

**KNOW  
MORE**

*ACADEMIC YEAR 2018-2019*  
**ANNUAL REPORT**



**Office for Civil Rights and Title IX**  
MICHIGAN STATE UNIVERSITY

# Culture Shift

## Dear Spartans,

Over the past academic year Michigan State University has experienced an overwhelming amount of change in response to one of the largest sex abuse scandals of our time. The sheer magnitude of the crimes perpetrated shed an overarching light on a larger systemic issue that needed to be addressed and areas that needed to drastically change in order to foster a safer, more secure and more supportive university.

Since then, we have taken deliberate and meaningful actions towards a culture of awareness, accountability and care. This began in academic year 2017-2018 when we hired Husch Blackwell to conduct an independent review of our Title IX legal compliance and sexual misconduct prevention efforts. Through that review we gained a better understanding of how the university could improve on internal communications efforts to promote awareness, increase mental health support services, improve training, awareness, and prevention programs and clarify responsibilities and accountability within the Title IX office.

After receiving this feedback, and with the direction of the RVSM Expert Advisory Workgroup--a team of trusted campus leaders who are subject matter experts on RVSM issues--we were able to realign our services to be more impactful to campus.

## Know More Survey

Last year, we introduced the "Know More" campaign--put in place to promote the resources available to those who have been affected by sexual assault and relationship violence. This year, as a part of this campaign, we launched a campus-wide survey in partnership with RTI International, an external research organization, that garnered feedback from all members of the MSU community. The survey was designed to benchmark the culture, perceptions and policies associated with relationship violence and sexual misconduct among students, graduate/professional students, faculty and staff. The data collected from the survey was released in November 2019 and the responses will be used to inform

prevention programming, policy development, resource provision, and overall culture change initiatives on campus.

## The MSU Office for Civil Rights and Title IX Education and Compliance

Since the Office for Civil Rights and Title IX Education and Compliance was introduced in March 2018, it has dramatically expanded to include three departments--Prevention, Outreach and Education (POE), Office of Institution Equity (OIE) and the Resolution Office. The team has increased to nearly 40 full-time employees allowing for a response to a high demand on campus.

## Prevention, Outreach and Education Department

POE celebrated a one year anniversary in April. In that one year, they created unique training opportunities for students, faculty, staff and specialty groups like fraternities, sororities and athletics. They created and enforced a mandatory training policy that resulted in over 70,000 campus community members completing in-person and online training. That is a significant increase over what we've seen in past years.

They have also increased awareness around sexual assault and relationship violence by partnering with student organizations and other community departments to host It's On Us Week of Action--a national initiative to drive awareness of sexual assault. This takes place twice a semester in alignment with Domestic Violence Awareness Month in October and Sexual Assault Awareness Month in April. During the week of action several events take place to promote campus resources, self-care and healing. This past semester, the guest speaker was Laverne Cox, who touched on her experiences with abuse, sexual assault and being a transgender woman of color.

## The Office of Institutional Equity

MSU has seen a year-to-year increase in reported complaints of all harassment and discrimination since the implementation of the Mandatory Reporting Policy for relationship violence, sexual misconduct and stalking in 2015. The office has

been able to reevaluate and revise the processes and procedures in place to manage a high volume of complaints as a result of the increase in reporting. This year, the total number of complaints closely align with the amount received in academic year 2017-2018 with around 1700 complaints

## The Resolution Office

In September 2018, the U.S. Court of Appeals for the 6th Circuit held that in conducting Title IX investigations, colleges and universities are required to provide parties an opportunity to cross-examine witnesses in cases hinging on the credibility of such witnesses.

As a result, MSU stood up the Resolution Office as a part of the Office for Civil Rights and Title IX and Education and Compliance. It is designed to operate hearings for OIE investigations in which credibility is in question. These hearings are operated via video conferencing to provide a safer environment for claimants and respondents to participate.

The Resolution Office has conducted 26 hearings thus far.

I am proud of how far we've come, but we still have a long way to go in working to prevent harassment and discrimination on campus. We will continue do the necessary work to ensure we are delivering on our commitment to shift our culture, and keep our campus community safe and violence free.

Sincerely

Robert Kent,  
Interim Associate Vice President  
Office of Civil Rights and Title IX  
Education and Compliance

# Know More About **Prevention**

In just one year, the Prevention, Outreach and Education (POE) Department has made great strides in fulfilling its mission to educate members of the MSU campus community on sexual assault and relationship violence, work to eliminate violence on campus, empower staff, faculty and students to become advocates for a non-violent community, and positively affect social change.

## **Mandatory Training**

Incoming first-year and transfer students were required to attend one 2-hour workshop facilitated by undergraduate peer educators. The workshop explored the definitions of sexual assault, rape, and relationship violence, and offered ways in which students could become active bystanders in preventing sexual violence from occurring to themselves, their friends, and their peers.

All second-year undergraduate students are required to attend Bystander Network, a one hour workshop, facilitated by undergraduate peer educators. This workshop delves deeper into bystander interventions and trainings. This also includes ways to support survivors and hold each other accountable as a prevention method.

This was the first year of a “hard mandate” where students were unable to access information, including final grades in StuInfo, until mandatory in-person training had been completed. This brought around a 95% Completion rate for first- and second- year students.

Focus sessions with faculty, staff, and students were conducted to evaluate a number of online education options for employee biennial education, and upper class and graduate education. Using input from the sessions, POE was able to identify a new online education partner with more effective and engaging prevention education content.

## **Staffing**

In terms of growth, POE now employs 10 full-time team members, 2 graduate assistants, and over 100 peer educators. In the fall semester, they added a Climate and Response Specialist who began working collaboratively with college, department, and unit leaders to take steps to address climate concerns. This role acts as a liason with numerous support systems on campus to create action plans for managing difficult climate issues within colleges, departments and units.

## **Driving Awareness**

Over the 2018-2019 academic year, POE held several events that helped to promote awareness around issues related to sexual assault and domestic violence. In one of the events, It's On Us, the department partners with Associated Students of Michigan State University to participate in this national initiative. Each event has it's own theme and is centered around supporting survivors and sexual assault prevention. Additionally, POE held the “Creating Change through Collaboration Summit.” The summit brought over 150 faculty, staff and graduate students together; representing approximately 70 departments or programs. Fifteen faculty or staff along with a 5 member panel presented at sessions throughout the day. Each session was centered on ideas of challenging power and privilege and creating a culture of care.

95%

Percent completion rate  
Among first- and second-  
year students

23,825

Individuals completed in-person training

75,164

faculty, staff and students trained

48,329

Individuals completed online training

2,195

Additional Athletics department  
in-person training

877

Faculty and staff completed additional  
in-person training

# Know More About **Enforcement**

Over the 2018-2019 academic year, MSU has expanded to respond to an increased volume of complaints received as a result of the Larry Nassar case and a climate that has continued to empower campus community members to report sexual assault, harassment and relationship violence. In addition to handling a building volume of incidents, OIE conducted the first survey of claimants and respondents who have participated in the investigation process, giving participants an opportunity to provide input that has been used to improve the investigation process. Department leadership has connected with campus service partners to establish support networks for claimants and respondents that will allow advocates to be more involved during the investigation process. MSU has established a hearing process overseen by the Resolution Office which was recently mandated by the U.S. 6th Circuit Court, and has begun conducting hearings.

## Office of Institutional Equity

Through MSU's commitment to creating and maintaining an inclusive community in which students, faculty and staff can work together in an atmosphere free from all forms of discrimination, the Office of Institutional Equity (OIE) reviews concerns related to discrimination and harassment based on age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, and weight under the University Anti-Discrimination Policy (ADP) and Policy on Relationship Violence and Sexual Misconduct (RVSM).

## Reports

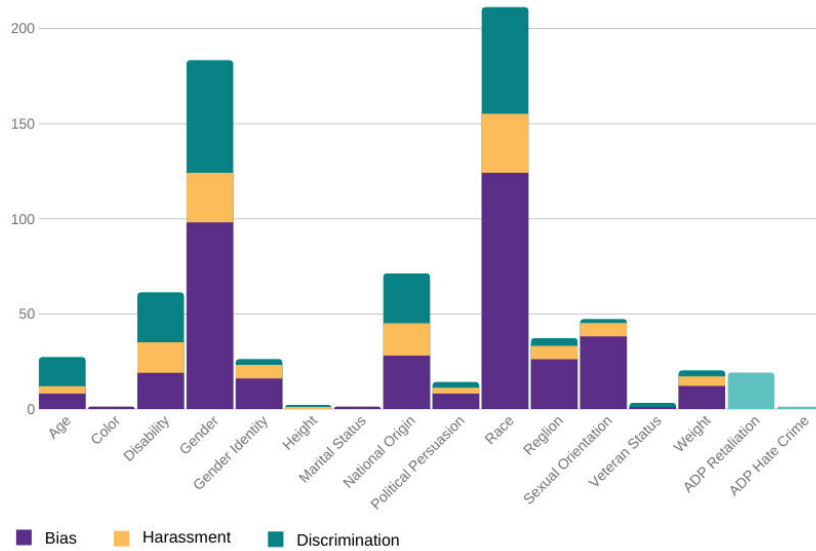
This is the first year that OIE has included reported data that includes all forms of discrimination in the annual report. The office has received a total of 1,872 incidents, and of those 1,142 are RVSM related. Incidents are tracked in three categories: Anti-Discrimination Policy, RVSM Policy, or a Blend of the two policies. In response to the volume of reports the office has reviewed, OIE has developed and executed an intake process which allows for incidents to be reviewed, routed to the appropriate investigators, or shared with the appropriate departments if the incidents do not rise to the level of a policy violation. From there, claimants are given timely notice, information on campus and community support resources and are asked to respond if they would like to participate a formal investigation.



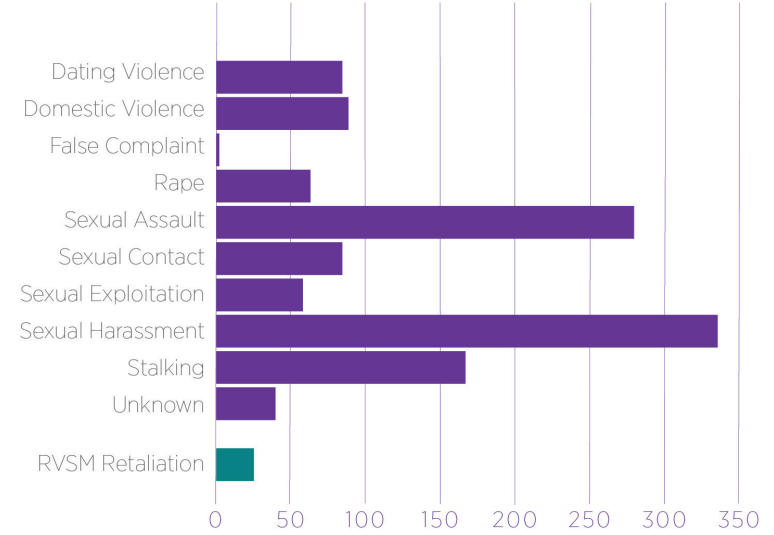
\* The numbers for the 2018-2019 and 2017-2018 academic years reflect incidences under both the Anti-Discrimination Policy and the Relationship Violence and Sexual Misconduct Policy. Due to data collection limitations, incidents under the Anti-Discrimination Policy are not included for 2016-2017.

In addition to incidents being tracked under certain policies, each complaint is recorded by type and location of incident. This year the highest number of RVSM related complaints were for sexual harrassment, sexual assault and stalking, respectfully. The highest number of reports were for incidents that occurred on campus.

### ADP Complaints By Type

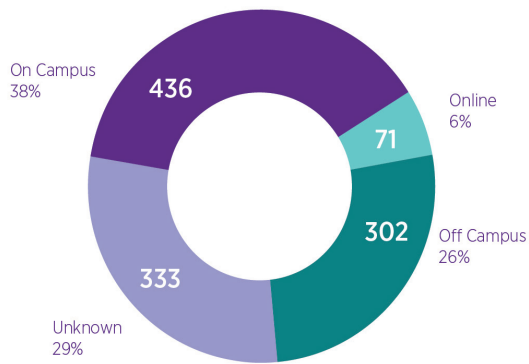


### RVSM Complaints By Type

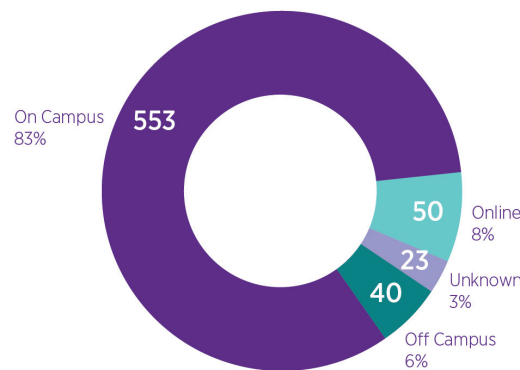


OIE also keeps track of respondent demographics, which are broken out by each population of the campus community: department, faculty, staff, student, student employee, and unknown. Of all of the reports recieved last academic year, a little over half were closed due to non-participation and about 20% of them could not move forward because MSU had no jurisdiction. This is consistent with the data we have seen over the past three academic years as depicted below.

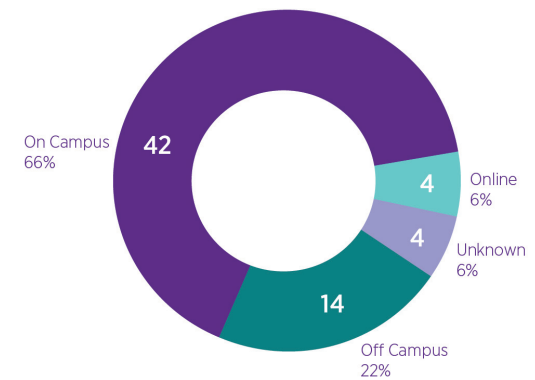
### RVSM Reports By Location



### ADP Reports By Location



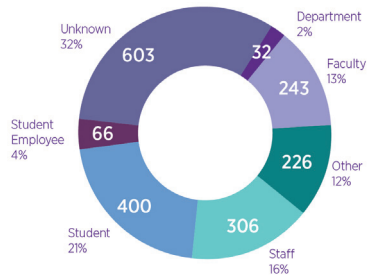
### Blend Reports By Location



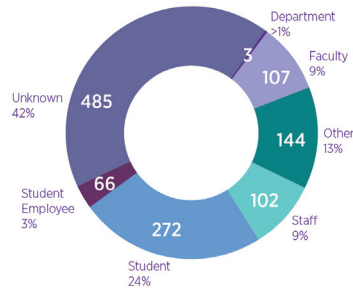
# Know More About Enforcement

To better understand our climate around issues of discrimination and harassment, we began tracking data around respondent demographics. This is broken down based on if the respondent to the complaint is a student, student employee, faculty, staff, department, or unknown. About 32% of the complaints received in this academic year were in relation to an unknown party, and the majority of those are RVSM related. In relation to the complaints under ADP, almost 30% of complaints were against staff. However, in the blend data, which are claims that relate to both ADP and RVSM, it shows faculty as receiving the greatest number of complaints at 33%.

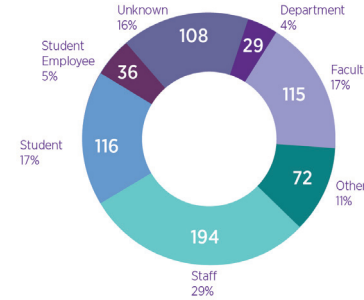
**Total Respondent Demographics**



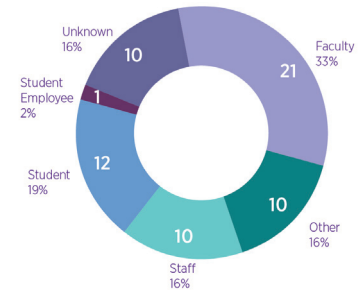
**RVSM Respondent Demographics**



**ADP Respondent Demographics**



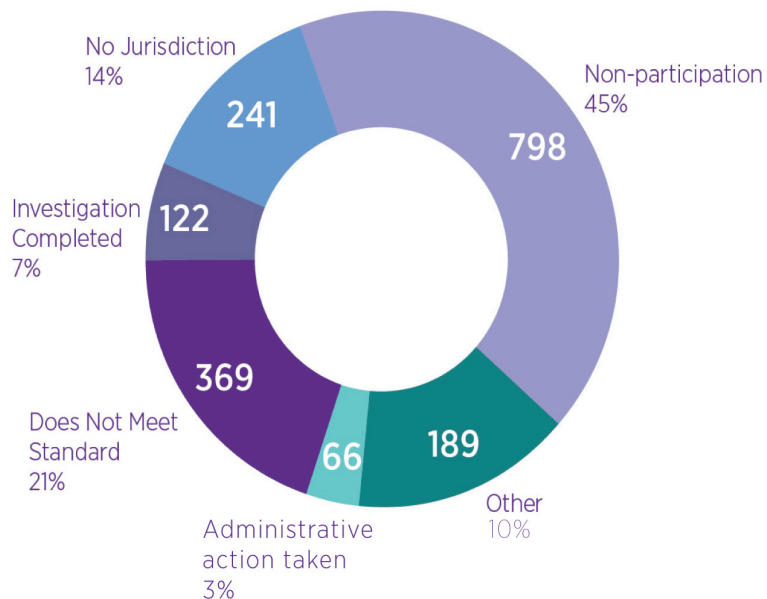
**Blend Respondent Demographics**



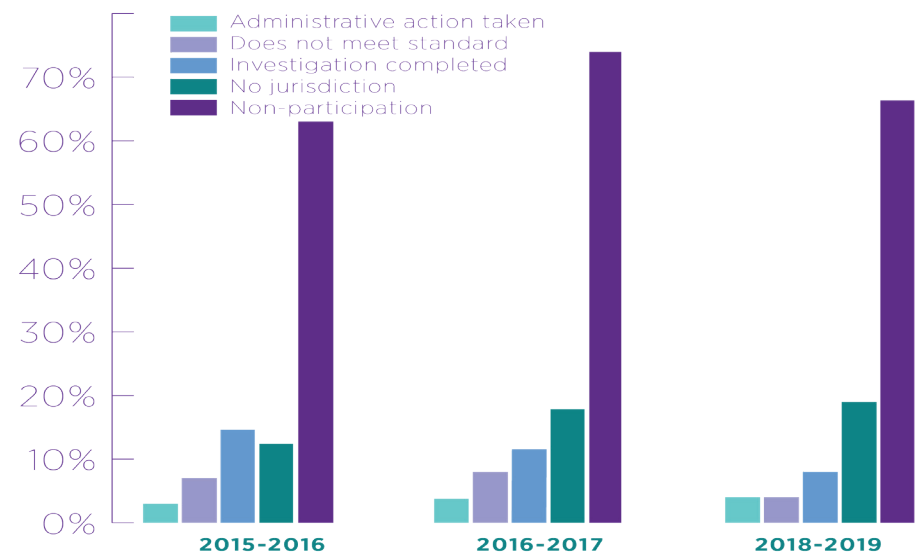
In addition to the data around claims, OIE has also tracked the time that it takes to close a case. Over the past year, the office has put in place several measures to reduce the time it takes to close a case. At the beginning of the academic year, the average lifecycle of a case, from open to close was 190 days due to the high volume of complaints received. By the end of the academic year, OIE had reduced that by 72 days, making the average life of a case 118 days. MSU continues to work on this timing to make the process of reporting a complaint less lengthy for those who have experienced harm, and continues to review and adjust processes and procedures to allow for more agility and speed in investigations.

MSU receives a large number of claims throughout the academic year. Not all of them result in an investigation under the RVSM policy or the ADP, however, in all incidents where a claimant is identified, OIE provides the claimant with information regarding a number of resources on campus and in the campus community where the claimant can go for assistance; from the police and medical assistance, to confidential counseling and advocacy services. The chart below shows that the majority of cases closed this academic year were for nonparticipation followed by cases that did not rise to the standard of a policy violation.

**Reasons for case closures**



**RVSM reasons for case closures\***



\*The numbers only reflect incidences under the Relationship Violence and Sexual Misconduct Policy. Due to data collection limitations for academic years 2015-2017, incidents under the Anti-Discrimination Policy are not included in the year-to-year comparison.

# Know More About Enforcement

## Resolution Office

In the fall semester of 2018, the U.S. Court of Appeals for the Sixth Circuit held that colleges and universities conducting Title IX investigations are required to provide parties an opportunity to cross-examine witnesses in the presence of a neutral fact-finder in cases hinging on the credibility of such witnesses during Title IX investigations. MSU acted quickly to establish an office to handle such hearings by standing up a new department and dedicating three full-time staff-- a director, a support staff and an executive secretary--to support incoming cases.

The team works hand in hand with OIE and other campus partners, such as MSU Safe Place, the MSU Center for Survivors and the MSU Office of the Ombudsperson to ensure claimants and respondents are handled with care while going through the process. The team uses state-of-the-art equipment to conduct the meetings virtually to minimize retraumatization of participants.

The office has completed 26 cases and continues to adjust their processes to be more trauma-informed, effective and timely.

## Contact Us

### MSU Office for Civil Rights and Title IX Education and Compliance

408 W. Circle Dr., Suite 105  
Olds Hall  
East Lansing, MI 48824  
Phone: (517) 353-3922  
Fax: (517) 884-8513

### MSU Office of Institutional Equity


Olds Hall  
408 W. Circle Dr., Suite 4  
EAST LANSING, MI 48824  
PHONE: (517) 353-3922  
FAX: (517) 884-8513  
EMAIL: OIE@MSU.EDU  
OIE IS OPEN FROM 8:00 A.M.-12:00 P.M.  
AND 1:00 P.M.-5:00 P.M., MONDAY THROUGH  
FRIDAY. MEETINGS ARE BY APPOINTMENT  
ONLY, EXCEPT FOR INTAKES.

### MSU Prevention, Outreach and Education Department

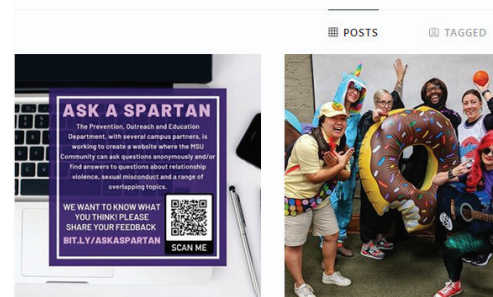
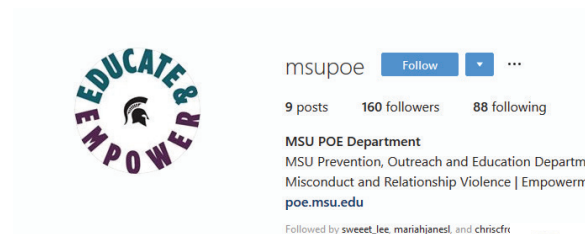
Olds Hall  
408 W. Circle Dr., Suite 101  
East Lansing, MI 48824  
Phone: (517) 355-3865  
Email: empower@msu.edu

## Follow Us On Social

 @KnowMoreMSU

 MSU Prevention,  
Outreach and Education

 @msupoe



Tomorrow marks the first day of #ItsOnUs week of action. To kick it off, come to Wells Hall between 10 a.m. and 2 p.m. #KnowMoreMSU







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