

KNOW MORE

OFFICE FOR CIVIL RIGHTS AND TITLE IX ANNUAL REPORT 2017-2018 ACADEMIC YEAR

OUR MISSION

To educate all campus community members regarding how to prevent, identify, and report discrimination, harassment, and gender-based violence; to monitor complaints of discrimination, harassment, and gender-based violence, conduct a fair and equitable investigation of each complaint, and use information from monitoring and investigations to inform prevention education; to connect those affected by discrimination, harassment, and gender-based violence with campus and community resources that will allow them to move forward.

OUR VISION

A campus where classrooms, laboratories, and workplaces are free from discrimination, harassment, and all forms of gender-based violence.



Office for Civil Rights and Title IX
MICHIGAN STATE UNIVERSITY

civilrights.msu.edu

MSU's COMMITMENT

Dear Spartans,

During the 2017-2018 academic year, the horrific revelations stemming from the trial of Larry Nassar and the survivors' testimony prior to his sentencing, and the concurrent popularizing of #MeToo drew widespread attention to sexual misconduct and sexual assault. MSU has responded in an unprecedented way. We have had an opportunity to reflect on the people, programs, and processes that offer education, support, and enforcement of Civil Rights and Title IX laws at MSU. We have listened to survivors, our students and their families, and experts on and off campus; dramatically increasing resources for survivors, and prioritizing prevention education. The result is a program that far surpasses legal requirements. A program that is at the forefront of campus prevention and survivor support.

Independent Review

MSU hired the law firm of Husch Blackwell to conduct a multi-phase, independent review of MSU's Title IX legal compliance and its efforts to prevent and address sexual misconduct. In a report reviewing MSU's policies released in fall 2017, the firm found MSU's Title IX policies are compliant with all applicable legal requirements and **"reflect a strong and genuine institutional commitment to combating sexual misconduct, [and] creating a safe campus environment."** The review also found MSU to be at the forefront of a number of practices, recognizing them as "among the most comprehensive and robust [they] have seen."

In the second phase review, the Husch firm reviewed MSU's strategies to prevent and address sexual misconduct. In a report released in spring 2018, the Husch firm recommended improving internal communications to promote awareness, increasing mental health support services, improving alignment of training, awareness, and prevention programs and clarifying responsibilities and accountability within the Title IX office. MSU has since implemented all of the recommendations.

Increase in Awareness = Increase in Reporting

Since implementation of its mandatory reporting policy in 2015, the University has seen an **astounding** year-to-year increase in reported complaints under its Relationship Violence and Sexual Misconduct Policy. This last academic year, the Larry Nassar trial and the #MeToo movement empowered those affected to come forward and report —the number of reports in the 2017-2018 academic year representing nearly a 500% increase from the number reported in 2014-2015. The increase allows the University to address the effects of this historically underreported conduct. MSU has been able to provide resources to those the conduct harms and take action against perpetrators.

MSU recognizes all of its community members play an important part in preventing and reporting sexual assault and relationship violence. In the 2017-2018 academic year, 99% of nearly 53,000 students, and 98% of MSU employees completed training on sexual

Over a
60%
INCREASE
in reporting for 2017-2018
Academic Year

YEAR IN REVIEW

MSU Policies
"AMONG THE MOST
COMPREHENSIVE
AND ROBUST"



Husch Blackwell Releases Phase One TIX Report
"A Strong and Genuine Institutional Commitment"

Creation of Expert RVSM Advisory Work Group
Reorganization of MSU Health Services

Nassar Sentencing and Me Too Movement
Increase in Awareness = Increase in Reporting

Established Youth Programs Advisory Board

Commission of Independent Review of Patient Health Safety

AUGUST 2017

SEPTEMBER 2017

OCTOBER 2017

NOVEMBER 2017

DECEMBER 2017

JANUARY 2018

FEBRUARY 2018

assault and relationship violence prevention and reporting. This year, in addition to online training, MSU is conducting mandatory, in-person, sexual assault and relationship violence prevention programming for all first year and transfer students, and in-person bystander intervention training for all second-year students.

The MSU Office for Civil Rights

The face of Michigan State University's Title IX and Civil Rights compliance efforts changed dramatically in the 2017-2018 Academic year with the introduction of the Office for Civil Rights and Title IX Education and Compliance.

Established in March 2018, the new Office for Civil Rights and Title IX Education and Compliance is dedicated to prevention of discrimination and harassment in all forms, with a particular focus on sex and gender discrimination, relationship violence, stalking, and sexual misconduct.

This stand-alone unit reports directly to the University president, consolidates existing University education and enforcement efforts surrounding Relationship Violence and Sexual Misconduct, and includes an infusion of personnel and resources. The Office is composed of two main units, (1) The Office of Institutional Equity, an investigation and enforcement arm, and (2) The Office for Prevention, Outreach and Education. The two units work collaboratively, allowing complaint and enforcement data to inform

prevention and education efforts, and transfer feedback from education training to those responsible for drafting and enforcing policies. The mutually informed efforts allow the University to create targeted prevention education while continuing to improve campus regulations. The Office represents a 77% increase in number of employees dedicated to Title IX Education and Enforcement.

Know More

In September of 2018, MSU began its "Know More" awareness campaign to promote the resources available to those in the campus community who are affected by sexual misconduct, relationship violence, and stalking. Thousands of the campaign's "resource wheels" were distributed throughout campus and within the East Lansing community. The campaign will continue to address education and resources throughout the school year.

The following report provides a review of where we have been in the past year, and identifies the significant commitments that MSU has made to prevent sexual misconduct, and stand with the survivors whom it affects.

Sincerely

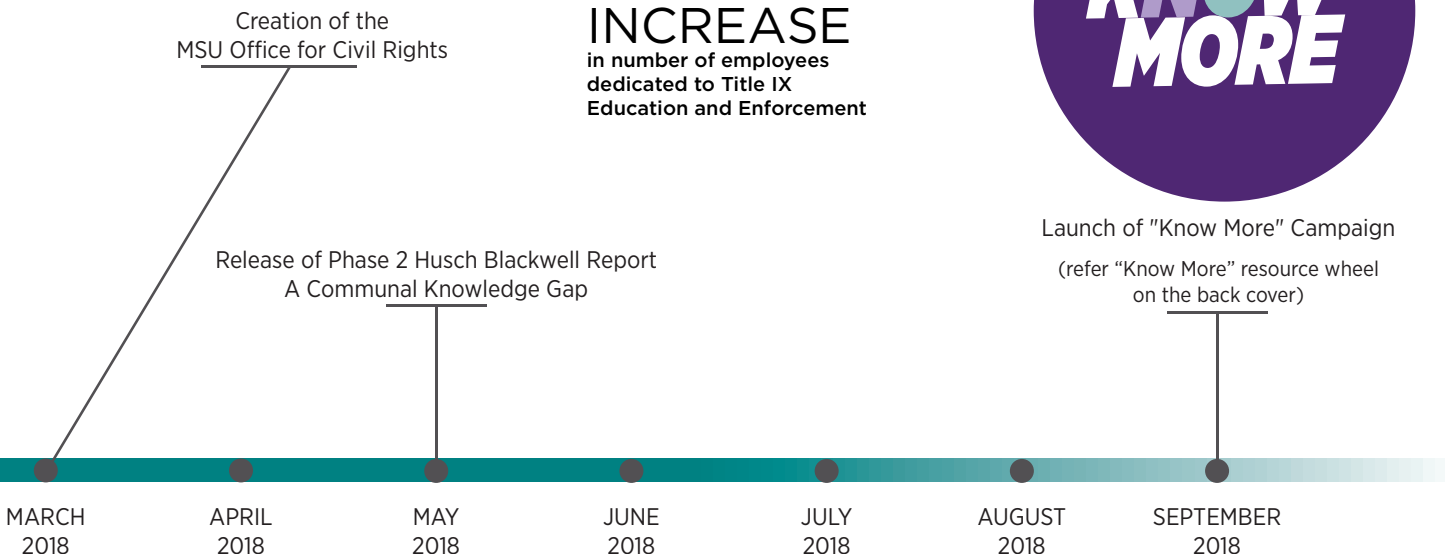
Robert Kent,
Interim Associate Vice President
Office for Civil Rights and Title IX Education and Compliance



77%
INCREASE
in number of employees
dedicated to Title IX
Education and Enforcement



Launch of "Know More" Campaign
(refer "Know More" resource wheel on the back cover)



KNOW MORE ABOUT RESOURCES

MSU stands with its survivors. MSU has some of the oldest sexual assault and relationship violence programs in the country. Nevertheless, the 2017-2018 academic year saw a renewal of the University's commitment to support of those affected by sexual assault, relationship violence and stalking.

The University has also reformed its health care practice and youth programming to ensure that those we trust will never again be able to commit abuse.

SEXUAL ASSAULT PROGRAM

The MSU Sexual Assault Program (SAP) has provided counseling and advocacy services to survivors of sexual assault within the University community for nearly 40 years. The program provides:

- Nearly 20 full-time employees who served over 500 clients, for over 2000 counseling sessions
- A 24-hour crisis line
- Online Crisis Chat
- Over 60 Sexual Assault Crisis Intervention Volunteers providing safe space support for events on and around campus
- Individual and group counseling services to MSU student survivors
- Holistic therapy including yoga, art, and ear acupuncture

50%
INCREASE
in the number of
SAP Employees

Over **2000**
COUNSELING
SESSIONS

MSU SAFE PLACE

For nearly a quarter of a century, MSU Safe place has provided shelter and support services for students, faculty, staff, and community members affected by relationship violence and stalking. MSU Safe Place offers:

- Temporary emergency shelter, transportation, and parenting support
- Advocates that help clients access campus and community services
- Court accompaniment, assistance with Personal Protection Orders, and safety planning
- Crisis and long term counseling funding for students victimized by relationship violence or stalking
- Financial assistance to help pay personal and household bills
- Consultation for family members and friends of those affected by relationship violence or stalking
- Support services to those interacting with survivors and/or abusers

UNIVERSITY COUNSELING AND PSYCHIATRIC SERVICES

MSU Counseling and Psychiatric Services (CAPS) provides a multi-disciplinary, inter-professional model of care and services for students. CAPS services include:

- Free counseling services to all enrolled students
- An online portal providing 24-hour access to licensed emotional and mental health counselors in multiple languages
- Satellite locations throughout campus staffed by licensed counselors
- A 2018-2019 planned expansion to nearly 50 full-time staff (a 40% increase)

UNIVERSITY HEALTH CARE

In February 2018, Interim President John Engler announced a reorganization of the University's health colleges, clinical practices, and student wellness programs to increase safety and quality of care across all MSU health care offerings. Changes include:

- Creation of national exemplary policies on sensitive medical examinations and chaperones which epitomize the commitment to protecting all involved with sensitive examinations necessary to promote optimal health
- A triage protocol to review all reported allegations or concerns of inappropriate practitioner-patient and practitioner-student interactions. The protocol will determine if there is a risk to patients, students, or staff. If there is any concern, the practitioner is immediately removed from the care setting pending further investigation
- A comprehensive review of student-athlete medical care by external sports medicine physicians resulting in the addition of athletic training staff and realignment of reporting structures to report to physicians not athletics administrators



40%
planned increase in number of
LICENSED COUNSELORS

MSU SEXUAL ASSAULT NURSE EXAMINER PROGRAM

MSU is setting the foundation for a Sexual Assault Nurse Examiner (SANE) program to provide students, faculty, staff, and the greater East Lansing community with a reliable option for seeking post-assault medical forensic exams and forensic evidence collection. The University has contracted with world-renowned forensic nursing consultant, Dr. Jenifer Markowitz, to assist in a 12-month plan that will result in the development of a campus-based SANE program.

YOUTH PROGRAM

In November 2017, MSU hired a Youth Program Director designated to oversee all University-affiliated youth programs, on and off campus. Changes in youth programs include:

- A Youth Programs Advisory Board was established in January 2018, from multiple campus units, to consult on youth program policies and procedures
- Enhancement of safety protocols for all MSU sponsored youth programs
- Expansion of training for youth program coordinators and directors, including presentations from subject experts in policy compliance, identifying maltreatment, reporting requirements, gender equity, police response, and mental health

KNOW MORE ABOUT PREVENTION

MSU believes that effective education programs can prevent sexual harassment, sexual assault, relationship violence, and stalking. MSU requires that all employees and students participate in a number of in-person and online training programs. These programs are informed by the experience of campus experts. As a public land grant institution, MSU's mission to educate spans beyond campus boundaries, extending to community programs for police and survivors of domestic violence and abuse.

ON CAMPUS

PREVENTION OUTREACH AND EDUCATION (FORMERLY SARV PREVENTION PROGRAM)

The Prevention, Outreach and Education department (POE) was created in March 2018. POE represents the unprecedented commitment that MSU has placed in prevention of sex and gender discrimination, relationship violence, stalking, and sexual misconduct. POE builds on the Sexual Assault and Relationship Violence Prevention Program which, for over a decade, has improved the University community 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.

Through its office of prevention specialists, POE now provides mandatory prevention education to the entire campus community including mandatory in-person workshops for first year students, second year students, and transfer students; mandatory online programming for all other students that builds off of the in-person curriculum; and mandatory online employee training.

POE prevention specialists also develop and deliver targeted programming for athletes, international students, LGBTQ students, and students involved in the Greek system. The POE "Greeks Take the Lead" in-person education program was required for all fraternity and sorority registered student organizations for the 2017-2018 academic year, resulting in the training of about 4,000 students, nearly 50% more than the previous year.

RELATIONSHIP VIOLENCE AND SEXUAL MISCONDUCT EXPERT ADVISORY WORK GROUP

In February 2018, Interim President Engler convened the MSU Relationship Violence and Sexual Misconduct Expert Advisory Work Group, composed of campus leaders with deep expertise in the areas of sexual assault and relationship violence. Through in-person meetings and online suggestions, the work-group gathers input from students, faculty, staff, alumni and community members and works closely with other organizations, committees, and units on campus. The workgroup advises the President on best practices and makes recommendations about trauma-informed policies and programs to ensure that MSU is responsive to survivors.

FIRST

RELATIONSHIP VIOLENCE SHELTER AND SUPPORT PROGRAM ON A COLLEGE CAMPUS IN THE UNITED STATES, AND STILL LARGEST OF ITS KIND IN THE COUNTRY.

IN THE COMMUNITY

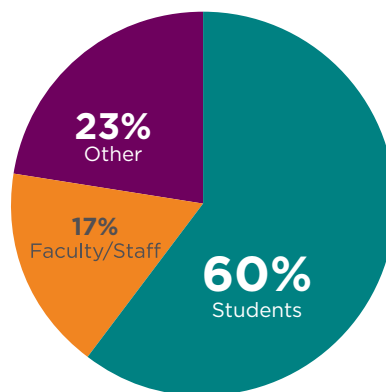
POLICE

In addition to its nationally recognized special victims unit, in August 2018, President Engler and Police Chief Jim Dunlap created a Trauma-Informed Investigative Training Coordinator position, assigned to Lt. Andrea Munford, the lead investigator on the Larry Nassar matter. Through the position, MSU will develop a comprehensive program on law enforcement investigations into relationship violence and sexual assault with a trauma-informed and victim-centered framework.

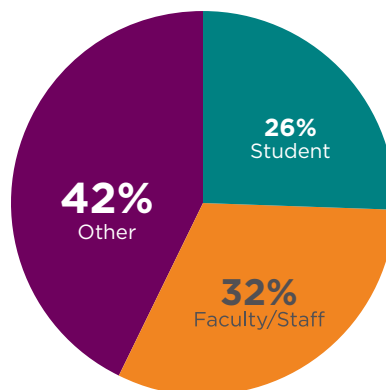
MSU SAFE PLACE

Community education programs and service provider trainings offered by MSU Safe Place helped participants recognize signs of relationship violence and stalking and learn trauma-informed supportive practice, strategies to avoid colluding with abusers, how to respond such as utilizing bystander interventions, and to raise awareness and increase responsiveness to these issues. The Safe Place program had over 25,000 participants (35% increase from 2016-2017) in over 80 programs. It also provided training and career development opportunities for interns and volunteers.

RVSM CLAIMANTS



RVSM RESPONDENTS



KNOW MORE ABOUT ENFORCEMENT

MSU is committed to equitable enforcement of the law and its policies. Through its Office of Institutional Equity (OIE) and its Police Department MSU has responded to an unprecedented number of complaints in the 2017-2018 academic year. This historic increase represents a greater awareness borne by local and national events, and enhanced student, faculty and staff education. Based on the unprecedented number of complaints, there was an increase in the timelines for investigation of Title IX complaints. In response to this increase, MSU hired multiple outside firms to provide assistance—representing a combined staff of nearly 30 investigators. With the addition of investigative staff, and the changes referenced below, we are confident that we will meet our commitment to providing trauma-informed investigations that are timely and equitable.

OFFICE OF INSTITUTIONAL EQUITY

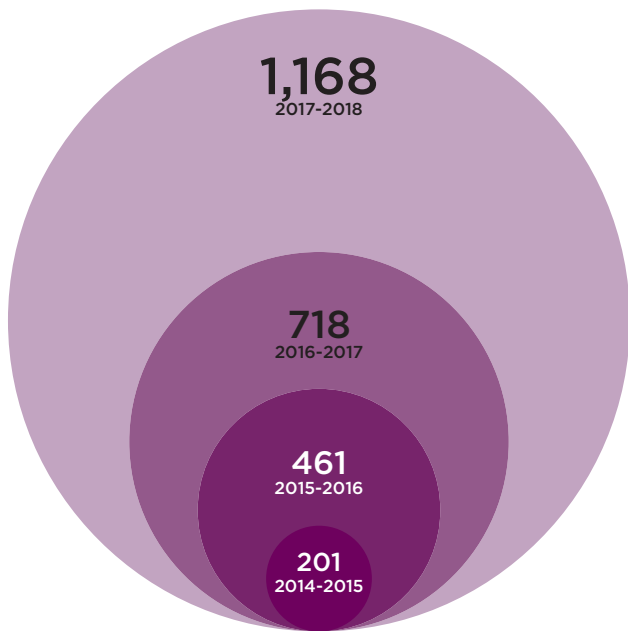
Founded in 2015, the MSU OIE is charged with responding to concerns related to MSU's Relationship Violence and Sexual Misconduct Policy and MSU's Anti-Discrimination Policy. In the Spring and Summer of 2018, the OIE Office was expanded to include 2 Deputy Directors, an additional investigator (for a total of 10 investigators), and a case manager. The office also added 2 Resource Coordinators, who, in addition to the assigned investigator, are points of contact for claimants and respondents throughout the investigation and adjudication processes, ensuring that individuals are connected with the support and resources they need.

The MSU Police Department and the Office of Institutional Equity implemented new protocols to ensure that police notify OIE when investigating relationship violence, stalking, or sexual misconduct complaints. The new reporting protocol will enable full communication and accountability between these two MSU units. The protocol will also ensure all victims receive information about campus resources and investigation options.

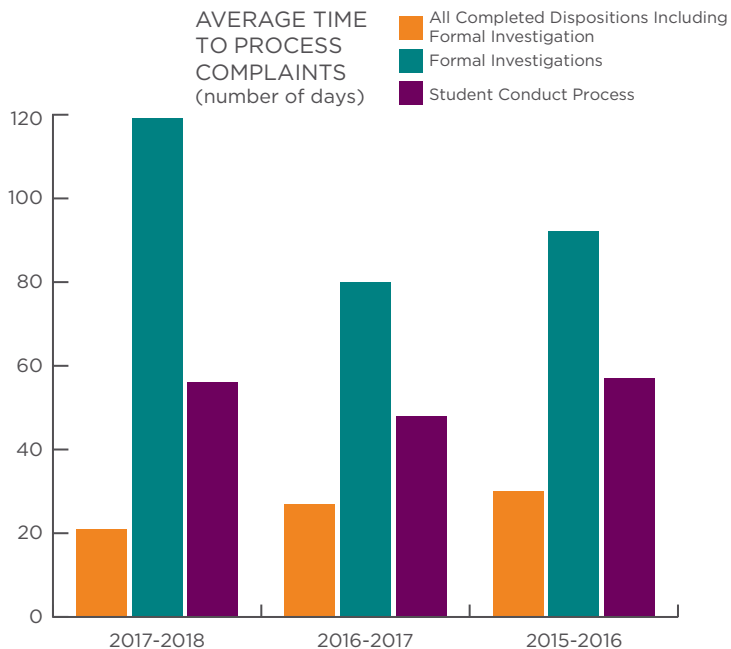
POLICE

Nationally recognized as one of the first departments to develop a sexual assault victim rights and response guarantee, the MSU Police Department Special Victims Unit (SVU) is celebrating its 5th year of operation. The SVU continues to be an innovative team of sworn officers and detectives at the forefront of best practices. It investigates incidents of criminal sexual conduct, relationship violence, stalking, harassment, child abuse, vulnerable adult abuse, hate crimes, and missing persons. The officers and detectives assigned to the SVU have received specialized training in trauma-informed interviewing, including the neurobiology of trauma, and utilize a victim-centered approach during investigations.

The MSU Police Department recognizes that a strong community response can have the greatest positive impact on the life of an individual victim and is committed to ensuring that all victims and survivors are treated with courtesy, sensitivity, dignity, understanding, and professionalism. The MSU Police Department works with local partners and other law enforcement agencies on joint investigations and resource sharing.

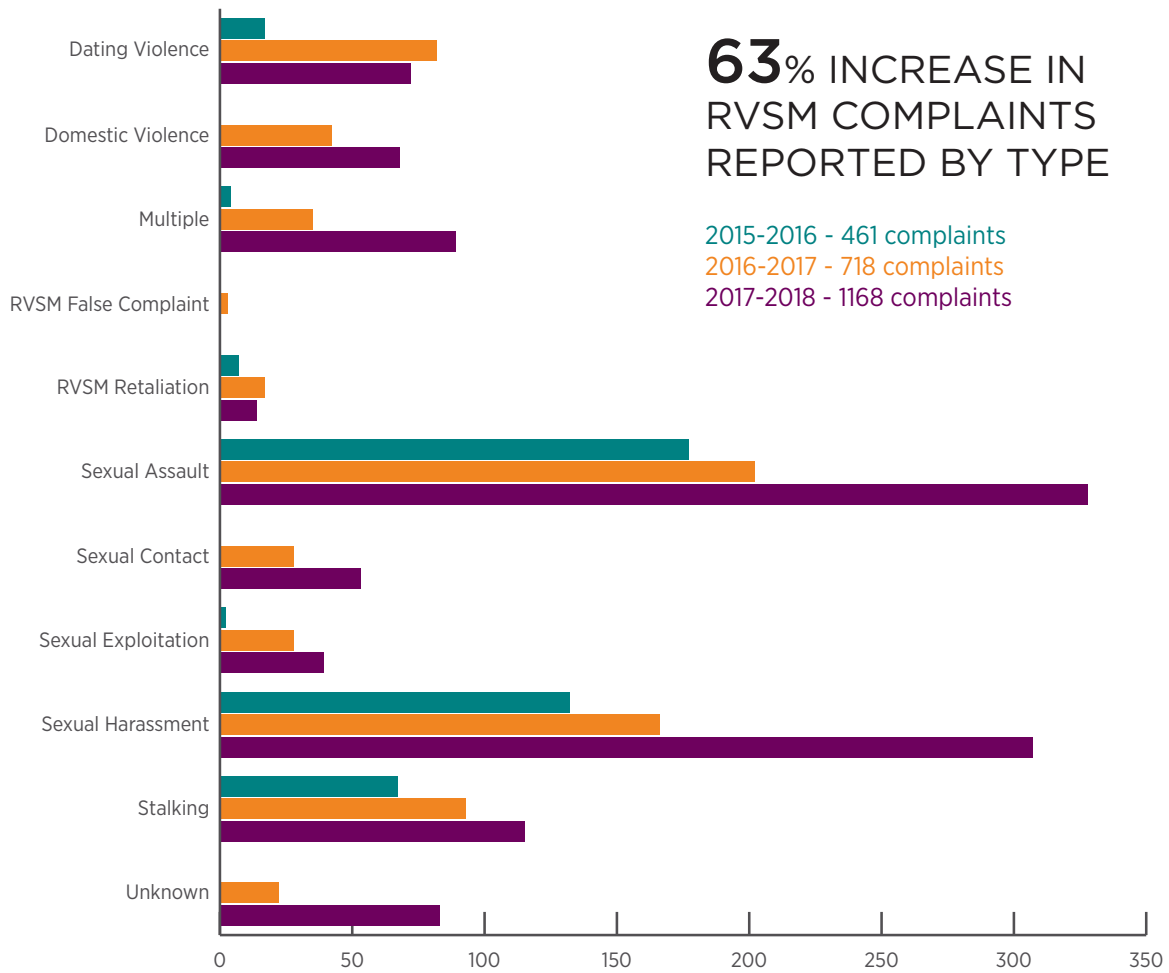


TOTAL NUMBER OF CASES

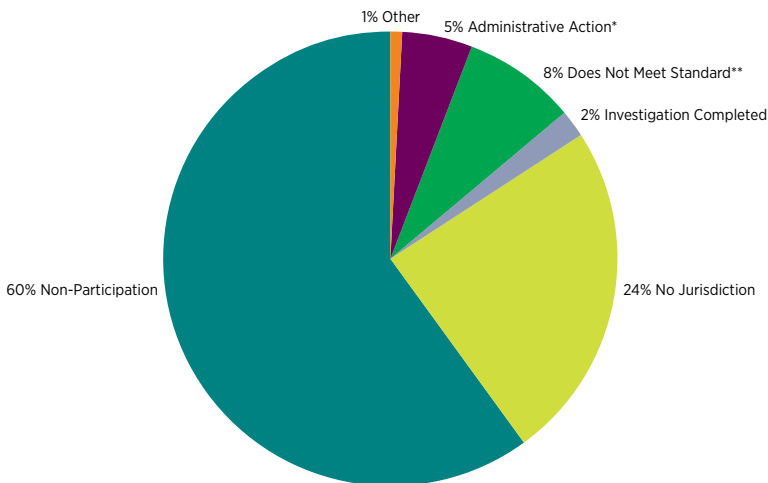


Common reasons for extension of investigation timeline: Law enforcement delays, additional witnesses, new evidence, witness participation, delayed participation by parties, academic break.

RVSM COMPLAINTS REPORTED BY TYPE

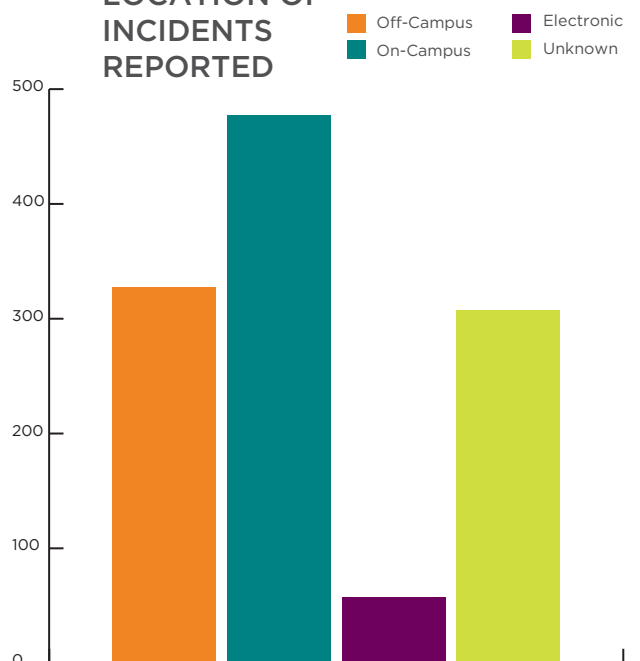


COMPLETED DISPOSITIONS



*Administrative Action - 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.

LOCATION OF INCIDENTS REPORTED



Note: All percentages in the report have been rounded to the closest whole number.

