

Report of the Advisory Council on
Prevention and Response to Sexual
Violence

University of Rhode Island
December 28, 2017

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EXECUTIVE SUMMARY

The University of Rhode Island's mission is to be the state's public learner-centered research University. URI is the only school in the state offering undergraduate, graduate, and professional studies, and is both a land and sea grant institution. Current enrollment is 18,072, comprising 14,680 undergraduate students and 2,003 graduate students. The University employs 742 full-time faculty and 1,769 staff with an additional 410 part-time faculty and 175 part-time staff working on its four campuses .

In summer 2017, President David M. Dooley charged the Advisory Council on Prevention and Response to Sexual Violence (hereafter referred to as "Council") with examining University policies, procedures, structures, and practices, with identifying changes that may be needed in the areas of organization and management; investigation, discipline and grievance procedures; victim and other impacted individual assistance, and overall culture and climate. The Council was also asked to assess current staffing levels and the ways in which the University communicates its available resources and support programs.

The Council included (in alphabetical order):

- Kathy Collins, Co-Chair, Vice President for Student Affairs
- Naomi Thompson, Co-Chair, Associate Vice President and Chief Diversity Office
- Ryan Buck, President, Student Senate
- Ja'Quan Buffaloe, Student Athlete, Football
- Hailey Flavin, President, Panhellenic Council
- Kylie Shivrey, Student Athlete, Softball
- Michael Chalek, Captain, University Police
- Amanda Downey, Associate Director, Residential Education
- Roxanne Gomes, Director, Office of Affirmative Action, Equal Opportunity and Diversity and Title IX Coordinator
- Daniel Graney, Dean of Students
- Keith Labelle, Assistant Director, Community, Equity & Diversity/Bystander Intervention Training and Education
- Ellen Reynolds, Director, Health Services
- Penny Rosenthal, Director, Women's Center

Universities across the country are struggling to develop strategies to effectively address sexual assault, sexual harassment, domestic violence, and stalking. The Council examined practices across the country and found that not one university can be held up to the standard of "best meeting the needs" of its campus community when it comes to sexual assault, sexual harassment, domestic violence, and stalking. It is not easy to comprehend the scope of the

problem nationally. For example, The Centers for Disease Control and Prevention estimate that one in five women has experienced some form of sexual violence. Recently, the #metoo movement has been a daily reminder that sexual violence is a problem on and off-campus. At URI, we know that as a university community, we must strive to create a space where everyone feels safe to learn, develop, and grow. To this end, we must take the time to reflect on how best to meet the needs of our students, faculty, and staff. Most importantly, we know that, after careful reflection, we must act to ensure that we are striving to provide a safe and informed campus.

This report will be organized into four categories of information based on Peter Lake’s “Four Corners of Title IX Compliance” (Peter Lake is Professor of Law, Charles A. Dana Chair, Director of the Center for Excellence in Higher Education Law and Policy, Stetson University College of Law). These four areas are:

1. Organization and Management
2. Investigation, Discipline, and Grievance Procedures
3. Victim and Other Impacted Individual Assistance
4. Campus Culture and Climate

In this report, we examine in detail what our University is doing in terms of policies, practices, organization, and resources dedicated to this issue. This executive summary includes a brief review of the recommendations to create a safer campus while we strive to engage in a community where everyone can succeed.

The Legal, Regulatory, and Political Landscape

Under Title IX of the Education Amendments of 1972, discrimination on the basis of sex includes sexual harassment, gender-based harassment, sexual violence, sexual assault, other forms of sexual misconduct, stalking, and intimate partner violence. All institutions of higher education that receive federal funding must comply with Title IX.

In 2011, regulatory guidance was given to colleges and universities in the form of a “Dear Colleague” letter addressing student-on-student sexual harassment and violence. This document advised schools on how to investigate allegations of sexual assault on campus.

In 2017, the Department of Education, under the direction of Secretary of Education DeVos, has rescinded the 2011 Dear Colleague Letter.

The legal complexity around these important topics and direction from the federal government, in addition to state regulations, has added layers to a current issue that is perhaps one of the

most concerning to students, family members, staff, and faculty. The evolving landscape, coupled with understandable alarm, must be carefully navigated by university personnel working to create safe and inclusive learning environments. To this end, much work remains to be done.

Important Next Step: Culture of Respect

In fall 2017, the Council applied and was accepted to participate in the January 2018 Culture of Respect Collective. The Culture of Respect was founded in 2013 by parents of college-aged students who were alarmed by the high rate of sexual assault on college campuses. Since that time, they have been joined by public health and violence prevention experts from around the country.

URI's participation will involve the following over the next two years:

- Establish a Campus Leadership Team (forming in January 2018).
- Administration of the CORE Evaluation (January 2018 and December 2019).
- Develop and implement an Individualized Implementation Plan (IIP) to strengthen URI's response and prevention efforts to address campus sexual violence.
- Participation in professional development and evaluation activities.

Working with universities across the county, URI will use the Culture of Respect blueprint to further assess and enhance our critical programming and offerings around this important topic. We will work with other campus communities to create sustainable solutions to campus sexual violence. To do this, we will work with stakeholders on and off campus on a comprehensive approach to on-the-ground change. To learn more about the Culture of Respect program visit cultureofrespect.org

Brief Overview of Key Recommendations

The Council makes recommendations throughout this report designed to enhance safety on campus. What follows is a brief sample of several of those recommendations:

- Embark on a new required sexual violence prevention training program for all students, faculty, and staff that is multi-tiered and includes multiple opportunities for all to be trained.
- Streamline advocacy services under one office, Violence Prevention and Advocacy Services (VPAS).
- Offer consistent Bystander Intervention Training at URI. That program should be URi-Standers.

- Move away from the use of an outside investigator in student-on-student sexual misconduct cases and explore hiring two (2) full-time employees to serve as campus wide investigators.
- Create an enhanced communication strategy including a website landing page for resources related to sexual misconduct including but not limited to contact information, searchable calendar of training events, and important links.
- Develop equitable respondents program to remain in compliance with Title IX.
- Add additional human and technical resources to the university community to support violence prevention programs.

METHODS

The Council met during the summer and fall 2017. Council members collected information regarding campus services and examined benchmark data from like institutions. Council members also reviewed policies as related to Title IX and those of the Council of Postsecondary Education for the State of Rhode Island.

FINDINGS AND RECOMMENDATIONS

We identified the following findings and recommendations related to the current policies, practices, and resources at the University.

Organization and Management

The University of Rhode Island is committed to ensuring the safety and wellbeing of its entire community and does not tolerate any form of harassment, abuse, or violence. URI seeks to be proactive in the prevention of sexual assault (range of behaviors including rape), domestic violence, relationship abuse, and stalking crimes on our campuses. Additionally, URI wants to enhance victim services that exist on campus and in the local community, with a special emphasis that take into consideration gender identity, sexual orientation, disability, race, or ethnicity.

According to the Violence Against Women Reauthorization Act of 2013, there is a need for rapid response in addressing violence against women. To address this, many universities used existing structures and added responsibilities to staff who already had full-time assignments. There is a similar structure at URI, where the Title IX Office is not only responsible with the federally mandated duties, but also oversees Affirmative Action responsibilities.

Some believe that URI's reporting structure is confusing. For example, Title IX and the conduct process (coordinated by the Dean of Students Office) report up through different Vice Presidents. Moving forward, there is the opportunity to better communicate and collaborate in

terms of sharing information to reduce confusion for students, faculty, and staff. One point of confusion is the multiple places at URI where one can report sexual assault, sexual harassment, domestic violence, and stalking. These multiple places include but are not limited to the Dean of Students Office, Women's Center, Bystander Intervention Program, Violence Prevention and Advocacy Services, Title IX/Affirmative Action, URI Police, Housing and Residential Life staff, and many more. Students report that this current reporting structure is "confusing" and there are times when assumptions are made that reporting to any one of these offices is "reporting to the University." Unfortunately, based on current roles and responsibilities, it is not. Here is a review of current services at URI for reporting and respondent students.

Reporting (Complainant) Student Services

Violence Prevention and Advocacy Services (VPAS) and Women's Center provide supportive services for students impacted by sexual abuse, stalking, exploitation, or an unhealthy and/or violent relationship. VPAS provides private, survivor focused support and advocacy to students, staff, and faculty. Services are free for URI students, faculty, and staff. Services are available 24/7 as staffing availability permits.

Current Staff:

- One full-time, state funded, professional, Ph.D.
- One full-time, state funded, professional, MSW degree
- One half-time (28 hours/week), 15 hours state funded, 13 hours 101 account funded, BS Psychology/Gender and Women's Studies degree

Relationship to Clery Report

- Data stored in Apricot, a HIPAA Compliant Electronic Records Management System and assigned random, system generated case number.
- Case number and incident reported through Sexual Assault Response Team (SART) for Clery Annual Report. Reporting student identity remains confidential.

Reporting (Complainant and Respondent) Services

Note that a student who is accused of or alleged to have committed a Title IX community standards violation is called a respondent. During the initial meeting with a respondent, the Title IX investigator will ensure that a student:

Dean of Students provides support, interim measures, and investigation and facilitates URI Conduct process. Services are free for URI students. The Dean of Students or designee is available 24/7 and other staff on an as needed basis.

Current Staff (state funded):

- Dean of Students, full-time, professional, Ed.D.
- Associate Dean, Community Standards, full-time, professional, MA
- Assistant Director, Outreach and Intervention, full-time, professional, Ph.D.

- Assistant Director, Substance Abuse Prevention Services, professional, MA, LMHC
- Two half-time (20 hours/week) Outreach and Intervention Interns, MSW students

Relationship to Clery Report:

- At this time, conduct case details are stored in Conduct Coordinator (CoCo), a conduct case management software housed on a secure server in Housing and Residential Life and reported through the Sexual Assault Response Team for the Clery Annual Report. Reporting and responding student identities are not confidential.
- In Fall 2017 the Dean of Students' Office secured a license for Maxient, a fully secure, cloud-based conduct management program. This program will be fully operational by summer 2018. It is intended to replace our current system (Conduct Coordinator). Maxient will provide a more robust platform for the tracking and reporting of all student conduct, students of concern, and Title IX incidents.

Housing and Residential Life (HRL) serves as an initial reporting option, provides support, and assists with interim measures for residential students. Services are free for URI students. HRL student employees (RAs) are available 24/7 and various levels of professional staff are on call 24/7. Students may report to an RA or professional staff member, and they will be provided with resources and support. The Associate Director and Assistant Director work closely with the Student Conduct team to provide intake meetings and adjudicate cases as needed.

Current Staff who may assist (auxiliary funded):

- Director/AVP, full-time professional, masters
- Associate Director of Residential Education, full-time professional, masters
- Assistant Director of Staffing and Training, full-time professional, masters
- Hall Directors (7), full-time professional
- Graduate Hall Directors (12), part time, graduate assistants
- Resident Assistants (147 student employees)

Relationship to Clery Report:

- At this time, student case details are stored in Conduct Coordinator (CoCo), a conduct case management software housed on a secure server in Housing and Residential Life and reported through the Sexual Assault Response Team for the Clery Annual Report. Reporting and responding student identities are not confidential.

Counseling Center provides on-campus individual counseling to help manage feelings related to being victimized, decision making, and healing. Also provides group counseling on the following topics: anxiety reduction, bouncing back from stress, mindfulness and resilience skills, and insomnia. The Counseling Center will also make appropriate referrals to community counseling services, campus resources, and

assessments. Emergency services are provided. Services are free for URI students. There is no limit to the number of office visits each semester/year.

Current Staff (state funded):

- Three Ph.D.
- One LICSW (Substance Abuse Specialist)
- Three Psy.D.
- One MA, CAGS, LMHC
- One LMHC
- One Post-Doctoral Fellow, Psy.D.
- One Clinical Psychology Graduate Student, Ph.D. Program at URI
- Two Clinical Psychology Graduate Student, Psy.D. Program at William James College

Relationship to Clery Report:

- Case details are confidential and not reported in Clery Annual Report.

Psychological Consultation Center (PCC) is a mental health services, research, and training facility for doctoral level graduate students in the Clinical, Behavioral Science, and School Psychology graduate programs in the Department of Psychology at URI. PCC offers individual treatment options and adult assessment services. Fees are based on a sliding fee scale determined by income and ability to pay. There is a \$30 fee for initial evaluation.

Relationship to Clery Report:

- Case details are confidential and not necessarily reported in Clery Annual Report.

Health Services provides comprehensive medical care and services. Appropriate referrals are made to community services as needed. Consistent with university calendar, services are available 8:00am to 8:00 pm seven (7) days a week and are free for survivors who do not want to use their health insurance for privacy concerns. Except for forensic exams, all care and testing can be provided by Health Services.

Current Staff (Clinical/Consulting/Administrative), auxiliary funded:

- Nine board certified Physicians (MD)
- Four Registered Nurse Practitioners (RNP)
- One Psychiatric Clinical Nurse Specialist (PCNS)
- Two Consulting Psychiatrists

Relationship to Clery Report:

- Case details are confidential and not reported to Clery.

Title IX/Affirmative Action provides information related to state and federal laws and administers the Rhode Island Council on Postsecondary Education Sexual Harassment and Sexual Violence Policy and Procedures. Students, staff, and faculty may report incidents of sex discrimination, sexual harassment, or sexual violence to the Title IX

Coordinator or Deputy Coordinator. Only incidents that involve students as one party and faculty or staff as the other party will be investigated and managed by Title IX. Instances in which both parties are students are managed by the Dean of Students.

Current Staff (state funded):

- One Director, Office of Affirmative Action, Equal Opportunity and Diversity and Title IX Coordinator, MA
- One Deputy Title IX Deputy Coordinator, JD
- One Business Analyst, BIS

Relationship to Clery Report:

- Case details are maintained as hard copy files in a locked filing cabinet in Title IX Office and reported annually through URI Police who oversee the Clery report.

Police local and campus police provide emergency assistance and information on criminal options.

Current staff (funded):

- One Director of Public Safety/Chief of Police
- One University Police Major
- One University Police Captain
- Two University Police Lieutenants
- Three University Police Sergeants
- Two University Police Corporals
- 18 University Police Officers, including one detective
- One Campus Police Officer
- One University Police Officer Trainee

Relationship to Clery Report:

- A URI PD lieutenant is responsible for coordinating and compiling the University's Annual Security Report. This report is commonly referred to as the Clery Report since it is a requirement under the Clery Act of 1990. This report includes numerous crime statistics from all of the University's campuses, as well as security policies. The report also includes sections on reporting crimes and incidents, prevention and response to stalking, sexual assault, and domestic and dating violence. Campus discipline, crime prevention, and education are also included in this document.

Additional Supporting and Responding Services (Indirect)

The University of Rhode Island cares about the safety, health, and wellbeing of its students, faculty, staff, and community. We take an active and integrated approach to addressing behaviors of concern. The following teams were established to promote and maintain the safety and well-being of the campus community through positive, proactive, and practical risk assessment and intervention.

SART (Sexual Assault Response Team) The University of Rhode Island's Sexual Assault Response Team (SART) is a multidisciplinary team that addresses incidents of sexual assault, stalking, dating and domestic violence. The group coordinates the information gathering process and makes sure that students involved have received appropriate resources and support. SART is also responsible for evaluating if the incident poses a further threat to the victim or to the public and managing an appropriate response. SART membership includes URI Police, Housing and Residential Life, Dean of Students Office, Violence Prevention and Advocacy Services, and Title IX/Affirmative Action.

A.N.C.H.O.R. (Students of Concern) The University of Rhode Island's A.N.C.H.O.R. (Assess, Needs, Care, Help, Outreach, Resources) Team is tasked with reviewing, collaborating and addressing reports forwarded to them through Early Alert Services and/or Outreach and Intervention. Team members may reach out to students, faculty, and staff members to ensure a comprehensive response to reports. A.N.C.H.O.R. Team interventions may be brief or, if appropriate, involve long-term monitoring and outreach to students of concern. The A.N.C.H.O.R. Team is not a disciplinary body, however, cases that escalate into violations of URI Community Standards may be referred to the Dean of Students for appropriate disciplinary action. Membership includes Dean of Students Office (Disability Services for Students, Outreach and Intervention, Substance Abuse Prevention Services), Early Alert Services, Faculty, Housing and Residential Life, and Talent Development.

BIT (Behavior Intervention Team) The University of Rhode Island's Behavioral Intervention Team (BIT) is a multi-disciplinary group that convenes weekly to address distressed, disruptive, or threatening behaviors. The BIT focuses primarily on students who may be exhibiting signs of pending problems, and the group also monitors issues relating to faculty, staff, and campus visitors. The Team's intent is to serve as a resource to faculty, staff, and students who may have a concern about another member of the URI community.

There are two (2) categories of behavior which may require attention by the BIT.

1. Self-injurious behavior/suicide ideation or attempt.
2. Erratic and/or threatening behavior (including online activities) interfering with the mission or normal operations of students, faculty, or staff.

When a student's behavior suggests the need for the Team's examination, the Team may choose to seek more information, provide advice and counsel to those faculty or staff working with the student, or intervene. In the event that a campus notice is warranted, the URI Police or designee shall make the decision in accordance with applicable protocol.

The BIT may use a variety of tools to intervene in disruptive or distressing situations to mitigate any risk to safety of the public or troubled student(s). Those tools include the

Code of Conduct in the Student Handbook and the academic leave of absence policy. The team also may require a student to be evaluated for self-harm/suicide or risk of harm to others.

The BIT Chair shall consult with appropriate offices to a) coordinate a response to the situation, b) determine what to communicate to others affected by the situation, and c) determine if and how the community will be notified of action steps being taken. Information dissemination is based on a determination by the Team of who needs to be informed and what information is pertinent, in compliance with FERPA and HIPAA. The BIT Team is convened by the Dean of Students and includes representatives from Health Services, the Counseling Center, URI Police Department, Housing and Residential Life, and Outreach and Intervention.

Organization and Management Recommendations

The Council members recognize that nothing is more important in combating sexual violence than clear leadership and coordination across the campus community. Combating sexual violence is not a task for any one person or office, especially in light of the changing legal landscape. That said, the campus must have a strong, clear, coordinated effort moving forward in terms of education, services, and response to this critical issue. Below are recommendations regarding the organization and management across the University.

Staffing:

- Staff in Community, Equity, and Diversity will submit a request through the SBPC process to add a second full-time Assistant Coordinator of Violence Prevention and Advocacy Services (VPAS) to meet the increasing needs of URI community members.
- When hiring for URI Police, we recommended the hiring of more female officers that can provide specialized trauma informed support to victims/survivors. Females may feel more comfortable reporting to a female officer.
- When hiring for the Counseling Center, it is recommended that a candidate with extensive experience treating survivors of trauma and interpersonal violence be recruited and hired.

Services:

- Develop a fair and equitable program for respondents to remain in compliance with Title IX regulations.
- Establish VPAS as the primary victim/support advocacy service provider to ensure accurate data collection and reporting.
- Provide dating/domestic violence and stalking victims/survivors emergency mobile telephones (budget consideration for CED).
- Provide dating/domestic violence and stalking victims/survivors wireless personal alarms with GPS location capability that notifies 911 (budget consideration for CED).

- Install hardwired panic buttons in the Women’s Center alerting URI Police (budget consideration for CED).
- Install security cameras (interior and exterior) in the Women’s Center (budget consideration for CED).

Organization and Structure:

- Streamline advocacy services under one office, Violence Prevention and Advocacy Services (VPAS). Other offices would refer students to VPAS for service and support.
- Create safe housing in the Women’s Center for short-term, emergency based housing for all survivors (budget consideration for CED).
- Explore the feasibility of on-campus Sexual Assault Nurse Examiners (SANE) forensic exams and the impact on various budgets (budget consideration for Health Services).

Budget:

- During the budget process, CED will submit a request to increase funding to the Women's Center/VPAS for the annual cost of Apricot subscription. A subscription with five users costs \$1,815.00 annually (currently the cost is covered by the Women's Center 101 fund). Apricot is a HIPAA Compliant secure data repository that has been in use by VPAS since 2014 and provides a centralized location for incident information that is accessible currently only by VPAS.
- During the budget process, CED will submit a request to increase operating costs for Women's Center/VPAS for programs, marketing, educational materials, training, and other supplies (currently costs are covered by the Women's Center 101 fund).
- During the budget process, CED will submit a request to increase funding in order to provide needed services to survivors:
 - Transportation, parking, and mileage (medical, law enforcement, court)
 - Legal paperwork fees (filing and serving)

Additional assessment needed:

- Review of current service providers to ensure updated and accurate information is being provided to students.
- Conduct an assessment of the University’s Bystander Intervention Program and range of services being provided (education and awareness vs. support services).

Investigation, Discipline and Grievance Procedures

Policies

In 2014, the University of Rhode Island Student Handbook went through its bi-annual review by the Student Rights & Responsibilities Committee. At that time, there were major changes made to the policies regarding Sexual Assault and Sexual Misconduct (including Sexual Actions, Sexual Harassment; Sexual Harassment by Hostile Environment; Sexual Assault; Domestic Violence; Dating Violence; Stalking; and Retaliation- see Student Handbook 2015-2017 pgs. 15-18) and relevant definitions (including Consent; Incapacitation; Force; Coercion- see Student Handbook 2015-2017 pgs. 16-18) updated to reflect and comply with the Rhode Island Department of Education's Council on Postsecondary Education Sexual Harassment and Sexual Violence Policy. Also included in this Student Handbook was information required to be in compliance with both Title IX and the Clery Act including the Title IX coordinators on campus; reporting options; and the interaction between the University Conduct System and Title IX complaints (Student Handbook 2015-2017, pg. 57-67). Additionally, information regarding the Rhode Island Criminal and Civil Law Provisions relating to Sexual Assault, Relationship Violence, and Stalking were included (Student Handbook 2015-2017, pg. 68-69). Although necessary to ensure compliance with both the Rhode Island Council of Postsecondary Education and Federal Regulations (Title IX and CLERY), the updates to the policies have proven to be confusing for students and staff (e.g. What is a policy? What is a definition?) and unclear (e.g. Which policies are the students being charged with?).

In fall 2017, the Dean of Students Office retained Claire Hall, J.D., to conduct an external policy review. Ms. Hall is one of the independent investigators approved by United Educators and is the managing partner of Universal Education Compliance and Training (UECAT), a private firm specializing in training, policy reviews, investigations, and consulting services for institutions of higher education. In October 2017, Ms. Hall completed a full review of the Student Handbook. She suggested restructuring the handbook to clearly delineate the sexual misconduct policies and adjudication process from the general conduct policies. Ms. Hall also recommended additional changes to include required information for federal compliance that had been missing from the current handbook. These suggestions will be included in the recommended updates for the 2018-2020 Student Handbook currently under review.

Standard of Proof

The University Conduct System Standard of Proof is Preponderance of the Evidence. This standard of proof meant that “more likely than not,” based on the information being reviewed and presented, the findings lead the Student Conduct administrator or Hearing Panel to the conclusion that a violation of the Student Handbook occurred. When the student denies responsibility for the charges, the burden of proof rests on the information and witnesses brought forward by the investigating Hearing Officer. This is the current recommended standard for compliance with federal guidelines.

Recommendation

- It is recommended that the University of Rhode Island continue to use “Preponderance of Evidence” as the standard of proof for incidents of Sexual Misconduct and Relationship Violence. Despite the withdrawal of the 2011 Dear Colleague letter, the guidance around Standard of Proof is unclear. The 2017 Dear Colleague letter allows the individual institutions to choose.

Investigations

If a student complainant chooses to move forward with the student conduct process, an investigator will be assigned to the case. Before September 2015, incidents of reported sexual assault and sexual misconduct were investigated by members of the then-named Office of Student Conduct. Using staff from the Office of Student Conduct proved to be problematic as it reduced the number of staff available to then adjudicate the case, as investigators were then unavailable to serve as charging or hearing officials. There were also concerns regarding impartiality, as the staff who investigated the claims still worked for and reported to the Director of Student Conduct.

In September 2015, the University of Rhode Island, under the direction of then AVP/Dean of Students Mary Jo Gonzales, Ph.D., began to utilize ProResponse, a supplemental crisis response program offered through the University of Rhode Island legal liability insurance through United Educators. Under this program the University is permitted to retain the services of a pre-approved independent investigator to conduct sexual assault and sexual misconduct investigations. Under this program, the University is reimbursed up to \$10,000 per incident with prior approval. The University of Rhode Island has chosen to utilize this option for the vast majority of incidents reported. In the past two years, only two (2) incidents of fifteen (15) have not been investigated by an independent investigator. Those cases were determined to be of a

lower level and less complex than the other incidents (i.e.- there were witnesses to the incidents; the responding parties did not deny their actions). Since 2015 there have been 13 incidents in which an outside investigator has been utilized. The benefits of using outside investigators are 1.) outside investigators are perceived as unbiased; 2.) outside investigators are asked to investigate and gather facts of the case, but not make a determination if policies have been violated; 3.) outside investigators furnish a complete, organized report of the facts of the incident, including witness statements.

The challenges of working with external investigators are 1.) the time between when an incident is reported, and the approval is received from United Educators could be as long as two to three weeks; 2.) Scheduling interviews with all involved parties, including witnesses, and the investigator can be time consuming, and dependent upon the investigator's schedule; 3.) pursuant to the handbook, the investigator does not make a determination of whether policies have been violated.

Recommendations:

- The Council recommends that URI move away from the use of an outside investigator and explore the hiring of two (2) full-time employees to serve in this role. This will be done utilizing the SBPC process. One staff member will investigate incidents involving student on student, and one will investigate claims involving faculty, staff, and when students are victims.
- *If it is not possible to hire two full-time investigators in a timely manner, it is recommended that current faculty and staff be trained and additionally compensated to serve in this role. Investigators would report directly to Title IX Coordinator(s).*
- If current faculty or staff are to be utilized it is recommended that at least six (6) to ten (10) faculty/staff are selected by a committee or stakeholders, trained, and rotated to perform investigations.
- Communicate weekly, with reporting and responding students, the status of the investigation (even if there is no new information to report). This communication would be facilitated through the Dean of Students Office in communication with law enforcement, Title IX, and case investigators.

Hearing Process (URI Student Handbook, 2015 - 2017, pg. 64)

The University Student Handbook outlines the Student Code of Conduct, the process for adjudicating community standards violations (including violations such as gender and sexual based harassment, sexual violence, sexual assault, domestic violence, dating violence or stalking), and outlines the rights of students involved in the University Student Conduct System.

The Student Handbook processes and procedures are utilized in all student related Title IX cases.

Student Rights and Due Process (URI Student Handbook, 2015 - 2017, pg. 64)

During the initial meeting with a complainant, the Title IX investigator ensures that the student:

- Understands the Rights of a Complainant, the University Student Conduct System process, and their role as complainant in the process,
- Understands the role of a Conduct Advisor who can assist the complainant during the University Student Conduct System process,
- Is informed about the community standards violations of gender and sexual based harassment, sexual violence, sexual assault, domestic violence, dating violence, or stalking and,
- Is aware of available resources including any interim actions that may be deemed necessary based on the information being provided.

Again, a student who is accused of or alleged to have committed a Title IX community standards violation is called a respondent. During the initial meeting with a respondent, the Title IX investigator will ensure that a student:

- Understands the Rights of a Respondent, the University Student Conduct System process, and their role as respondent in the process,
- Understands the role of a Conduct Advisor who can assist the respondent during the University Student Conduct System process,
- Is informed about the community standards violations of gender and sexual based harassment, sexual violence, sexual assault, domestic violence, dating violence, or stalking and,
- Is aware of available resources, including any interim actions that may be deemed necessary based on the information being provided.

If charges are filed against a student, that student is notified in writing of both the alleged violations and the recommended sanctions. Formally charged students may admit or deny responsibility for the charges. A student will have a minimum of three (3) business days upon receipt of the written charges and recommended sanctions to respond to the charge letter. The charged student has three (3) options for responding to a conduct charge:

- If the student accepts responsibility for the charges and the recommended sanctions, the case is resolved and an outcome letter will confirm the resolution, and the recommended sanctions go into effect immediately.

- If the student accepts responsibility for the charges but does not accept the recommended sanction, the incident will be referred to an Administrative Hearing Officer.
- If the student denies responsibility for the charges, the case will be referred to a hearing before a Conduct Board Hearing Panel or Administrative Hearing officer. The charged student chooses the type of formal hearing preferred.
- Administrative Hearings are decided by a single administrative hearing officer, someone other than the charging official. Conduct Board Hearing Panels are composed of four (4) students and one faculty/staff person who have been specifically trained to hear and adjudicate sexual assault/ sexual misconduct cases. In either case, the board or hearing officer determines responsibility and sanction, when indicated. In both options, the hearings are recorded and the recordings are saved electronically until the end of the appeal period.

Appeals

Both the complainant and the respondent will receive an Outcome letter within three (3) business days of the hearing, which includes the process for Appeals. The Appeals Process is outlined in the University Student Conduct System section of the Student Handbook (2015 - 2017, pg. 45). In cases of sexual assault, sexual misconduct, or relationship violence both the respondent and the complainant have the right to appeal.

Following a hearing, a charged student has the right to submit within three (3) business days of the date on the Outcome Letter an appeal to the University Appeals Board on Student Conduct. Such appeal requests are based on specific information, presented in writing to the Appeals Board, on one or more of the following four (4) grounds:

- Fraud – Information was deliberately submitted or omitted during the hearing process that was not factually or substantially true.
- Denial of Rights – At any stage of the Student Conduct Process, a Student’s Rights outlined in the Student Handbook were violated.
- Procedural Error – At any stage of the Student Conduct Process, a Conduct Administrator or Conduct Board did not follow processes or procedures outlined in the Student Handbook.
- New Information – The student discovers new information which was not previously known and available at the time of hearing.

Following a hearing, the Complainant has the right to submit an appeal within three (3) business days of the date on the Outcome Letter to the University Appeals Board based on the following grounds:

- New information: The student discovers new information which was not previously known and available at the time of hearing.
- In cases involving sexual harassment, sexual assault, sexual or relationship violence, and stalking, the Complainant may also appeal on the same four grounds, as specified above, upon which Respondents may appeal.

Sanctions are not grounds for appeal. If a respondent does not agree with the sanction assigned by the Student Conduct Administrator during an Informal meeting, the student should choose a Sanction Only Hearing. Sanction Only Hearings are Administrative Hearings by a Student Conduct Administrator.

The written appeal must explain how any of these four appeal grounds would have *materially affected the outcome of the hearing*. The Dean of Students may grant extensions to the deadline for filing appeal requests for good and sufficient reason or cause.

Upon receipt of a written request for appeal, a meeting of the University Appeals Board on Student Conduct will be scheduled. The Board will be provided with a report of the hearing or administrative action, the appeal request, and an administrative response (from either the Hearing Panel Advisor or the Administrative Hearing Officer) to the appeal request. The University Appeals Board on Student Conduct consists of one full-time student appointed by the president of the Student Senate, one member of the teaching faculty appointed by the chairperson of the Faculty Senate, and a chairperson holding the rank of assistant professor or above, appointed by the President of the University.

Recommendation

- During the spring 2018 semester, the University of Rhode Island will explore moving to a single-investigator adjudication model for Sexual Misconduct and Relationship Violence cases. In this model, the investigator conducts a thorough investigation, including the opportunity for both the complainant and respondent to present witnesses and evidence. The investigator drafts a report and allows both parties to respond to the draft report. Those responses are incorporated into a final report, in which the investigator makes a finding of “responsible” or “not responsible” for each allegation and provides a rationale. If there is a finding of “responsible” the final report will be provided to a different “Sanctioning Official” for sanctioning. The Complainant and Respondent have the right to appeal and participate in the appeal process. There are multiple strengths to this model. First, the person doing the investigation and who has access to all of the information is the one making the findings of responsibility. Second, it is less traumatizing as both parties would only have to share their story once, instead of sharing with an investigator, then a conduct panel or

hearing officer. Third, the investigator is a full-time faculty or staff person, limiting the secondary (but significant) trauma experienced by student representatives on hearing panels. Fourth, the process should move quicker for both parties, as only one person's schedule would have to be considered, instead of a panel of people. Fifth, due process is ensured and the process is fair and equitable to both parties because they will have the ability to see all the information presented against them and have the right to respond in writing to that information. It would limit the often traumatizing "direct questioning" of complainants by respondents and vice versa.

Sanctions

If a student is found responsible for violating sexual assault, sexual misconduct, or relationship violence policies, the sanctions will be based on Student Handbook guidelines with input from the complainant, and could range from a formal warning to dismissal from the University (Student Handbook, 2015 - 2017, pgs. 31-35). In cases in which the student has been found responsible for sexual assault or sexual misconduct, the resulting sanction has often resulted in suspension from the University for at least one semester, but often lasts until the complainant has graduated from the University. Since 2016 three (3) students have been dismissed from the University due to the severity of their incidents.

Recommendations

- The University of Rhode Island should continue to remain consistent with its sanctioning decisions. When possible, the requests of the complainant should be considered when sanctions are being decided.
- Additional educational sanctions should be assigned if there is a separation with the University, and completion of those sanctions should be required for re-admittance. Educational courses could be developed and facilitated via Sakai, or could be included as an add-on to a larger online educational platform.

Victim and Other Impacted Individual Assistance

The University of Rhode Island is committed to ensuring the safety and wellbeing of its entire community and does not tolerate any form of harassment, abuse or violence. URI seeks to be proactive in the prevention of sexual assault (range of behaviors including rape), domestic violence, relationship abuse and stalking crimes on our campuses. Additionally, URI strives to enhance victim services that exist on campus and in the local community, regardless of gender identity, sexual orientation, ability, race or ethnicity.

Students access resources for survivors at multiple locations across the University; this is both a strength and a weakness. In terms of strengths the list below includes some of the resources victims commonly use:

- **Criminal Process:** Survivors are informed of the law enforcement agency with applicable jurisdiction. Information is provided about statute of limitations, process and parameters of formal/informal reporting, law enforcement-issued no contact orders and restraining orders, investigation, preparation of case and forwarding to Attorney General, and that the current length of the process is 18 months in Rhode Island.
- **Student Conduct Process:** Survivors are informed of the student conduct process, including an overview from initial engagement with a conduct officer to appeals processes. The only restriction is the requirement that the alleged must be a student. If the survivor desires to pursue a student conduct process, VPAS will assist as needed with communication and accompaniment.
- Survivors are informed that regardless of decision, the incident with no identifying information will be reported to URI Police, Dean of Students, Title IX, and Housing and Residential Life.
- **Legal Restraining Order:** Survivors informed of and if desired assisted with completion of applications for protection order, waiver of filing fees and/or accompaniment to appropriate court with jurisdiction District, Family or Superior.
- **URI No Contact:** Issued by URI Dean of Students, this is a mutual order that is provided in verbal and written form to all parties.
- **URI Trespass:** Issued by URI Police, this can be communicated by telephone, and written document, in-person or via USPS.
- **Safe Rides:** Survivors are informed if there are any safety concerns to utilize this program for on-campus transport.
- **Lethality Assessment:** Primarily for instances of dating/domestic abuse, an evidence-based inventory with score indicating potential risk of death is conducted by certified VPAS staff.
- **Safety Planning:** Survivors will be encouraged to identify points of exposure to harm and consider options to eliminate potential harm, determine items needed in the event of the need to escape, and to consider identification of a support network of family and friends for support and housing if needed.
- **Medical Care:** Ensure survivor is aware of care for medical needs off campus and on campus with URI Health Services. VPAS staff will contact URI Health Services to facilitate appointment for student at no cost and without disclosure to health insurance.

- Mental Health: Survivor is informed of on and off campus mental health options. Services available via multiple offices across campus including VPAS, Counseling Center, etc.
- Forensic Exam: If incident occurred within past 96 hours, survivors are encouraged to consider completing the forensic exam to collect/preserve evidence. Testing and treatment for possible sexually transmitted infections (STI) exposure will also be performed. Due to preference for Women and Infants Hospital in Providence, if desired and available, VPAS staff will provide transportation and remain on-site for survivor/friend/family support. URI Public Safety, URI EMS, and/or taxi service may be utilized for transport depending on circumstances. Survivors are informed that URI Health Services are available to provide no-cost follow up care following a forensic exam.

In addition to this, interim measures available to URI students include:

- Housing Relocation: Survivors are informed of the right for relocation to on-campus housing if desired for safety. In collaboration with Housing and Residential Life (HRL) this is afforded to all survivors currently residing on or off campus. Starting in 2017, HRL has allocated a safe room at the use and discretion by VPAS Coordinator and Women's Center Director.
- Academic Accommodations: As a point of concern and stress, survivors are afforded the freedom to retain "normalcy". In the event of trauma related impacts or if there is threat to safety in engaging in academic pursuits, survivors are informed of the ability to request any survivor defined academic accommodations. These requests are facilitated by VPAS, Dean Of Students, Early Alert, and University College.
- Victims Compensation: To assist survivors in relation to the cost and expenses as related to being a victim of crime such as medical, mental health, housing relocation, lost wages, etc.
- State Victim of Crime Helpline: A 24/7 confidential resource offered to provide support and referrals statewide.

Students and staff at URI reported confusion as to where to report, also noting that information is not readily available on a website. Students find that information is not easily searchable on the URI website and are therefore unable to access resources. A simple search of the word "rape" on the URI web site leads you to sites about date rape drug awareness, community conversations on rape on campus, myths and facts, etc. In other words, it is not easy to find resources if one is a survivor or a respondent. When you search sexual assault, you find the definition of sexual assault on the Women's Center site, but again it is not easy to find whom to contact or what to do.

Confidentiality

Survivors need a confidential space for disclosure where staff members are accountable to and protected by confidentiality statutes. In fact, survivors often are hesitant to report for many reasons, including fear of others knowing about the assault, privacy, shame, stigma and embarrassment. Individuals seeking help often need to discuss very personal and private details of their lives and feel more comfortable doing so confidentially.

URI Violence Prevention and Advocacy Services (VPAS) currently is authorized to operate within privacy guidelines. VPAS staff inform survivors via verbal and written disclosure with signed acknowledgment, that the service is private and the scope in which disclosure of identifying information will be required to other persons on a need to know basis. Only those that need to know the details of the situation will be informed in an effort to appropriately address the circumstances

In utilizing Apricot, a cloud-based, HIPAA Compliant Electronic Record Management System, VPAS is able to assign a unique case number that is randomly generated. This is done to enable the sharing of information with the institutional members of SART without violating the privacy of the survivor by unnecessary disclosure of identifying information. This number is used as a reference in all communication with those on a need to know basis. Only in incidences in which multiple departments are aware of and/or engaged with the survivor, and/or when the survivor has designated and signed for release of information, will VPAS disclose the identifying name of a survivor. Standard and ethical practice is used to neither confirm nor deny engagement with a survivor. This includes any inquiry from student parent and guardians, regardless of age, as per FERPA.

Protection

Sexual assault can take place at any time and on any day. Services at URI are provided 24 hours a day for immediate response. Services available at URI help survivors cope with their concerns by staff that is supportive, respects privacy and choices, and staff members that provide information to increase victims' knowledge and understanding of options.

Health Services

At URI, student victims of sexual assault can receive necessary medical services at URI Health Services or local medical facilities. URI Health Services provide victim-sensitive care and related protocols in place. At this time, victims are not able to have a forensic exam performed on

campus. Members of VPAS, URI EMS and/or Public Safety are utilized to provide safe transportation for victims needing forensic exams.

When a presenting victim reports to URI Health Services that a sexual assault has occurred, protocols are enacted for immediate availability of a provider with the care rendered focusing on the physical and emotional needs of the student, as well as preservation of evidence. Victims are referred to on-campus and off-campus resources as appropriate; follow-up care is scheduled, and all URI Health Services' care is rendered without cost to the victim.

Police Services

URI Police work closely with campus colleagues in the Dean of Students Office, VPAS, URI-Standers and other areas to focus on victim support and perpetrator accountability. The University of Rhode Island Police take a victim-centered approach to these investigations. The department understands that the impact of these crimes can affect people differently and constantly strives to keep the complainant as comfortable with the process as possible. The decision on whether to move forward with a criminal complaint rests clearly with the victim. Officers understand that this can be a very difficult decision to make and advise the victim that this decision does not need to be made immediately. It is also explained that it is important to any potential prosecution that all evidence be gathered as soon as possible to avoid destruction, degradation, or contamination. Even if the victim has not made a decision whether to pursue legal action or not, certain evidence can be obtained and preserved in the event that the victim later decides to move forward with a prosecution. In all cases reported to the department, the victim will be provided with support materials and referrals to services provided by the University or in the community. The police department works closely with the University's Violence Prevention and Advocacy Services to ensure that all victims receive the support they need.

All of the URI police officers are graduates of the Rhode Island Municipal Police Training Academy or have been certified by the Academy if they were graduates of an out-of-state police academy. During the basic recruit training the officers receive extensive training in the response to and investigation of crimes of sexual assault, domestic violence, dating violence and stalking. This training includes classroom learning and role playing. Additionally, officers receive in-service training in these areas on a regular basis. Several officers have received advanced training and have been certified as trainers through the state's Violence Against Women Act's Law Enforcement Task Force's Curriculum Committee.

The URI Police department has one detective who will be assigned to follow up on all cases of sexual assault. The detective is supervised by a ranking officer, currently the captain. Both individuals have had advanced training to help facilitate these investigations. They will work as a team in investigating these incidents. When a victim reports an incident to the URI police, the initial complaint may be taken by a uniformed police officer if the detective is not available. The case will be assigned to the detective for follow-up. If the detective is available, the case will go directly to that person, with the objective of making the process easier on the victim. Recognizing that people handle stress and trauma differently, the department will make all reasonable efforts to limit the times the victim must retell the facts of the case.

Faculty and Staff Services

URI faculty and staff members who may have been victims of sexual misconduct can find support via resources available in Title IX/Affirmative Action and the Employee Assistance Program (EAP). In addition to this, URI Police provide a range of services and support in response to reported sexual misconduct. In cases of sexual assault, the department will conduct a full investigation if the incident occurred within URI's jurisdiction, provided that the victim requests to go through the criminal process. If the incident occurred outside of the University's jurisdiction, the police department will assist the victim and help to facilitate the reporting process with the appropriate law enforcement agency. The URI Police maintain a very close and professional working relationship with the police departments where our campuses are located. There is also a strong professional relationship with the Rhode Island State Police. In non-criminal matters the department stands ready to aid the complainant in obtaining resources and contacting the appropriate University or State agency to address their concerns.

Victim and Other Impacted Individual Assistance Recommendations

- Students commonly access information about resources related to sexual assault via the internet. The URI homepage and other pages should make the terms "sexual assault" "rape," and "stalking," etc., searchable, with landing pages that contain resources.
- Create a landing web site for the above listed search terms that lists the following:
 - Campus resources, such as information on reporting an incident in person, by phone, by email, etc.
 - Contact information for Title IX, Dean of Students Office, Women's Center, VPAS, PCC, Counseling Center, and Health Services, URi-Standers.
 - A searchable calendar of past and upcoming events.
 - Policies and procedures including the Student Handbook, Council of Postsecondary Education, state and federal law, etc.

Culture and Climate

The Council will administer a campus climate survey this spring (2018) to better understand the scope and nature of the problem at URI. To do this, members of the Council formed a Campus Climate Subcommittee of the URI Sexual Violence Advisory Council on Prevention and Response to Sexual Violence Council. This group has identified a comprehensive survey instrument created by the Administrator Researcher Campus Climate Collaborative (ARC3) (<http://campusclimate.gsu.edu>). This survey will be distributed on every URI campus during the Spring 2018 semester.

The survey questions and methodology align with the findings of U.S. Department of Justice Campus Climate Survey Validation Study (CCSVS) (Krebs, Lindquist, Berzofsky, Shook-Sa, & Peterson, 2016). The ARC3 Campus Climate Survey is offered at no cost to colleges and universities and is formatted ready to be uploaded to an online Qualtrics account. The uploaded survey can be edited to the needs of the URI campus. The ARC3 is comprised of 19 Modules that will take participants an average of 30 minutes to complete. The 19 Modules can be divided into smaller surveys and distributed at different times throughout the academic year. Sample list of the module topics include: possible outcomes (academic satisfaction, academic disengagement, satisfaction with life scale, mental health, general wellbeing, general safety); alcohol use; peer norms; perceptions of campus climate regarding sexual misconduct; sexual harassment by faculty/staff; sexual harassment by students; stalking victimization and perpetration; and dating violence victimization, perpetration.

The proposed timeline of the Sexual Violence Campus Climate Survey:

December 2017/January 2018	Campus Leadership Team (CLT) will call for Research Team
January/February 2018	Selection of Research Team
	Submit Application to IRB
March/April 2018	Distribute survey (open four weeks)
May/June/July 2018 (8 weeks)	Research Team data analysis
August/September 2018	CLT develop final report
	Survey results reported
October/November 2018	CLT develop action plan in response to survey results
December 2018/January 2019	Implement action plan

Recommendations for Culture and Climate related to Campus Climate Survey:

- Qualtrics is an online software program that supports online survey distribution for research, assessment, program development, and analysis of data. Qualtrics offers site license for the entire URI campus (\$40,000 at this time) or a departmental license (\$4,500) for six (6) to ten (10) researchers working on a project collectively. At this time, it is estimated three departmental licenses currently exist for Qualtrics. At minimum, a Qualtrics department license will be required to complete the Campus Climate Survey and follow-up surveys. Only one of URI's Peer Campuses (University of Vermont) does not have a university-wide Qualtrics account.
- Faculty and graduate student/s will be recruited for the Research Team. Faculty will be recruited who have extensive knowledge of research on campus climate, sexual violence, or research methodologies. A call for Faculty and graduate student/s interested will occur in early January 2018 and Research Team members will be selected by CLT members.
- Budget Needs - Faculty (2-3) will receive a stipend of \$7500 for their work during June and July; graduate students (1-2) will be compensated at the current hourly rate for graduate students.

Education

The subject of sexual assault and relationship violence is a serious matter. Universities across the country are creating a variety of educational experiences for students on the topic of sexual misconduct. Currently at URI, incoming first-year students who attend Orientation encounter sexual assault education through a skit scenario. Then, thousands of students enrolled in URI 101 learn about prevention of sexual violence. However, not all URI 101 instructors provide this lesson, which can lead to inconsistent delivery of the message.

In August 2017, the NCAA adopted new regulations requiring all athletes and coaches to complete sexual violence education. At URI, hundreds of student athletes participate in sexual assault education, bystander intervention, and domestic violence training at the beginning of each academic year. Football players receive an additional, mandatory 90 minute training each year.

Greek Organizations may request training for their chapter. Bystander intervention training is part of Greek 101, training hundreds of Greeks.

In addition to the before mentioned education, for several years, the University has offered a volunteer online sexual assault training program. This program was offered free via United Educators. This training, while cost effective, had a low response rate and was not multi-tiered in its approach nor did it include information on alcohol and drugs. In Fall 2017, members of the SART team participated in a demonstration of a new online training program. An RFP is being created for this very purpose.

Communication and Social Marketing

At this time, there is no one single distinct marketing campaign on this important topic. There are several messages from multiple areas across the University who are combating sexual misconduct, but it is not consistent. To the best of the knowledge of the Council members, a coordinated message across the University has not been pursued. The multiple messages can be well intended but confusing and leave people thinking that the University is not working as a whole against sexual misconduct. Also, we have not assessed these messages for effectiveness, and many lack the impact (and honestly, professional appearance) that today's students expect from an institution of higher education. Finally, terms used on campus, including Title IX, CSAs, VAWA, and others, are confusing and complicate efforts to combat a serious problem.

These multiple communication issues are complicated further by perceived lack of financial support from multiple offices. This, in addition to the absence of a centralized coordination of message, creates for some a perception that "nothing is being done."

Recommendations for Education, Communication, and Social Marketing:

The Council believes that the University has a strong interest in addressing sexual misconduct. There are multiple places in the General Education requirements where this can be addressed in and out of the classroom. Below are several recommendations including required training for all students, staff, and faculty.

- Conduct a review of the multi-tiered education currently available at URI, including Orientation, URI 101, etc. Examine messaging with a focus on personal safety and review to ensure that stereotypes and misperceptions of consent and responsibility are educationally and developmentally focused. Compare to best practices via Culture of Respect participation.
- Embark on a new required training program for all students, *staff, and faculty*. Students would be required to take an online multi-tiered, multi-dose training program (e.g. different course for new students versus returning students). Should a student fail to complete training in a timely manner, *a hold will be placed on their account until it is successfully completed*. It is recommended that staff and faculty take the training annually. (budget consideration - estimated expense \$50,000 annually).
- Housing and Residential Life should work with campus partners to offer a programmatic component to be conducted during the first few days that students are on campus to help them process the information from the online education and apply it to life on campus.

- Create a collaborative task force with Orientation, Student Affairs, staff in Community, Equity and Diversity and others to promote a uniform sexual violence and safety message that builds upon messages received through online training, Orientation, etc. Messages are to be developmentally appropriate and provide students with a path toward academic and personal success.
- Require bystander training for all students enrolled in URI 101 and Greek 101 classes.
- Require annual training for all Greek Organizations to complete presentations by educators trained in alcohol and drug use, consent leadership, bystander awareness and intervention, sexual assault, and online harassment.
- Require annual training for all members of Club Sports. (As of fall, 2017, NCAA athletes are required to participate in training by the NCAA).
- Create effective training tracking mechanisms to ensure compliance
- Create and distribute a campus wide campaign for academic year 2018-2019 stating the university's values as related to fighting sexual misconduct.
- Create and disseminate a comprehensive communication plan regarding URI's values, resources, contact information, etc. Create an assessment plan to evaluate impact of campaign.

Ensuring Compliance

At this time, there is not an effective way to ensure compliance with training and education as well as learning outcomes of presentations.

Recommendations for Ensuring Compliance:

- Create a uniform Assessment/Evaluation Model of training programs to track training and learning outcomes.
- Establish a centralized/consistent message to be disseminated across training platforms.
- Create training checklists for consistency purposes. For example, regardless of whether it's a syllabus, social media post, or flier regarding any event that addresses the prevention of sexual violence, we should all be posting similar information in terms of resources and contact information.

Bystander Intervention Training Programs

At this time, the university has two separate bystander intervention initiatives housed out of two separate offices under the leadership of two different employees. This may be perceived as confusing. The Council recommends that we consolidate this under one office.

The two programs currently in operation are:

- **URI-Standers** (currently run by Keith Labelle Supervisor, Bystander Intervention Program). This Bystander Intervention Program at the University of Rhode Island provides education and awareness to the campus community regarding sexual assault, domestic violence and stalking, and promotes active bystanders to prevent these crimes. The URi-Standers presentation is modeled after several bystander intervention programs. Primarily, it has followed the guidance of Mentors in Violence Prevention by Jackson Katz. Additional programs influencing our bystander intervention on campus include Men Can Stop Rape, Green Dot, and 1 in 4. The approach of the bystander intervention has been peer delivery and co-ed facilitation to best reach student audiences. Each program includes safety information for students and provides resources for support. Multiple classes are offered for academic credit to enhance bystander intervention on campus. Annually, interns are trained by taking a semester long class preparing them to teach other students. The interns are selected at the end of the semester to be URI-Standers. This program is offered across campus (e.g. URI 101, Greek Life Chapters, Athletics, etc.).
- **Green Dot** (currently run by Racine Amos, Coordinator of VPAS and the PLEASE Mentors). This is a national program that has been less active at URI, primarily because the full training is a six (6) hour endeavor. The program has five (5) trained facilitators, of which only three (3) are currently active. The components of Green Dot — Direct, Delegate, Distract — are discussed in the URI 101 class presentations.

Recommendations for Bystander Intervention Training:

- Offer one consistent bystander training at URI. That program should be URi-Standers.
- It is essential that students hear bystander intervention messages a minimum of three times in a multitiered fashion (Orientation intro to consent via Real World skits, mandatory URI 101, 'Lambs to Rams', Greek 101, student organization membership trainings, awareness events, etc.) before the information is fully saturated among ALL students.
- Annually, train Orientation Leaders, Resident Assistants, etc., regarding the laws, facts, statistics, and definition of sexual violence and be able to use the same 'Direct, Delegate, Distract' terminology.
- By May 2018, the CLT (Culture of Respect Leadership Team) will identify opportunities for additional required bystander intervention trainings.

CONCLUSION

As part of the Culture of Respect program, more assessment and evaluation will be conducted on this important topic. The Council understands that there are social and cultural barriers that

could discourage victims from reporting, including victims that are male, international student status of victim, same-sex sexual misconduct, and victim being a student of color. Employees who are directly responsible for addressing sexual misconduct must be aware of these difference and know how to overcome them to create an inclusive campus.

Additional topics that will be explored by the URI Culture of Respect Leadership Team could include:

- Development and implementation of additional training for URI staff members to be ‘first responders’ to students who disclose sexual misconduct.
- Development and implementation of additional training for high risk student groups.
- Development and implement a process by which each URI employee is identified as a “confidential” or “responsible” employee in relation to their obligations to respond to learning of sexual misconduct.
- Develop training for all “responsible” employees to be taken on an annual basis. Training should minimally address campus and community resources. This would ensure an institution-wide understanding of legal and ethical obligations.
- Develop an online process for verification of training for “responsible” employees.
- Exploration of the creation of a Bystander Intervention Task Force with liaisons across in campuses in such areas as Housing and Residential Life, Health Services, Greek Life, Dining Services, Academic Affairs, Facilities, etc.
- Explore the development of a Bystander Intervention training for members of student organizations recognized by URI Student Senate. This could be tied to the student organization recognition process.
- Following the University’s established processes, explore the creation of course credits, internships and/or a minor in Sexual Violence Prevention.