement

What did UW-Madison do with the findings?

- Developed 12 recommendations
- Additional Prevention & Education
 - Increase targeted prevention efforts and bystander training for incoming students and all students living in university housing.
 - Provide and require sexual assault and misconduct for all incoming graduate and professional students
 - Created one FTE to address graduate and professional students
- Survivor Support & Victim Advocacy
 - Expanded Survivor Services by two FTE
 - Added survivor groups and drop-in hours
- Accountability

Accomplishments since 2015

2016

- Created the Provost's Advisory Group on Sexual Assault and Misconduct (PAGSAM)
- Created full-time Title IX Coordinator position within the Office of Compliance
- Expanded Survivor Services
- Structurally reorganized Dean of Students
- Launched in-person training requirement for incoming students

2017

- Developed and launched mandatory training for all employees
- UWPD launched its "Start by Believing campaign"
- U Got This! deployed
- Focused training for FSL leaders
- Finalized UW-Madison Sexual Harassment and Sexual Violence policy
- Re-established Sexual Assault and Dating Violence Coordinating Council

2018

- Passed UW-Madison employee consensual relationships policy
- Developed and launched Title IX responsible employee training
- Hired two additional Title IX investigators
- UWPD “Be that Badger” campaign



2019 AAU survey



- 33 colleges and universities participating
- 75-80% of the survey will remain the same as in 2015
- More inclusive language around gender identity and expression, and ability
- Local results available fall 2019
- All participating university results available spring 2020

How can I help reduce sexual violence at UW-Madison?

- Support survivors
 - Listen
 - Support
 - Resources
- Sign up to become an Act Wise facilitator
- Understand your role as a responsible employee



Campus and community resources

Confidential victim advocacy

A comprehensive list of options for violence prevention and campus and in the community can be found at uhs.wisc.edu/violenceprevention/.

University Health Services

Violence Prevention
uhs.wisc.edu/violenceprevention

Survivor Services
uhs.wisc.edu/survivor

Rape Crisis Center
danecountyrc.org

Domestic Abuse Intervention Services
abuseintervention.org

Reporting

Students may report to the following campus offices and/or law enforcement agencies. A report to a campus office other than UWPD will not automatically result in a report to law enforcement unless requested.

Dean of Students Office
students.wisc.edu/doso/

Office for Equity and Diversity
oed.wisc.edu

Title IX Coordinator
lauren.hasselbacher@wisc.edu

UW–Madison Police Department
uwpd.wisc.edu

Madison Police Department
cityofmadison.com/police/



UW-Madison Response to Sexual Harassment and Sexual Violence

What happens when a Title IX allegation is reported?

- Complainant receives an outreach email from the Title IX Program
- Provide information about Rights & Resources
- That's it! (almost always)

Victim/Complainants Have Options:

- **Confidential Support Resources**

- UHS Survivor Services
- Rape Crisis Center
- Employee Assistance Office

- **Protective Measures**

- No Contact Directives
- Exclusions
- Housing & Classroom changes

- **Accommodations & Assistance**

- Academic Accommodations
- Housing Accommodations
- Transportation Assistance
- International Student Assistance

- **Reporting & Response Options**

- Alternative Resolution
- Formal Investigation

Alternative/Informal Resolution

- Title IX Coordinator meets with Respondent
- Reviews allegations
 - Respondent can respond, but not required to do so
- Review Sexual Harassment and Sexual Violence Policy
- Follows up with supervisor or advisor when appropriate
- No Factual Findings
- Record kept of meeting
- Many different versions/options, depending on circumstances

Formal Investigation

- UW-Madison Policy on Sexual Harassment & Sexual Violence Policy
 - Same Misconduct prohibited
 - Student or employee: Slightly different disciplinary process
- Investigation:
 - Notice of Investigation
 - Prompt, fair and impartial
 - Conducted by trained professional
 - Equal rights to participate
 - Advisor
 - Provide relevant information, including witnesses
- University imposed sanctions



When to Report

Report from a student:

- After class, Alex comes to you and says that they need an extension on a midterm paper that is due tomorrow. The paper was assigned weeks prior, and you are hesitant to make exceptions for any students. When you press Alex as to why they need the extension, Alex tells you that they've had a really tough week and that their partner was arrested a few nights prior for domestic violence against Alex. Alex tells you they have been busy all week with the police and otherwise has not been able to concentrate.
- What do you tell Alex?
- Do you grant the extension?
- From where would you get advice on campus?
- What do you have to report?

Listen & Support

Research shows that survivors who have someone who believes and supports them experience fewer emotional and physical health problems than survivors who do not.

- Thank you for telling me.
- This sounds really difficult.
- Let me know what I can do to be helpful.
- Do you know what you want to do next

Refer & Report

- As employees of the University of Wisconsin, you have an obligation to report receive a first-hand report of a sexual assault from an enrolled UW-Madison student to the Dean of Students Office.
 - Statistical report, does not include identifying information
 - Report can also be made to Title IX Program
- Title IX Responsible Employees have additional obligations to report any alleged violations of the SH/SV Policy, including allegations of sexual harassment, sexual assault, dating/domestic violence and stalking.
 - Includes identifying information
- All misconduct can be reported through the [Campus Incident Reporting Form](#).

Benefit of Reporting:

- Complainant will receive written copy of victim's rights and a list of confidential resources (on and off campus).
- Complainant will be made aware of protective measures available.
- Complainant can learn about campus response options (including formal investigation and informal resolution).
- Report will be counted in campus statistics, providing us better understanding of campus climate.

Complainants may not want you to report:

- May be concerned about safety.
- May want to learn about options before revealing identifying information.
- May be concerned about retaliation.

Explain reporting process and what happens if you inform the Title IX Coordinator:

- Email outreach with resources and information
- That's it! (some exceptions)

Still no?

- If you are not otherwise required to report, let them know you would like to get them resources. You contact the Title IX Program, and then send outreach email on our behalf.

Title IX Responsible Employees

- Chancellor, Provost, Vice Chancellors, Vice Provosts, Deans and all other Limited Appointees, including Directors; Department Chairs; Human Resources Representatives;
- Academic Department Administrators (Employees who lead a variety of administrative duties (fiscal, purchasing, human resources, etc.) in an academic department or research center. This role typically includes advising students and/or supervising student employees.)
- Head and Assistant Coaches of intercollegiate athletic teams;
- Intercollegiate Athletic Department Directors (including executive, associate and assistant directors);
- Police Department Staff;
- Various Housing Staff;
- Student Services Staff (Employees whose duties require them to have regular or daily contact with students. This includes employees who are responsible for directly providing services to undergraduate and graduate students and to student organizations unless designated as a confidential resource.);
- Title IX Coordinator and Deputy Title IX Coordinators; University Complaint Investigators; Hearing Officers, Hearing Panel Members and Disciplinary Decision Makers; Officers responsible for hearing appeals in cases involving allegations of sexual harassment and sexual violence.

Title IX Responsible Employee

- Title IX Responsible Employees have a duty to report to the Title IX Coordinator any information they receive that suggests a violation of this policy has occurred or is occurring.
- They are not allowed to keep information reported to them suggesting such a violation has occurred or is occurring confidential.
- These employees are required to:
 1. Be familiar with the definitions of sexual harassment and sexual violence;
 2. Be familiar with this and other related policies;
 3. Be familiar with confidential and other resources on campus and in the community to which to refer a reporting individual;
 4. Be familiar with the duty to report information they receive about potential acts of sexual harassment or sexual violence to the Title IX Coordinator and be prepared to explain this duty to anyone who is considering reporting such information to them.

Resources:

- Confidential On-Campus Support Services:
 - Employee Assistance Office
 - Ombuds Office
 - UHS Mental Health Services & Survivor Services
- Reporting Offices:
 - Office of Workforce Relations/Human resources
 - Dean of Students Office
 - Title IX Coordinator



Thank you

