ASU

Sexual Violence Prevention Task Force

Final Report: Goals and Recommendations
November 17, 2014

Submitted by
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Executive Summary

The Sexual Violence Prevention Taskforce was constructed and fueled by both grass-roots commitment and authentic executive support. Building on insightful and energetic student and student life efforts, this taskforce engaged a broad range of undergraduate and graduate students, staff, and research faculty with expertise in related areas from across the university.

The recommendations of this taskforce and the workgroups that supported it are both **cultural** and **structural** (institutional services, policy, reporting, and adjudication for students, staff, and faculty, as well as their assessment). The group set, as a primary objective, crafting genuine and deep social change regarding sexual violence through arts, community engagement, and sustained institutional commitment and structural changes through policy, processes and procedures. These recommendations, therefore, not only identify national best practices, but—by bringing together programs that address *both* culture and policy—engage ASU in **innovative** efforts that will propel us to the forefront of the national conversation.

Task Force Charge

In August, 2014, President Michael Crow launched a university taskforce on Sexual Violence Prevention to ensure that Arizona State University fosters and environment in which all community members have the opportunity to thrive free from all forms of sexual violence, harassment, exploitation, and intimidation. The Task Force, co-chaired by Marlene Tromp and Jennifer Hightower, was asked to review current policies and practices, strengthen university education and awareness efforts, enhanced existing and forge new partnerships with various stakeholder organizations and agencies, and review and recommend support services and resources for victims of sexual misconduct. Specifically, the task force was asked to address the following:

- Review current reporting and adjudication processes and procedures and make recommendation for improvements;
- Review current support services and recommend opportunities for providing maximum support to community members who experience sexual violence;
- Recommend ways to increase overall awareness within the campus community on issues of sexual violence, community standards, and campus resources;
- Identify ways to enhance the effectiveness of our educational efforts regarding sexual assault prevention and bystander education;
- Recommend ways for members of the community to engage in student-driven educational and support activities towards building a culture that fosters prevention;

- Examine the role of alcohol and drugs in relation to issues of sexual violence and make recommendations for policy, education, and outreach activities.
- Identify how the institution should best periodically evaluate the effectiveness of our efforts.

Approach

The taskforce organized their work around seven workgroups based on an understanding that the taskforce needed to reach broadly and deeply to make an impact. Community members including faculty, students, staff, alumni, and parents were invited to participate in the seven workgroups and were active in constructing the recommendations put forth in this report. Work groups represented the following areas of interest:

- Student Experience
  Co-chairs:　Aaron Krasnow, Assistant Vice President for Student Services
  　　　　　　Jean Boyd, Senior Associate Athletic Director
  　　　　　　Cassia Spohn, Professor of Criminology, Sexual Violence Policy Expert
- Graduate Students
  Co-chairs:　Jennifer Cason, Director, Graduate Support Initiatives
  　　　　　　German Cadenas, PhD Student in Counseling & Psychology, GPSA President
- Diverse Cultures and Communities
  Co-chairs:　Kevin Cook, Associate Vice President for Student Services
  　　　　　　Jennifer Glawson, Sr. Associate Registrar and Director Services
- Campus Environment
  Co-chairs:　Eduardo Pagán, Vice Provost of Academic Inclusion and Excellence
  　　　　　　Alesha Durfee, Associate Professor, School of Social Transformation
- Faculty
  Co-chairs:　Barry Ritchie, Vice Provost for Academic Personnel and Professor
  　　　　　　Helene Ossipov, Senate President and Chair of the UAC
- Staff
  Co-chairs:　Kamala Green, Executive Director, Office of Equity and Inclusion
  　　　　　　Mike Thompson, Chief of Police, ASU Police Department
- Arts Engagement
  Co-chairs:　Gordon Knox, Director, ASU Art Museum
  　　　　　　Pam Sterling, Associate Professor of Theater and Dance

The body of people working in these efforts grew to include many additional members of the ASU community—individuals who were often inspired to express their interest by President Crow's announcement of the taskforce. Those with particular expertise at the institution were invited to join in the effort and to co-chair some of the groups.

Task Force Members

- Marlene Tromp, Vice Provost & Dean, New College of Interdisciplinary Arts and Sciences, Co-Chair

- Jennifer Hightower, Deputy Vice President, Educational Outreach and Student Services, Co-Chair

- Jean Boyd, Senior Associate Athletic Director, Sun Devil Athletics

- German Cadenas, Doctoral Student, Counseling & Psychology, School of Letters and Sciences

- Jennifer Cason, Director of Graduate Student Support Initiatives, Graduate Education

- Kevin Cook, Associate Vice President and Dean of Students

- Leah Doane, Assistant Professor, Psychology, College of Letters of Sciences

- Shelby Dunkel, Undergraduate Student, Women and Gender Studies, CLAS

- Alesha Durfee, Associate Professor, Women and Gender Studies, School of Social Transformation

- Jennifer Glawson, Sr. Associate Registrar and Interim Director, International Student Services Center

- Kamala Green, Executive Director, Office of Equity & Inclusion

- Lisa Hudson, Associate General Counsel, Office of General Counsel

- Gordon Knox, Director, ASU Art Museum

- Aaron Krasnow, Assistant Vice President, Educational Outreach and Student Services

- Paul LePore, Associate Dean, College of Liberal Arts and Sciences

- Helene Ossipov, Associate Professor, French and Faculty Senate President

- Eduardo Pagán, Vice Provost for Academic Excellence and Inclusion

- Cassidy Possehl, Undergraduate Student, Biological Sciences, College of Liberal Arts and Sciences

- Barry Ritchie, Professor and Vice Provost for Academic Personnel, Office of the Provost

- Cassia Spohn, Professor and Director, School of Criminology and Criminal Justice

- Pam Sterling, Associate Professor of Theater and Dance, Herberger Institute

- Corina Tapscott, Undergraduate Student, Social Work, College of Public Programs

- Michael Thompson, Chief of Police, ASU Police Department

Summary of Recommendations

Recommendations largely fit into two categories – ways to affect large scale cultural change and structural changes related to policies, processes or procedures. Summaries of the recommendations from each of the seven working groups are provided in this executive summary with full working group reports included as appendices.

Cultural Change

The issue of sexual violence is complex and as a leading educational institution, Arizona State University has both the opportunity and responsibility to not only provide a safe community but to create long lasting and far reaching cultural change. Raising awareness and providing comprehensive services for victims is incredibly important but it is only when we focus on cultivating a community of care and involve every student, faculty and staff member in fostering that ethic that we truly achieve a culture shift. To that end, the task force recommends several action items aimed at changing the culture at ASU as it relates to sexual violence.

Recommendation #1
A single, cabinet-level person should be responsible for organizing and coordinating efforts on behalf of the institution.

- Appoint a senior-level university administrator who is deeply familiar with work in this area who can coordinate the efforts of various stakeholders (Human Resources, Office of Equity and Inclusion, EOSS, Academic Excellence and Inclusion, etc.) engaged in work focused on sexual violence awareness, education, and support.

Recommendation #2
Encourage, support and institutionalize an ethic of care related to personal well-being including issues of sexual assault, dating violence, domestic violence and stalking.

- Provide prevention and education classes for academic credit for students, faculty, and staff. Provide same courses not-for-credit for affiliates.
- Create a robust sexual violence prevention module to be implemented in all ASU 101 classes to enhance Consent and Respect training.
- Build and implement a peer advocate network for students who have experienced sexual violence - Scale to 1000 peers. Current working name: Sun Devil Support Network.*

Recommendation #3

Involve the campus community in violence prevention and awareness.

- Create and implement a widespread "effort" called Sun Devil Movement for Violence Prevention as a way to promote the many student/student organizational efforts in violence prevention and provide collaborative opportunities for students in efforts to prevent sexual violence.*
- Develop a program that will identify and commission an artist or artists to take on the specific issue of sexual violence on campus and apply their creative capacities and communicative skills to transform a cultural context that allows sexual predation. Artist(s) will live and work on campus enabling the study of the local social context and develop comprehensive and integrated strategies of intervention that impact and alter campus life.
- Develop bystander education with the ability to deliver cultural change using TED Talks. For example, host a TED Phoenix, or TED ASU event and engage graduate students conducting research in sexual violence, sexual culture to present research. These types of engagement opportunities will engage the graduate student population within their area of interest and foster community discussion.
- Promote a multimedia campaign with links/references to the Sexual Violence Awareness website.

Recommendation #4

Develop and execute a comprehensive plan for mandatory education for students, faculty and staff on issues of sexual violence.

- Implement mandatory training for all ASU Students on sexual violence awareness, prevention, intervention, and support.*
- Require all new students to read and report acceptance of ABOR Student Code of Conduct. **
- Include references to awareness and educational initiatives in our veteran orientation/welcome event.
- Consider translating and publishing the Student Code of Conduct in Arabic and Mandarin.
- Departments that serve diverse cultures and communities should link to information on student's physical and emotional well-being and Sexual Violence/Awareness resources on their websites.
- Require ASU's Online Title IX training for all staff (including faculty and student employees and all RA/TA/GA groups). Add Title IX content to the Leadership In the New American University (LINAU) programs
- Increase awareness of established sexual violence prevention programs and efforts by including campus resources on the websites of various staff organizations:
  - Committee for Campus Inclusion (CCI)
  - College Business Officers (CBO)
  - Business Office Managers (BOM)
  - Presidents Council
  - Deans
  - Staff Council website (over 7,000 people).
  - Commission on the Status of Women (CSW)

- o   University Career Women (UCW)
- o   Leadership in the New American University (LINAU)
- o   University Devils (UDevils) – Staff Member Alumni Association
- o   Environmental Health and Safety (EH&S) Newsletter/Classes

- Cross train all campus front line support service providers (employee/student) to improve knowledge and ensure accurate referral and messaging to *any* community member that presents with concerns, highlighting the processes and expectations campus wide.
- Ensure that web and print materials prepared for newly admitted and current international students include cultural expectations on life in the United States including culturally appropriate information on issues of sexual violence and sexual harassment.
- Include sexual violence awareness and response information at the International Student Orientation (along with understanding U.S. and Arizona laws and ASU policies).
- Include resource/information material in the New Hire Packet at New Employee Orientation.

Recommendation #5

Increase opportunities for students, faculty & staff to create a safer campus community through active intervention.

- Create posters for residence halls and major campus gathering places related to bystander education.
- Train staff who interact with and provide direct service to and support for those from diverse cultures and communities on expectations and community standards.
- Ensure outreach events and educational touch points provided by Employee Assistance Office include information on sexual violence, domestic violence and behavioral health concerns.
- Offer bystander intervention training to student coalitions, organizations and clubs and to all ASU residential peer-employees (Community Mentors, Desk Assistants, Academic peer professionals.*
- Create messaging regarding sexual assault prevention/reporting/mitigating risk that links to the "Sun Devil Way," specifically the area of "Responsibility."

Recommendation #6

Increase communication to new students and parents about issues of sexual violence as related to alcohol and drugs.

- Increase the messaging in New Student Orientations to new students and parents/families about respect, consent, and responsible behavior.*
- Create annual review of sexual violence, alcohol, and drug messaging delivered to all parents in Orientation.
- Design intentional communications flow with parents that incorporates messaging about university education efforts on consent and bystander expectations, student policies/protocols for reporting and response, and ASU's stance on sexual violence.*

Recommendation #7

Establish a work group dedicated to the development and administration of assessment of violence prevention efforts and overall campus culture as related to issues of sexual assault, dating violence, domestic violence, and stalking.

- Develop and implement a bi-annual survey instrument that measures perceptions and awareness of ASU resources against which to measure progress over time.*
- Develop and implement a bi-annual survey instrument that measures prevalence to establish a baseline against which to measure progress over time.*
- Annually assess protocols, procedures and execution of same in addition to education and training initiatives.
- For those response channels considered to be "fast/first responders", audit how well those response channels are performing and determine if the staffing is sufficient and sufficiently responsive.

Structural Recommendations

Prior to the convening of the task force, many processes, procedures and support services were already in place for the University community. The task force assessed the effectiveness and accessibility of these processes and services. The following are recommendations to improve, expand or develop policies, procedures, training and resources that will better serve our community and support survivors or sexual violence.

Recommendation #1

Annually review and update polices related to sexual assault and sexual misconduct.

- Include definition of consent in all applicable university policies.*
- Revise and implement policy **P20 – Discrimination, Harassment, and Retaliation Complaint Procedure**. *
- Implement revised policy **ACD 401 Non-discrimination, Anti-Harassment, and Non-retaliation** which includes definitions of consent. Increase employee awareness of both policies.*
- Conduct an annual review of all relevant policies and procedures to insure both compliance as well as contemporary practice.
- Create an online anonymous reporting tool for students.

Recommendation #2

Improve communication to students, faculty and staff regarding processes of reporting.

- Create a simplified summary of reporting, investigation, and adjudication processes; support services; and appeal procedures for sexual misconduct violations. Provide multiple online access locations. *

- Identify clear reporting lines and better integrate reporting structures to ease the reporting burden on victim/complainant.*
- Provide victim/complainant response times for the various reporting channels.
- Clarify for complainants, witnesses, and respondents the limits of confidentiality in such processes.

Recommendation #3
Enhance current print and on-line resources for students, faculty & staff who experience sexual violence.

- Develop resource materials for complainants and respondents about support services, rights, and responsibilities.
- Improve the user experience on sexualviolenceprevention.asu.edu to include navigation tiles, drop-down menus, and items color-coded by interest area. Structure it to provide information and assistance to be more event/victim focused.
- Increase awareness and use of LiveSafe app.
- Develop a media campaign for students focused on consent, respect, alcohol/substance use, and resource support.*
- Update TA policy manual and handbook, update links and resources to include content regarding sexual assault policies, procedures and resources.
- Publicize which support services may offer services in languages other than English, or whether they provide translation services.
- Make clear that students can use community support services, such as EMPACT, Behavioral Health Crisis Line, RAINN, etc.

Recommendation #4
Provide a variety of training opportunities for those that might be called to support victims of sexual violence.

- Include wellness, alcohol, sexual violence, mental health and bystander training modules in TA Development (TAD) Program including overview of university policies and resources.
- Utilize Blackboard (Development U) to house and link online training opportunities for staff (allows ability to market, monitor and assess completion and effectiveness).
- Offer quarterly Title IX workshops to all staff as part of the Leadership & Workforce Development (LWD) professional development schedule.
- Improve communication of policies to faculty members, coupling knowledge of policies to resources available to deal with events.
- Develop a list of all training expected of faculty members (Title IX, workplace behavior, information security, health and safety, etc.), and coordinate/streamline training efforts so that a faculty member can be reasonably anticipate participating in them.

- Design appropriate training and mentoring programs for academic leaders and chairs to disseminate information to their departments.
- Include community resources for LGBTQIA students, such us The Q-Line on the Sexual Violence/Awareness website.
- Identify avenues for awareness and education for incoming transfer students, which can include references in the communication flow to new students (along with other aspects of student rights/responsibility), and initial transfer student advising.
- Create section on Sexual Violence/Awareness website specifically referencing International Students. Include materials to help international students understand their responsibility as a suspect, victim or witness.
- Ensure linkages between VA on Campus Rep and reporting mechanisms; VA in particular has responsibility for responding to delayed reporting of military/sexual trauma assault cases. Ensure VA campus rep is well versed in campus and community resources.

Conclusions

Over the course of the task force meetings, several of the working groups began implementing recommendations within their purview. Those that are currently in progress are identified in the document with an asterisk (*). Those that have already been completed are identified with a double asterisk (**). It is recommended that the task force continue to meet through the Fall 2014 semester with President Crow's approval of the rest of the recommendations.