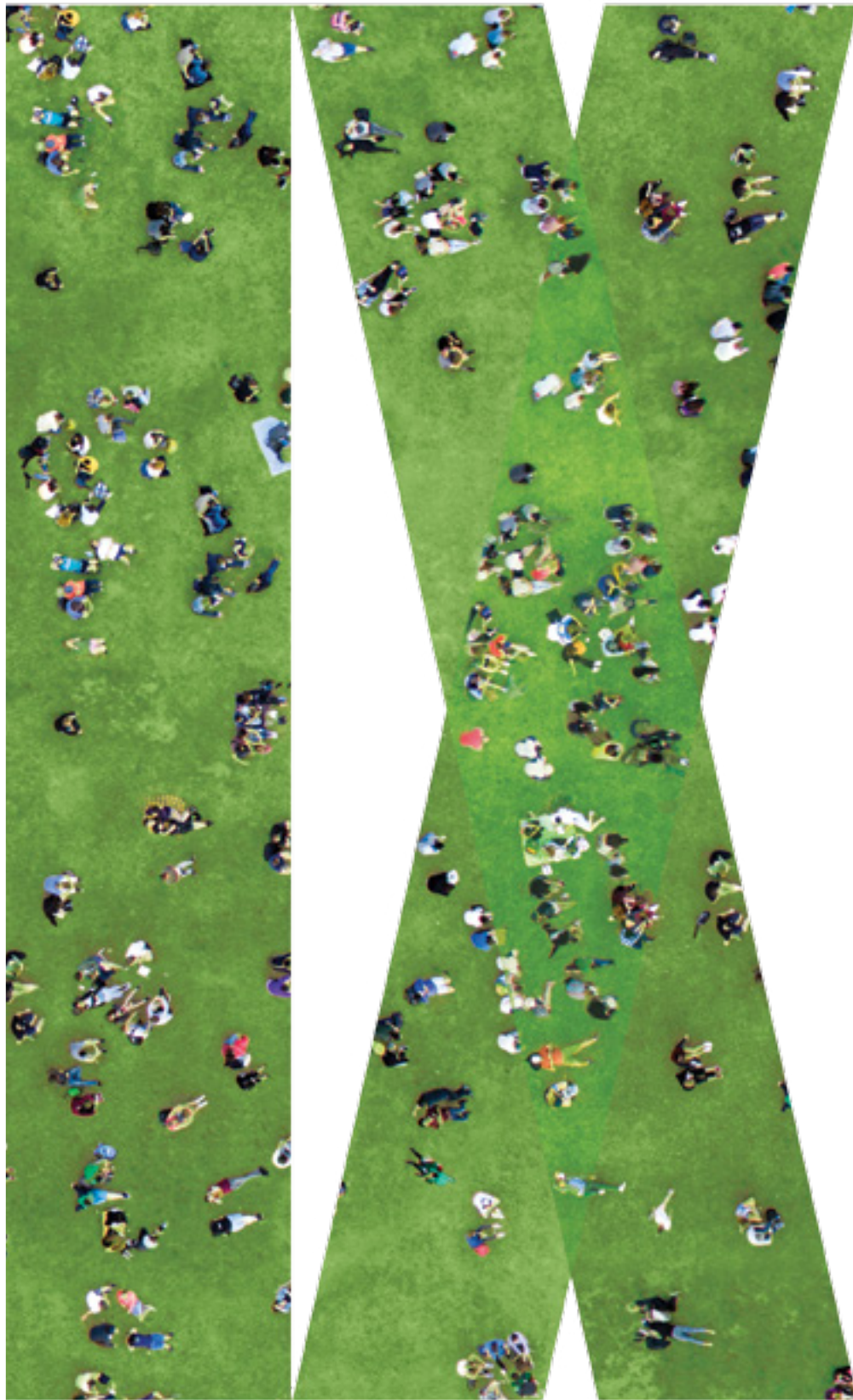


T I T L E



A N N U A L R E P O R T

2016-2017 ACADEMIC YEAR



Office of Institutional Equity
MICHIGAN STATE UNIVERSITY



MAKE A DIFFERENCE.
CHANGE THE WORLD.
SPARTANS WILL.

COMMUNITY ENGAGEMENT

MSU IT'S ON US CAMPAIGN

In spring 2016 MSU's Title IX Program joined forces with key campus partners, including ASMSU and COGS, to launch It's On Us as MSU's official sexual violence prevention campaign. ASMSU had been participating in the It's On Us national campaign for several years and through partnership with the Title IX office, efforts have expanded to engage community members to play an active role in building a culture of care and respect at MSU. MSU's approach to the It's On Us campaign leverages the strengths of a number of campus units and student organizations to plan and execute components of the campaign and to provide funding support where needed.

Spring 2016 Events:

- Keynote speaker: Don McPherson
- ASMSU pledge drive
- It's On Us giveaways at The Rock
- Film screening and discussion panel:
Audrie and Daisy
- Therapy dogs at the library
- Inaugural Student Leadership Institute

For information on past or upcoming events, follow the campaign on Facebook: [facebook.com/ItsOnUsMSU/](https://www.facebook.com/ItsOnUsMSU/)

MSU COMMITTEES

- **SEXUAL VIOLENCE ADVISORY COMMITTEE (SVAC)**
SVAC serves to provide community input and advice to the Title IX Coordinator on matters pertaining to the university's compliance with Title IX and efforts to foster a community of safety, caring, and respect. SVAC gathers community input relating to the campus climate and shares this information with the President, Title IX Coordinator, and VFC. SVAC includes student, faculty, and staff representatives serving two-year terms.
- **VIOLENCE FREE COMMUNITIES COMMITTEE (VFC)**
VFC is comprised of representatives from campus units engaged in efforts to support a campus culture free of relationship violence and sexual misconduct. VFC acts upon the campus climate information gathered by SVAC to develop recommendations for the Title IX Coordinator and collaborates with the Title IX Coordinator to develop and execute action plans to address pressing campus climate concerns.
- **RVSM POLICY WORK GROUP**
Each year the Title IX Coordinator convenes a multi-disciplinary work group to review MSU's RVSM Policy and identify improvements. The work group includes faculty, staff, and student representatives along with campus subject matter experts involved in the day-to-day execution of the policy. It is through this work that Michigan State University aims to continuously improve our policy and the underlying procedures to ensure a process that is both timely and fair.

OFFICE OF INSTITUTIONAL EQUITY

MICHIGAN STATE UNIVERSITY

Founded in 2015, OIE is charged with responding to concerns related to MSU's Relationship Violence and Sexual Misconduct Policy and MSU's Anti-Discrimination Policy. OIE educates the community on the policies and related topics through in-person presentations to faculty, staff, and student groups.

For the 2016-2017 academic year, OIE STAFF FACILITATED **140** IN-PERSON TRAINING PROGRAMS on MSU's Relationship Violence and Sexual Misconduct Policy for employee and student groups on campus.

ONLINE TRAINING: (AY 2016-2017)

94% [**9,117** MSU EMPLOYEES]

97% [**52,195** MSU STUDENTS]

Completed the relationship violence and sexual misconduct training during the 2016-2017 academic year.



16 STAFF (full-time/total)
9 INVESTIGATORS
1 DEDICATED SPECIALIST
to assist with interim and protective measures

FOCUS GROUPS HELD: **12**

TOWN HALL FORUMS HELD: **3**

MSU TITLE IX PARTNERS IN SUMMARY

Sexual Assault Program

Founded in 1980, co-funded by MSU and the Victims of Crime Act Grant, MSU's Sexual Assault Program works with sexual assault survivors and all others who are impacted by sexual violence. SAP provides counseling and support groups to MSU students. SAP's 24-hour

crisis line and advocacy services are offered to anyone in the greater Lansing community. In August 2017 the Sexual Assault Program moved to a new location on the 2nd floor of Student Services. The new space includes a group therapy room as well as a survivor's lounge/waiting room.

10.5 STAFF

Program Coordinator | 5 Therapists | Crisis Counselor | Program Advocate
Volunteer Coordinator | Office Manager | ½ time Health Care Assistant

SERVED **486** clients
under VOCA Grant
(FY 10/1/16 - 6/30/17)

PROGRAMS:

Clinical Staff provided individual counseling services to **233** students totaling **1,494** therapy sessions

Groups Offered:

Trauma Informed Yoga
Peer Led Workshop
Seeking Safety *launched in fall 2017*
Forward Together
Soul Speak
Self Care Healing Workshops including: Yoga/Pilates/Ear Acupuncture *launched in summer 2016*

PROVIDED MEDICAL ADVOCACY to **97** survivors.

PROVIDED CRISIS INTERVENTION on **109** Hotline calls

VOLUNTEERS

94 Sexual Assault Crisis Intervention (SACI) Volunteers

TRAINED **57** new SACI Volunteer Advocates

Program Staff and Volunteers provided ADVOCACY SERVICES to **138** clients

Sexual Assault and Relationship Violence Prevention Program (SARV)

Celebrating its **10-YEAR ANNIVERSARY**, the SARV Program promotes safety and improves quality of life by **EDUCATING** students on sexual assault and relationship violence, **ELIMINATING** violence on campus, **EMPOWERING** students to become advocates for a non-violent community and positively **EFFECTING** social change.



60 PEER EDUCATORS



2 GRADUATE ASSISTANTS
part-time



1 FULL-TIME STAFF

PROGRAMS:

SARV workshop attendance:
6,418 FRESHMAN and TRANSFER STUDENTS
(up from 6,121 last year).

LGBTQ STUDENT WORKSHOP: **113** students attended (up from 87 last year).

Workshop for INTERNATIONAL STUDENTS: **107** attended.

GREEKS Take the Lead: **2,568** students participated in the workshop (increase from 1,558 last year).

GOVERNOR'S CAMPUS SEXUAL ASSAULT GRANT PROGRAM



MSU received a **\$38,597.10** grant from the Governor's Office for extending sexual violence prevention efforts within the MSU campus community and outreach to local high schools. The grant supports development of workshops for upper class MSU students and an awareness campaign for deployment at MSU and area high schools as part of MSU's grant-funded Bystander Network.

MSU Police

Nationally recognized as one of the first departments to develop a sexual assault victim rights and response guarantee, MSU Police has **10 SWORN OFFICERS AND SUPERVISORS** specially trained to respond to cases that fall under the



Special Victims Unit (SVU); sex crimes, relationship violence, stalking, child abuse, vulnerable adult abuse, and bias crimes. MSU Police assists area law enforcement agencies in collaborative investigations and resource sharing. MSU Police assists other universities in establishing their own special victims units modeled after MSU's SVU, which was established in 2014.

MSU Safe Place

Established in 1994, MSU Safe Place provides advocacy, shelter, long-term safety planning, and counseling services to individuals experiencing relationship violence and stalking.



3 full-time STAFF



8 INTERNS



5 VOLUNTEERS

CLIENTS:

Temporary Emergency

SHELTER FOR **50**



21 ADULTS

29 CHILDREN

SUPPORT SERVICES for those not in shelter **105**

PROGRAMS: 83

18,556 PARTICIPANTS



18 Staff/Professional TRAININGS

39 Resource FAIRS

15 General PRESENTATIONS



SAFETY Forum: **1**

10 OTHER

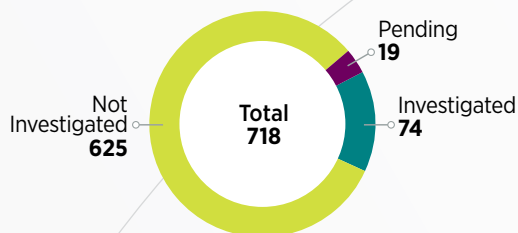
TYPES OF SERVICES: court accompaniment, assisting clients to receive a wide range of services, parenting guidance and support to victims who have minor children and to parents of MSU students victimized by relationship violence or stalking, safety planning, crisis and long term counseling, assistance helping clients move, scholarships for students victimized by relationship violence or stalking, advocacy assistance to help pay client bills and services, temporary emergency shelter, transportation, child care and play therapy for young children.

COMPARISON

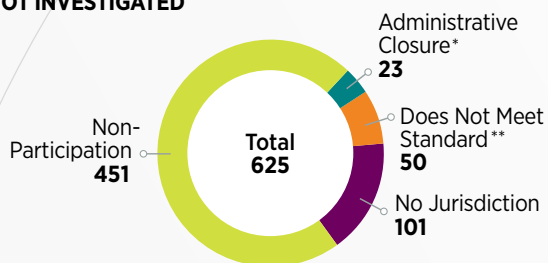
of total cases:

AY 2016-2017 **718** AY 2015-2016 **461** AY 2014-2015 **201**

RVSM INCIDENTS INVESTIGATED/ NOT INVESTIGATED



REASON RVSM INCIDENTS NOT INVESTIGATED

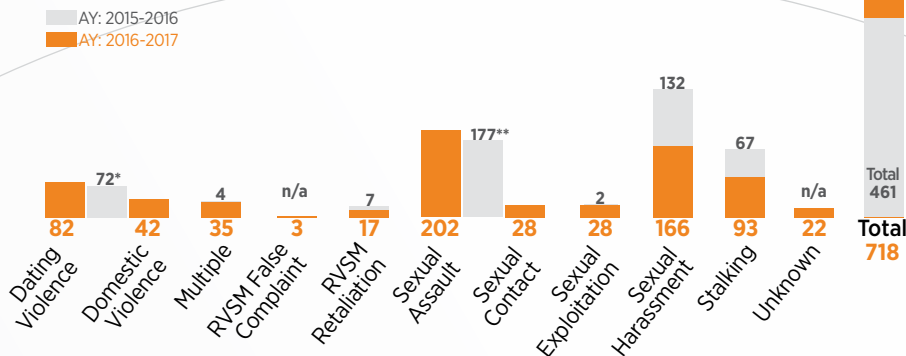


*Administrative closure – Issue resolved through other administrative processes
 **Does not meet standard – Claim does not meet the standards outlined in policy
 Note: The Title IX Coordinator reviews cases closed for non-participation to identify: patterns, improvements to policies/procedures that are necessary, or additional training programs that can be offered.

Average TIME to complete STUDENT CONDUCT PROCESS:

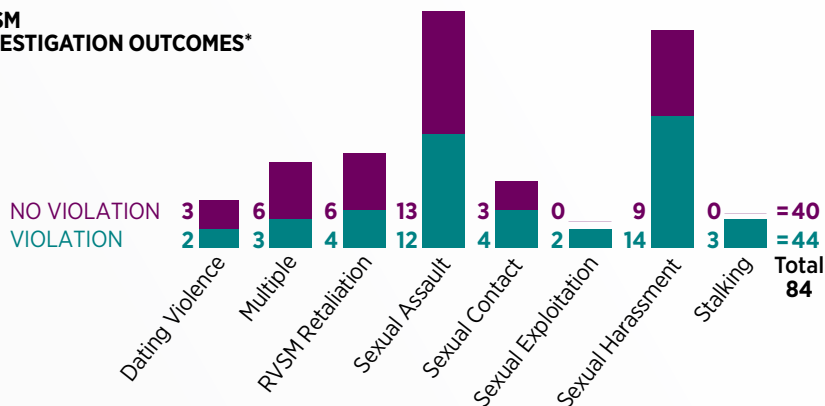


RVSM INCIDENTS REPORTED BY TYPE



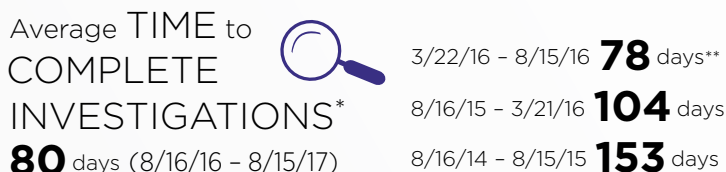
*Reported as combined category of relationship violence. **Reported as a combined category of sexual assault.

RVSM INVESTIGATION OUTCOMES*



*Number of outcomes may be higher than number of completed investigations due to cases with multiple respondents.

Average TIME to COMPLETE INVESTIGATIONS*



Common reasons for extension of investigation timeline: Law enforcement delays, additional witnesses, new evidence, witness participation, delayed participation by parties, academic break

*Includes cases where timeline was extended for good cause.
 **Academic year data split to reflect change in OIE model.

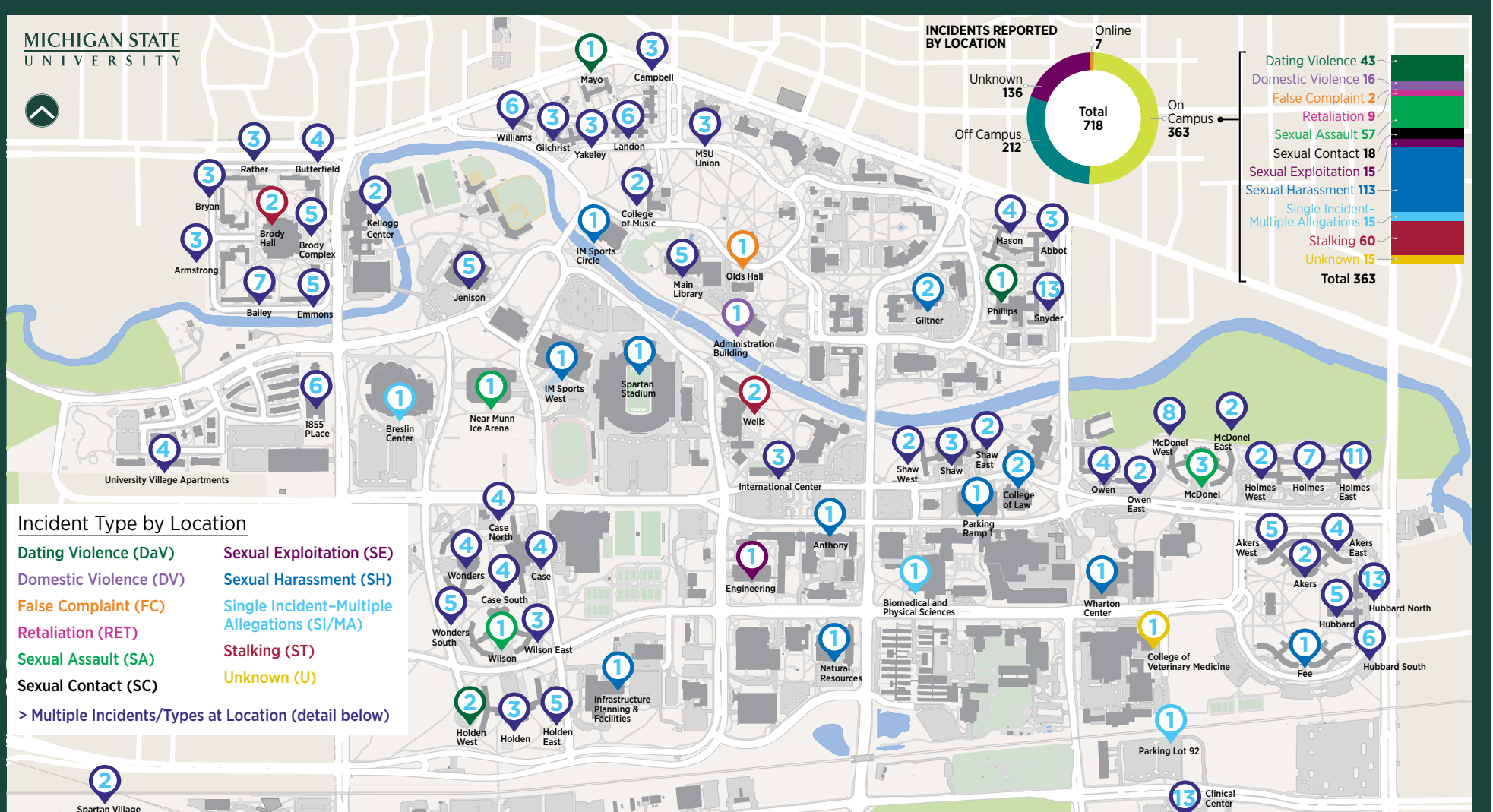
SANCTIONS FOR RVSM VIOLATIONS (CLOSED CASES)*

CHARGES	STUDENT			EMPLOYEE						OTHER**	
	DISMISSAL	PROBATION	SUSPENSION	DISCIPLINE	DISMISSAL	OTHER***	PROBATION	SUSPENSION	TERMINATION	OTHER	UNIVERSITY CONTACT RESTRICTION
Dating Violence		1	1								
Multiple			2			1					
RVSM Retaliation				2				1	1		
Sexual Assault	5		1			6					
Sexual Contact		3				1					
Sexual Exploitation		2									
Sexual Harassment		2		1	1	2	1		5	1	1
Stalking		3									
TOTALS	5	11	4	3	1	10	1	1	6	1	1

*Excludes cases where disciplinary proceedings are in-progress. Number of sanctions may be higher than number of completed investigations due to cases with multiple respondents.
 Not affiliated with MSU. *Respondent was terminated, resigned, or retired before investigation was completed

RVSM Incidents Reported to OIE by Location (Sexual Harassment, Sexual Exploitation, Sexual Assault, Stalking, Relationship Violence, and Retaliation)

MICHIGAN STATE UNIVERSITY



Incident Type by Location

- Dating Violence (DaV)
 - Domestic Violence (DV)
 - False Complaint (FC)
 - Retaliation (RET)
 - Sexual Assault (SA)
 - Sexual Contact (SC)
 - Sexual Exploitation (SE)
 - Sexual Harassment (SH)
 - Single Incident-Multiple Allegations (SI/MA)
 - Stalking (ST)
 - Unknown (U)
- > Multiple Incidents/Types at Location (detail below)

1855 Place 6 DV-5, SH-1	Butterfield Hall 4 DaV-3, ST-1	Holden Hall 3 DaV-1, SH-2	Jenison Field House 5 SA-1, SC-2, SH-2	Owen Hall 4 SC-1, SH-3	University Village 4 DV-1, SA-3
Abbot Hall 3 SE-1, SH-1, U-1	Campbell Hall 3 M-1, SH-1, ST-1	Holden Hall East 5 DaV-1, SA-1, SH-1, ST-1, U-1	Kellogg Center 5 M-1, SH-1	Owen Hall East 2 DaV-1, SC-1	Unknown 85 DaV-5, DV-1, M-5, RET-4, SA-9, SC-5, SE-4, SH-34, ST-16, U-2
Akers Hall 2 R-1, SA-1	Case Hall 4 SA-1, SH-2, ST-1	Holmes Hall 7 M-1, SA-2, SH-2, ST-1, U-1	Landon Hall 6 DaV-3, SE-1, ST-2	Rather Hall 3 SC-1, SH-1, ST-1	Williams Hall 6 DaV-2, SA-1, SE-1, SH-1, U-1
Akers Hall East 4 S-1, U-3	Case Hall North 4 DaV-1, SA-1, SE-1, ST-1	Holmes Hall East 11 DaV-1, DV-1, SA-1, ST-7, U-1	Library (main) 5 SE-1, SH-2, ST-1, U-1	Shaw Hall 3 R-1, SH-2	Wilson Hall East 3 SH-2, ST-1
Akers Hall West 5 M-1, SA-1, SH-1, ST-2	Case Hall South 4 SA-1, SH-3	Holmes Hall West 2 SH-1, ST-1	Mason Hall 4 DaV-3, SA-1	Shaw Hall East 2 M-1, SA-1	Wonders Hall 4 DaV-1, M-1, SH-1, ST-1
Armstrong Hall 3 DaV-1, ST-2	Clinical Center 13 SA-12, SC-1	Hubbard Hall 5 FC-1, SA-1, SH-3	McDonell Hall East 2 SH-1, ST-1	Shaw Hall West 2 SE-1, ST-1	Wonders Hall South 5 DaV-1, DV-1, SE-1, SH-1, ST-1
Bailey Hall 7 DaV-2, SA-2, SH-2, ST-1	College of Music 2 RET-1, ST-1	Hubbard Hall North 13 DaV-4, SA-2, SH-5, ST-1, U-1	McDonell Hall West 8 DV-1, SA-1, SC-2, SH-1, ST-3	Snyder Hall 13 DaV-3, DV-1, SA-2, SC-1, SH-4, ST-1, U-1	Yakeley Hall 3 DaV-1, SH-1, ST-1
Brody Complex 5 SA-2, SH-2, U-1	Emmons Hall 5 DaV-1, SH-3, ST-1	Hubbard Hall South 6 DaV-3, SE-2, ST-1	MSU Union 3 SC-1, SH-2	Spartan Village 2 SE-1, ST-1	
Bryan Hall 3 SA-1, SH-1, ST-1	Gilchrist 3 DaV-1, DV-1, SH-1	International Center 3 R-1, SA-1, SH-1	Music 2 SC-1, SH-1		

Other Campus Locations

Academic/Administration Building unknown	1 (SH)
On Campus unknown	85
REHS Facility	1 (DV)