Sally Ronald, Title IX Investigator & Education Specialist
Office of Student Welfare & Title IX
sronald@iu.edu

Leslie Fasone, Assistant Dean for Women’s and Gender Affairs
Dean of Students Office
lfasone@indiana.edu
Overview

1) Student Welfare Initiative
2) Sexual Violence Trends and Prevalence
3) Education and Prevention Efforts
4) Responding to Sexual Misconduct
The Student Welfare Initiative

- Spring 2014 Board of Trustees statement regarding the University’s commitment to addressing sexual assault and similar crimes
- Coordinate response and prevention across the entire University
- Includes:
  - Student Welfare Executive Council
  - Student Welfare Prevention and Compliance Committee
  - Senior Student Affairs Officers Council
  - Student Welfare Research Roundtable
IU Definition of Consent

- **Consent is expressed** through affirmative, voluntary words or actions mutually understandable to all parties involved.
- **Consent is given** for a specific sexual act at a specific time and can be withdrawn at any time.
- **Consent cannot be coerced** or compelled by duress, threat, or force.
- **Consent cannot be given** by someone who, for any reason, *cannot understand the facts, nature, extent, or implications of the sexual situation* occurring, including, but not limited to, those who are under the legal age of consent, asleep, unconscious, or mentally or physically impaired through the effects of drugs or alcohol.
- **Consent cannot be assumed** based on silence, the absence of “no” or “stop”, the existence of a prior or current relationship, or prior sexual activity.
Sexual Misconduct Definitions

Sex & Gender Based Discrimination
Sexual Harassment
Sexual Violence (includes rape & sexual assault)
Dating Violence & Domestic Violence
Sexual Exploitation
Stalking

= “Sexual Misconduct”

Full definitions can be found in the Sexual Misconduct Policy and on StopSexualViolence.iu.edu
IUB Community Attitudes and Experiences with Sexual Assault Survey

1. Sexual Misconduct Experiences
2. Student Attitudes, Beliefs, Understanding of Consent and Educational Experiences
3. Student Engagement in Prevention Efforts
Survey Distribution

- Sent to 41,768 IU Students in Nov. 2014
- # Responded = 9,648 (23%)
- Data used for analysis: 7,132 students (Represented 17% of the student population)
## Breakdown of Participants

<table>
<thead>
<tr>
<th>RESPONSES</th>
<th>NUMBER OF PARTICIPANTS</th>
<th>PERCENTAGE OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Students</td>
<td>5,130</td>
<td>71.9%</td>
</tr>
<tr>
<td>Undergraduate Women</td>
<td>3,273</td>
<td>63.8%</td>
</tr>
<tr>
<td>Undergraduate Men</td>
<td>1,857</td>
<td>36.2%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>2,002</td>
<td>28.1%</td>
</tr>
<tr>
<td>Graduate Women</td>
<td>1,152</td>
<td>57.5%</td>
</tr>
<tr>
<td>Graduate Men</td>
<td>850</td>
<td>42.5%</td>
</tr>
</tbody>
</table>

*Students who identified as transgender were less than 2% of the population.*
Percentage of Undergraduate Students Who Have Experienced Sexual Misconduct Since Coming to IU by Gender

- Nonconsensual sexual touching: Men (8%), Women (29%)
- Nonconsensual attempted sexual penetration: Men (2%), Women (15%)
- Nonconsensual sexual penetration: Men (2%), Women (10%)
- Attempted or completed sexual penetration: Men (2%), Women (17%)
- Stalking: Men (3%), Women (9%)
- Domestic violence: Men (2%), Women (1%)
- Dating violence: Men (3%), Women (5%)
- Sexual harassment: Men (7%), Women (34%)
### Percentage of Undergraduate Women (n=3,273) who Have Experienced Sexual Misconduct Experiences Before and Since Coming to IU

<table>
<thead>
<tr>
<th>Experience Type</th>
<th>Before IU</th>
<th>Since IU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonconsensual sexual touching</td>
<td>29</td>
<td>29</td>
</tr>
<tr>
<td>Nonconsensual attempted sexual penetration</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>Nonconsensual sexual penetration</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Attempted or completed sexual penetration</td>
<td>16</td>
<td>17</td>
</tr>
<tr>
<td>Stalking</td>
<td>16</td>
<td>9</td>
</tr>
<tr>
<td>Domestic violence</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Dating violence</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>35</td>
<td>34</td>
</tr>
</tbody>
</table>
Percentage of Graduate Students Who Have Experienced Sexual Misconduct Since Coming to IU by Gender

- Men (n=850)
- Women (n=1,152)

- Nonconsensual sexual touching
  - Men: 5
  - Women: 13

- Nonconsensual attempted sexual penetration
  - Men: 1
  - Women: 5

- Nonconsensual sexual penetration
  - Men: 1
  - Women: 4

- Attempted or completed sexual penetration
  - Men: 6
  - Women: 8

- Stalking
  - Men: 3
  - Women: 2

- Domestic violence
  - Men: 2
  - Women: 1

- Dating violence
  - Men: 3
  - Women: 3

- Sexual harassment
  - Men: 5
  - Women: 28
Percentage of Graduate Women (n=1,152) Who Have Experienced Sexual Misconduct Before and Since Coming to IU

- Nonconsensual sexual touching: 45% Before IU, 13% Since IU
- Nonconsensual attempted sexual penetration: 19% Before IU, 5% Since IU
- Nonconsensual sexual penetration: 14% Before IU, 4% Since IU
- Attempted or completed sexual penetration: 21% Before IU, 6% Since IU
- Stalking: 22% Before IU, 8% Since IU
- Domestic violence: 6% Before IU, 1% Since IU
- Dating violence: 12% Before IU, 3% Since IU
- Sexual harassment: 51% Before IU, 28% Since IU
Sexual Misconduct Experiences

About the Incident

– Two-thirds of incidents are by someone that the victim knows (friend, acquaintance, boyfriend/girlfriend, etc.)

– Role of Alcohol and Drugs:
  • Consumption of alcohol by the victim and assailant was between 60% and 83% (slightly higher than national statistics).
About the Incident

– Location of the incident

  • Undergraduate women:
    – About 50% of incidents occurred off-campus.
    – About 23% occurred in fraternity/sorority house or event.
    – About 23% occurred on campus in a residence hall or other location (outside).

  • Graduate men and women:
    – The majority of incidents took place at an off-campus residence or event, or at a bar/restaurant.
Participants Who Reported the Incident:

- About 86% of participants said that they did NOT report the incident to someone at IU.
- Most common reasons students did NOT tell anyone about their experience:
  - They didn’t think what happened was “serious enough” to disclose to others.
  - They wanted to deal with it on their own.
  - They wanted to forget what happened.
Sexual Misconduct Experiences

Social Support and Help Seeking

- About 85% of students told someone about their experience.
- Students were more likely to have told a friend, roommate or romantic partner
- Less than 1 in 10 told a campus official, administrator, faculty, professor or RA.
Attitudes and Beliefs about IU

- Generally positive experiences at IU
- High rates of feeling valued in the classroom
- Majority of students feel that IU staff, faculty and administrators care about their wellbeing
- Feel close and connected with other at IU
- Majority think the university would take a sexual misconduct report seriously
Student Engagement in Prevention Efforts

Bystanders Intervention

– Since coming to IU:
  • One-third of UG’s and one-fourth of Grads reported that another student told them that they have experienced a sexual assault.
  • One-third of UG’s and one-fifth of Grads observed a situation that could have led to assault.
Next Steps for Prevention Efforts

- Using data to inform themes and trends among target groups of students (such as underrepresented students, fraternity/sorority members, international students and graduate students)
- Survey review committee will examine the data and identify additional information needed to inform efforts
- Data collected about programs, experiences and attitudes is helping to guide prevention efforts such as education, messaging and outreach
- Enhancing bystander engagement prevention programs and initiatives
- Developing a sexual assault prevention campaign
Collaborating and Working with Student Groups and Initiatives

- Culture of Care student-led organization
- Step UP! IU bystander engagement trainings (care.Indiana.edu)
- Collaboration with academic departments, Office of International Services, Athletics, and other departments across campus.
- Student involvement through student sexual violence prevention task force, MARS, Safe Sisters, Culture of Care and other student organizations
Sexual Violence Information & Resources

Crisis Support:
- Call 9-1-1 for immediate legal assistance
- Sexual Assault Crisis Services 24-hour Line: 812-855-8900

Medical Assistance (free confidential sexual assault exams):
- IU Health Center’s Walk-in Clinic (8 a.m. to 3 p.m. M-F): 812-855-7688
- IU Health Bloomington Hospital (24 hours a day) 601 W. 2nd St.: 812-353-5015

Counseling Support:
- Sexual Assault Crisis Services – free individual and group counseling: 812-855-5711 to schedule an appointment

Information about resources, support and how to file a complaint:
- Student Advocates Office: email readvo@indiana.edu, call 812-855-0761 or visit Eigenmann Hall West 229.

File a Report:
- IUPD: 9-1-1 or 812-855-4111
- Office of Student Ethics: 812-855-5719

STOPSEXUALVIOLENCE.IU.EDU
When the University *knows or reasonably should know* about acts or potential acts of sexual misconduct, it must take *immediate and appropriate steps* to investigate or otherwise determine what occurred…
There are specific Confidential Employees on each campus that someone requesting complete anonymity can be referred.

The University’s confidential employees include, but are not limited to:

- Licensed, professional mental health counselors working in that capacity;
- Health care professionals and staff located in on-campus health care centers; and
- Any staff or specialists specifically designated as non-professional sexual assault advocates.
How Does the University Respond to Reports of Student Sexual Misconduct?

Information regarding an incident of sexual misconduct may be reported to:

- Title IX Coordinator/Deputy Title IX
- Student Affairs Offices
- Responsible Employee
- IUPD

Confidential Employees: no reporting obligations

Next Steps
All incidents of Sexual Misconduct are reported to the Deputy Title IX Coordinator for the respective campus, as well as the University Title IX Coordinator. Title IX Officials coordinate directly with campus Student Affairs and/or Human Resources to take the following actions:

- Determine whether Complainant wants to move forward with investigation
  - Yes
  - No
  - No

If Complainant does not wish to move forward with an investigation, the University must determine the following: Can a safe environment for the entire University community be maintained without an investigation?

- Yes
- No

Provide any necessary remedial measures and notify the Complainant that the University’s abilities to address the complaint will be limited without an investigation

Required Actions: ________
Options: ___________

Email titleIX@iu.edu with any questions.
Responsible Employees are any employees who:

- Have authority to take action to redress sexual
- Have been given duty to report incidents of misconduct, or
- Whom students could reasonably believe has this authority or duty
At IU, Responsible Employees include, but are not limited to:

- All instructors, including full-time professors, adjuncts, lecturers, AIs, and any others who offer classroom instruction or office hours to students;
- All advisors;
- All coaches, trainers, and other athletic staff that interact directly with students;
- All student affairs administrators;
- All residential hall staff;
- Employees who work in offices that interface with students; and
- All supervisors and university officials.
Remember, if there is an emergency, or a serious and continuing threat to anyone, call 911 or the police immediately.

- When a Responsible Employee is made aware of sexual misconduct, the University is considered to be on notice and must therefore act promptly and appropriately.
- Responsible Employees have an obligation to promptly report what they know about an incident of sexual misconduct when it involves students or University employees.
- Responsible Employees must report the following information if known:
  - Date
  - Nature of Incident
  - Parties involved
  - Any other additional information
Your Role

• Your role is **NOT** to:
  – Investigate
  – Determine if a crime has been committed or a University policy violated
  – Be a counselor

• **Remember, there are individuals on campus that are equipped to help and respond.**

• These responsibilities are assigned to specific offices on campus and in the community, that have received appropriate training, including:
  – The Police
  – Campus Title IX Officials (University Title IX Coordinator, Deputy Title IX Coordinators, designated investigators)
  – Medical professionals
  – Advocates
  – Mental health professionals
When someone shares information about an incident of sexual misconduct, they are sharing something very personal and traumatic. It is important to respond in a way that will help the person start the process of healing.

Here are some important tips:

- Be supportive in your words and actions
- Listen without judgment
- Avoid questions – especially those that may imply blame or second guess their behavior
- Avoid using words that question their actions or prescribe a certain response like “Why did (or didn’t you)?” or “You should…” You ought to….”
- Ask how you can help
- Remind them that the incident is not their fault
- Be patient. It may be hard for the person to describe what happened in words and they may seem confused
Communicating Your Reporting Obligations

• **Communicate need to report based on your role**
  – “I want to let you know that given my role on campus, I have an obligation to share information about incidents of sexual misconduct with our Deputy Title IX coordinator.”

• **Communicate the University’s goal to promote safety and coordinate resources**
  – “The University needs to make sure you have information about local resources that might be helpful, and must make sure that you and others on campus are also safe.”

• **Explain role of Title IX Coordinator**
  – “They will work with you to understand what you’ve experienced, to help you understand your options and resources, and to respond appropriately.”

• **Reinforce the individuals role in the matter**
  – “You can decide how much or how little you want to share with them – that is up to you. It is just my job to let them know.”
Confidentiality

• If someone expresses a desire for confidentiality or that they don’t want the University to investigate the matter, **you must still report information as required** since specific University administrators need to receive the information.

• Do not promise absolute confidentiality.

• Reassure the person that you and the University will uphold the person’s privacy and confidentiality as much as possible and only share info with those who have a need to know in order to respond.

• In reporting the details of the incident, make sure you share the person’s concerns about confidentiality along with the information you learned about the incident.
Please visit the website to review campus specific resources and University policies and procedures.