

# MICHIGAN STATE UNIVERSITY

Sept. 29, 2017

To Members of the Michigan State University Community:

I write to share with you MSU's Title IX Annual Report for the 2016-2017 academic year. The report includes information on MSU's response to reported incidents, support and advocacy services, prevention and education programs, and community engagement efforts. We have provided as much information as possible about MSU's response to reported incidents while preserving the privacy of those involved. With the implementation of new data management systems, we are now able to track and report historical information that will allow us to share trends over time.

MSU's longstanding commitment to fostering a campus community that is free of sex discrimination, sexual harassment, and sexual violence provides the backdrop for the continued progress highlighted in the report. In the spirit of continuous improvement, MSU this fall is engaging in a comprehensive Title IX external review to support our efforts to develop leading-edge policies, programs, and services as we advance our work to combat sexual violence. For more information on MSU's external review or to view MSU's Title IX historical timeline, visit [www.msu.edu/ourcommitment](http://www.msu.edu/ourcommitment).



## **Office of Institutional Equity**

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The 2016-2017 Annual Report highlights the continued positive impact of policy and procedures changes implemented in prior years. Despite a significant increase in the number of reported incidents, both the Office of Institutional Equity and the Department of Student Life have maintained consistency in the timeliness of the investigation and student conduct processes, while completing thorough and impartial investigations and preserving fairness for all parties. Although we continue to see the number of reported incidents increase, we do not believe this is reflective of an increase in incidents but rather is reflective of increased reporting fueled by efforts at MSU to raise awareness, foster a culture where individuals who report feel supported, and provide individuals affected with resources and options for addressing incidents.

In addition to our response efforts, MSU continues to focus on building an effective and robust prevention and education program. MSU has increased the number and variety of education and prevention programs and activities to engage the campus community. Through our external review, we look forward to examining national benchmarking data that will help us to further advance our prevention and education program.

Through our annual policy review process, we continue to engage a multi-disciplinary team including faculty, staff, and students to update our policy and

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procedures to reflect the changing needs of the community, federal guidance, and leading-edge practices. To improve transparency and build in additional procedural protections, we revised the Student Conduct Sanction and Appeal Procedures and created new Sanction Guidelines for both employees and students, respectively. For more information on revisions to the policy and procedures for the 2016-2017 academic year, visit [www.titleix.msu.edu](http://www.titleix.msu.edu). As we have done in the past, we will continue to monitor our progress as well as changing federal guidance and make adjustments as necessary in consultation with President Simon and other key stakeholders. We will continue to offer opportunities for community feedback and suggestions throughout the academic year through focus groups and a town hall forum hosted by the Sexual Violence Advisory Committee.

Although we continue to make progress, our work is not done. While our institutional response, education and prevention programs, and community engagement efforts have a strong impact, it is our collective power as a Spartan community that can change the world. To connect with opportunities to get involved and make a difference at MSU visit: [www.titleix.msu.edu/getting-involved](http://www.titleix.msu.edu/getting-involved). Look for more information in the coming weeks on MSU's It's On Us campaign and our fall week of action Oct. 23-29, 2017. Follow us on Facebook at [www.facebook.com/ItsOnUsMSU/](http://www.facebook.com/ItsOnUsMSU/).

Make a difference. Change the world. Spartans Will.

Sincerely,

A handwritten signature in blue ink that reads "Jessica Norris". The signature is written in a cursive, flowing style.

Jessica Norris  
Title IX Director