

# **Twenty Students Per Week:**

The Report of the University Senate Task Force  
to Address Sexual Violence and Survivor Support



November 5, 2014  
University of Oregon



UNIVERSITY OF OREGON

## **Twenty Students Per Week:**

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to Address Sexual Violence and Survivor Support

**Co-Chairs:** Carol Stabile, School of Journalism and Communication and Department of Women's and Gender Studies and Randy Sullivan, Chemistry

### **Members:**

Jane Brubaker, Trades/Maintenance Coordinator (Campus Operations)  
Rena DeSautel, Sexual Violence Response Coordinator (Dean of Students Office)  
David Espinoza, Director, Testing Center  
Sheryl Eyster, Associate Dean of Students (Dean of Students Office)  
Jennifer Freyd, Statutory Faculty Senator; Professor (Psychology)  
Ibrahim Gassama, Goodwin Senior Faculty Fellow; Professor (Law)  
Beatriz Gutierrez, ASUO President; Undergraduate (Ethnic Studies)  
Jocelyn Hollander, Professor and Department Head (Sociology)  
Robert Kyr, University Senate President; Philip H. Knight Professor (Music) – ex officio  
Andrew Lubash, Student Senator; Truman Scholar; Undergraduate (Political Science)  
Amanda Marshall, United States Attorney for the District of Oregon  
Bruce MacAllister, UO Ombudsperson – ex officio  
Sarah Ray Rondot, Graduate Teaching Fellow (Women's and Gender Studies); Graduate Student (English)  
Cheyney Ryan, Professor emeritus (Philosophy & Law); Senior Research Fellow, Oxford  
Helena Schlegel, Undergraduate (Spanish)  
Carly Smith, Graduate Teaching Fellow; Graduate Student (Psychology)  
Sandy Weintraub, Director of Student Conduct and Community Standards (Dean of Students Office)

### **Working Groups:**

Athletics: TBD  
Data collection: David Espinoza, Carly Smith  
Climate survey: Jennifer Freyd, Carly Smith  
Faculty-Student Relationship Policy: Ibrahim Gassama, Bruce MacAllister, Cheyney Ryan  
Fraternity and Sorority Life: TBD  
Grievance Procedures: John Bonine, Rena DeSautel, and Ibrahim Gassama (advised by Bruce MacAllister)  
Mandatory course: Randy Sullivan, Sarah Ray Rondot, Bonnie Mann  
Prevention efforts: Jocelyn Hollander, Sheryl Eyster, Kerry Frazee, Abigail Leeder, Jeff Todahl  
Required reporting policy review: John Bonine, Rena DeSautel, and Ibrahim Gassama (advised by Bruce MacAllister)  
Sexual harassment: Cheyney Ryan, Ibrahim Gassama (advised by Bruce MacAllister)



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### **EXECUTIVE SUMMARY**

According to the Centers for Disease Control and the White House, “One in five women is sexually assaulted in college,” most often by men they know.<sup>1</sup> Preliminary results of a survey at the University of Oregon show similar numbers, but with even higher numbers of women subjected to unwanted sexual physical contact by the time they graduate.<sup>2</sup> More than 10,000 undergraduate women are enrolled at the University of Oregon. Applying the percentages from campus surveys, 2,000 or more of our undergraduate women experience rape or attempted rape during their college careers. Nearly 4,000 experience some kind of unwanted sexual contact.<sup>3</sup> If we divide these numbers conservatively by five years (because undergraduates on average take more than four years to graduate), 400 or more additional women suffer rape or attempted rape for the first time every year – an average of 12 or more additional women during every one of the 33 weeks that school is in normal session. Including all nonconsensual sexual contact, the average is more than 20 women harmed every week who had not previously been assaulted during their university education.

The figures on sexual harassment are even higher: 57% of female undergraduates and 37% of male undergraduates report experiencing one or more incidents of sexual harassment during their time here.<sup>4</sup> Nearly half of UO’s undergraduate women will report some form of sexual violence during their years at UO.<sup>5</sup>

The problem of widespread campus sexual violence is not a new one, but national attention to the problem, inspired by campus activists, scholars, lawyers, politicians and the leadership provided by the White House has broken the silence and secrecy upon which sexual violence

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<sup>1</sup> *Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault* (Washington, D.C.: The White House, April 2014), 2, [http://www.whitehouse.gov/sites/default/files/docs/report\\_0.pdf](http://www.whitehouse.gov/sites/default/files/docs/report_0.pdf); *Sexual Violence: Data Sources*, Data Sheet (Atlanta, GA: Centers for Disease Control, 2014), <http://www.cdc.gov/ViolencePrevention/pdf/SV-DataSheet-a.pdf>,

<sup>2</sup> Jennifer Freyd, *The UO Sexual Violence and Institutional Behavior Campus Survey* (Eugene, Oregon: University of Oregon, 2014), preliminary and updated results at <http://dynamic.uoregon.edu/jjf/campus/>. The total number of assaults is even higher, because a number of students experience more than one assault while at the University of Oregon.

<sup>3</sup> Among females in their fourth year or beyond at the University of Oregon, 22% have been raped or subjected to attempted rape, while 38.5% have suffered all forms of nonconsensual sexual contact. Ibid. Applying these percentages applied to a population of 10,000 undergraduate women at the university, an estimated 2,200 and 3,850 women already are, or will be, in these categories.

<sup>4</sup> Freyd, *The UO Sexual Violence and Institutional Behavior Campus Survey*, 2014.

<sup>5</sup> Importantly, these figures do not include graduate students, faculty members and staff impacted by campus sexual violence. More research is required to assess the impact of sexual violence on all members of the UO community.

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thrives.<sup>6</sup> The University Senate Task Force to Address Sexual Violence and Survivor Support grew out of our sense that national awareness of sexual violence, and its devastating effects on our community, provide us with opportunities to consciously and deliberately decide what kind of community we want to live in and begin to move forward together to change the institutional cultures that allow campus sexual violence to thrive.

Unfortunately, sexual violence is part of the culture of many universities in the US. Preventing sexual violence will require changing the culture of the university at all levels, beginning with efforts by senior leadership. A new sense of “what it means to be a Duck” must be evident throughout the university, from the material sent to prospective students, to communications from academic departments, to advertising for sporting events. Our message must be clear and unified: being a member of the University of Oregon community means being committed to ending sexual violence.

We must not be reluctant to name sexual violence or to discuss its prevalence, even when doing so entails investigating and addressing problems within organizations that contribute to the social and cultural life of the university. We cannot ignore the fact that, despite the relatively small number of students directly involved in their activities, Athletics and Fraternity and Sorority Life (FSL) play disproportionately powerful roles in facilitating or tolerating conditions in which sexual violence occurs on campus. This observation is grounded in decades of research on campus sexual violence, review of the training materials made available to the President’s Review Panel by Athletics, the walls of secrecy that surround these cultures, their activities, and their problems, and the number of high-profile cases of sexual violence in athletics programs and Greek life nationwide that exhibit many of the same problems we are experiencing at UO.<sup>7</sup>

In order to change campus culture, support for prevention efforts should be allocated in a way that gives us the authority and resources to address the epidemic. The Task Force urges UO to use resources to become a leader in sexual violence prevention, understanding that to do so will require a strategic and transformative plan that incorporates all aspects of the university. These recommendations provide a blueprint for this plan. In January 2015, the newly formed Standing Committee on Sexual and Gender-Based Violence (see Recommendation 1.2) and its working groups will turn to the long term project of working with senior leadership to change UO’s culture and end sexual violence. In a spirit of renewed cooperation and determination, the Task Force offers the following recommendations. We look forward to discussing these recommendations at more length and working with the President and Provost to discuss implementation plans at a meeting before the November holiday.

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<sup>6</sup> See Mary Koss et al.’s 1987 “The Scope of Rape: Incidence and Prevalence of Sexual Aggression and Victimization in a National Sample of Higher Education Students,”

[www.soci270.carvajal.ca/documents/KossTheScopeofRape.pdf](http://www.soci270.carvajal.ca/documents/KossTheScopeofRape.pdf). Krebs et al. (2007) supports these figures, as does data collected at UO (Freyd, Smith, and Rosenthal, 2014).

<sup>7</sup> See pp. 11-15 of this report for more information on Greek life, athletics, and current high-profile cases.

**SUMMARY OF RECOMMENDATIONS**

<b>RECOMMENDATION</b>	<b>RESPONSIBILITY</b>	<b>AMOUNT</b>	<b>DEADLINE</b>
<b>Part 1- Critical Policy Changes</b>			
1.1 Create and provide space for an Office to Address Sexual and Gender -Based Violence	President’s Office	TBD	Feb. 15, 2015
1.2 Establish Senate Standing Committee on Sexual and Gender-Based Violence	Senate	\$77,000	Dec. 1, 2014
1.3 Engage with and fund the UO Campus Climate Survey	President’s Office	\$75,000	Nov 19, 2014
1.4 Ask the President and the Board to instruct the Athletics Department’s senior leadership to cooperate with, and fully participate in, efforts to address sexual violence issues as they pertain to athletics	President’s Office	N/A	Dec. 1, 2014
1.5.1 Suspend plans to expand FSL	President’s Office	N/A	Nov. 19, 2014
1.5.2 Assign research and analysis of FSL to the Senate Standing Committee’s FSL Working Group	President’s Office	N/A	Jan. 5, 2015
1.5.3 Form FSL Sexual Assault Task Force	Sexual Violence Prevention and Education	N/A	Jan. 5, 2015
<b>Part 2- Prevention and Education</b>			
2.1 Develop proposals for mandatory courses addressing gender, sexuality, and social inequality	Senate	TBD	Jan. 14, 2015
2.2.1 Provide additional staff for the Sexual Awareness Advocacy Team (SWAT)	Student Life	\$90,000	Feb. 1, 2015
2.2.2 Expand Empowerment Based Women’s Self-defense Training	Sociology	\$75,000	Feb. 1, 2015
2.3.1 Hire a Title IX Coordinators and 3 Deputy Coordinators	President’s Office	\$205,000	Feb 1, 2015
2.3.2 Immediately implement Title IX training and education for fraternity and sorority life, athletics, band, debate, and club sports	Title IX Coordinator	TBD	April 1, 2015
2.3.3 <u>Require Effective</u> Title IX training for all other UO employees	Title IX Coordinator	N/A	April 1, 2015
2.4 Publish and disseminate a booklet on sexual violence resources for faculty and staff	Office of Equity and Inclusion	TBD	April 1, 2015
2.5 Coordinate programming and publicity aimed at sexual violence prevention	Director - Sexual Violence Prevention and Education	N/A	Nov. 19, 2014
<b>Part 3 – Administrative Changes</b>			
3.1 Review policy on required (mandatory) reporting, OAR 003 0025, Subsection 2A	Senate	N/A	Feb. 25, 2015
3.2 Conduct an audit of AAEO, review sexual harassment policies and “Grievance Procedures,” OAR 571-003	Pres. Office / Grievance Procedures Working Group	N/A	Feb. 11, 2015
3.3 Revise “University of Oregon Conflicts of Interest and Abuses of Power: Sexual or Romantic Relationships with Students” Policy	Senate	N/A	Jan. 28, 2015
3.4 Provide the Ombuds office with confidentiality	President	N/A	Nov. 19, 2014
3.5 Reconvene the Presidential Task Force on Alcohol and Other Drug Use	President’s Office	N/A	Jan. 5, 2015
3.6.1 Execute Memorandum of Understanding with SASS	Student Life w/ WGS	TBD	Jan. 5, 2015
3.6.2 Execute a Memorandum of Understanding with Womenspace	Student Life w/ WGS	TBD	Jan. 5, 2015
3.6.3 Execute a Memorandum of Understanding with the Eugene Police Department	President’s Office	N/A	Jan. 5, 2015

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### **INTRODUCTION**

When the University Senate formed the Senate Task Force to Address Sexual Violence and Survivor Support in May 2014, its central charge was “to study the strengths and limitations of the university’s response to recent incidents of sexual violence, and based on those assessments, to initiate sustained, proactive changes aimed at ending sexual violence and supporting survivors of sexual violence.”<sup>8</sup> Sexual assault and sexual harassment are serious public health and public safety problems. Current rates of sexual violence directly jeopardize our commitment to undergraduate and graduate education. The cost to survivors of sexual violence is catastrophic: four out of five rape victims suffer from chronic physical or psychological conditions and survivors of rape are 13 times more likely to attempt suicide. Universities around the country have not even begun to assess the toll this takes on women’s ability to complete their degrees.

Given the scope of the problem of sexual violence nationally and at UO, the Task Force used “Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault” to guide its work.<sup>9</sup> The Task Force met during the summer to learn about the expansion of resources for survivors in Student Life and the important new work our colleagues in Sexual Violence Response and Support Services have been doing to support survivors and enhance access to resources. Following from those conversations, and in keeping with White House guidelines about the importance of communicating policies, the Task Force worked with Academic Affairs to ensure that sexual violence trainings were incorporated into new faculty orientation in September 2014 and with Provost Frances Bronet to incorporate information about sexual violence into senior leadership retreats. Ombudsperson and Task Force Ex Officio member Bruce MacAllister gave presentations at these and other events. The Task Force additionally requested to have a liaison to the President’s Review Panel as a way to coordinate efforts. This request was declined, but co-chairs Stabile and Sullivan met on four separate occasions with the President’s Review Panel to discuss the Task Force’s ongoing work. The Task Force also made a series of initial recommendations to President Scott Coltrane on September 8, 2014.<sup>10</sup>

Given the time constraints within which the Task Force has operated, we have tried to be as inclusive of our publics and as open as possible, in order to model the public discourse that is vital to the fight against sexual violence. All information generated by and on behalf of the Senate Task Force has been made available to the President’s Review Panel and the broader

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<sup>8</sup> *Task Force to Address Sexual Violence and Survivor Support*, Legislation (Eugene, Oregon: University of Oregon, May 14, 2014), <http://senate.uoregon.edu/content/task-force-address-sexual-violence-and-survivor-support>.

<sup>9</sup> *Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault*.

<sup>10</sup> Kyr, Robert, “Initial Recommendations for Immediate Action,” September 8, 2014, <http://senate.uoregon.edu/content/task-force-address-sexual-violence-and-survivor-support-0>. See Appendix A for a list of these recommendations and their status.

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public via the Senate website.<sup>11</sup> All meetings of the Task Force have been open to the public and held in accordance with University of Oregon Senate policy.<sup>12</sup> The Task Force includes staff, faculty members, students, and community members and has met with a wide range of stakeholders over the course of the summer and fall.

The Task Force reviewed reports compiled by students, staff, and faculty members that contain excellent recommendations for addressing sexual violence, as well as much evidence of our community's commitment to preventing it.<sup>13</sup> Not all of these recommendations have been implemented or implemented in a timely and well-publicized manner, however, which has resulted in morale problems among students, staff, and faculty and a resultant lack of faith in the institution's commitment to ending sexual violence. As we move forward, senior leadership must discuss recommendations with broad groups of stakeholders and create and carry out concrete plans for timely implementation (budgeting of resources and dedicated personnel, as well as time lines for the roll-out of new policies and practices). As members of the Task Force have learned over the past four months, public discussions about sexual violence are in and of themselves tools for transformation.

In the past, the administrative response to incidents and complainants has been reactive rather than proactive, putting administrators in the position of having to defend existing policies and procedures rather than working with constituents to address climate issues and effect positive change. The refusal to honor public records requests; the secrecy that surrounds sexual violence on our campus; the prioritizing of the Family Educational Rights and Privacy Act (FERPA) over Title IX;<sup>14</sup> and the reluctance to engage faculty, staff, and students around related issues have had devastating and divisive consequences for our community. We have a new opportunity to

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<sup>11</sup> See the University Senate website for access to all Task Force materials, including initial recommendations, goals, agendas, and minutes: <http://senate.uoregon.edu/content/task-force-address-sexual-violence-and-survivor-support-0>.

<sup>12</sup> The University Senate's motion adopted to open up committee meetings can be found at: <http://senate.uoregon.edu/content/open-committee-meetings>.

<sup>13</sup> See the Groves Report, 2013, [president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/The%20Groves%20Report.pdf](http://president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/The%20Groves%20Report.pdf); [president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/Presidential%20Task%20Force%20on%20Alcohol%20and%20Other%20Drug%20Use.pdf](http://president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/Presidential%20Task%20Force%20on%20Alcohol%20and%20Other%20Drug%20Use.pdf); "Final Report and Recommendations of the University of Oregon Presidential Task Force on Alcohol and Other Drug Use," [president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/Presidential%20Task%20Force%20on%20Alcohol%20and%20Other%20Drug%20Use.pdf](http://president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/Presidential%20Task%20Force%20on%20Alcohol%20and%20Other%20Drug%20Use.pdf); "Sexual Violence Prevention Task Force Report," 2013, [senate.uoregon.edu/sites/senate.uoregon.edu/files/SVPTFReport.pdf](http://senate.uoregon.edu/sites/senate.uoregon.edu/files/SVPTFReport.pdf).

<sup>14</sup> According to the Department of Education, "if there is a direct conflict between the requirements of FERPA and the requirements of Title IX, such that enforcement of FERPA would interfere with the primary purpose of Title IX to eliminate sex-based discrimination in schools, the requirements of Title IX override any conflicting FERPA provisions." See "Intersection of Title IX and the Clery Act" (2014) at <http://www.notalone.gov/assets/ferpa-clerychart.pdf>.

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come together to do the hard but necessary work of creating effective, collaborative, and sustained efforts to address sexual violence. We have an opportunity not only to educate our students, but also to educate our co-workers and ourselves. Senior leadership must set the tone for these new efforts and model the forms of accountability and transparency we need to move forward.

Below, the Task Force provides a full report of our recommendations, describing the research consulted, as well as the reasoning behind each recommendation. The Task Force recognizes that moving forward together is going to require frank and often difficult conversations. We intend this report to be a catalyst for initiating those conversations.

## **Recommendations**

### **1. Critical Policy Changes**

#### **1.1. Create and provide space for an Office to Address Sexual and Gender-Based Violence:**

Faculty and students have long complained that procedures and resources related to sexual violence are difficult to locate and confusing. Resources for sexual assault have improved over the past year, but the process for reporting remains complicated and thus difficult to convey in a clear manner to those who most need to engage with it. The complicated Office of Affirmative Action and Equal Employment Opportunity's flowchart is a good indication of a problem that results from decentralized and minimal resources.<sup>15</sup>

The additive approach to addressing sexual and gender-based violence (e.g. adding it to existing offices' already full portfolios) has not served us well. We need to demonstrate our commitment to addressing sexual and gender-based violence by making the coordination of sexual violence prevention and response someone's primary job and by providing the coordination and resources that will allow our efforts to continue over the years that it will take to adequately address these problems. Creating a centralized office will provide resources not just for students, but also for staff and faculty who have experienced sexual violence.<sup>16</sup> A centralized office will help mitigate the isolation survivors often experience, providing resources like support groups as well as access to the important new resources available within Student Life. With a centralized office,

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<sup>15</sup> Compare UO's flowchart

([aaeo.uoregon.edu/sites/aaeo.uoregon.edu/files/Sexual%20Assault%20Protocols%20Flowchart%20February%202013.pdf](http://aaeo.uoregon.edu/sites/aaeo.uoregon.edu/files/Sexual%20Assault%20Protocols%20Flowchart%20February%202013.pdf)) to the Office of Equity and Compliance's process at Portland State University for a sense of how complicated the process is at UO: <http://www.pdx.edu/diversity-japanese/sites/www.pdx.edu.diversity-japanese/files/OEC%20Investigative%20Flow%20Chart.pdf>.

<sup>16</sup> A. Hope Jahren, "Science's Sexual Assault Problem - NYTimes.com," accessed October 18, 2014, <http://www.nytimes.com/2014/09/20/opinion/science-has-a-sexual-assault-problem.html?nytmobile=0>.

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survivors and complainants will not have to make the physically and psychologically difficult trek from one office to another to access resources.

In keeping with our recognition of the scope of the problem of sexual violence, then, our most emphatic recommendation is to centralize resources in a single location and establish an office devoted to efforts to combat campus sexual violence. This office should be headed by a Vice President and should work closely with the Office of Equity and Inclusion. Having a leader to orchestrate efforts to end sexual violence – a leader who is part of the senior leadership team on this campus – is absolutely essential to our efforts.

A centralized office could consolidate as needed existing resources, including, but not limited to:

- Affirmative Action and Equal Opportunity
- ASUO Men’s Center
- ASUO Women’s Center
- Health Center
- Office of Student Conduct and Community Standards
- Organization Against Sexual Assault
- Sexual Violence Prevention and Education
- Sexual Violence Response and Support
- Sexual Wellness Advocacy Team
- Title IX Coordinator
- University Counseling and Testing Center

Over the past two years, Student Life has added important new resources to ensure that survivors receive support and to bring policies and procedures into compliance with federal laws. A centralized office will allow UO to build on those significant efforts and new resources and to become a nationwide leader in addressing campus sexual violence. A centralized office will help us move our efforts to the next level, enhancing existing resources and creating exciting and innovative new positions, collaborations, and opportunities. This centralized office would:

- Centralize data collection on sexual and gender-based violence from the different units that collect and report data. This will go beyond the minimums the Clery Act establishes for reporting to aid UO in identifying sexual violence-supportive subcultures, tracking behaviors that violate Title IX and codes of conduct, and gaining a better sense of problems on campus grounded not in anecdote or opinion, but in data;

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- Serve as a center for institutional research (e.g. conducting routine campus climate surveys, developing new surveys as necessary, assessment of training and educational programs) and will foster collaborations with researchers across schools and departments;
- Create a prevention hub that will bring together existing and new staff with faculty, graduate, and undergraduate student researchers, giving us the theoretical and research framework to develop effective prevention models and better collaborations with populations at higher risk for sexual violence perpetration and victimization;
- Provide the opportunity to partner with students on peer education programs grounded in research, based on best practices, and assessed to ensure that efforts are effective;
- Support grant writing efforts to pilot and assess new and innovative practices;
- Offer a collaborative environment in which to explore promising new avenues for prevention and cultural change, like affirmative consent and bystander intervention.

This office will require dedicated space in order to accommodate the needs of people working on compliance for quiet and private office spaces, as well as the needs of students and others engaged in creative efforts to effect cultural change (e.g. rehearsal space and/or collaborative, open classroom spaces). This space must provide privacy for complainants and respondents.<sup>17</sup>

University Advancement must prioritize fundraising for this office, although establishing it must not be dependent on fundraising efforts. One in five of our current female students and a smaller number of male students will experience sexual violence during their college experiences. One in five of our alumnae experienced sexual violence during their college years. A much larger number has had partners, children, or friends who experienced sexual violence. All alumni must be engaged by our efforts to address these issues and join us in ensuring that the university they love is safe for all students. The ongoing Capital Campaign offers an opportunity to educate our donors about campus sexual violence, its toll on our campus, and our commitment to becoming a leader in research on sexual violence, as well as prevention and education efforts.

**Responsibility:** President's Office

**Budget:** TBD (VP, endowed chair for a faculty member focusing on sexual violence prevention; Title IX officers, space, dedicated development support, cluster hire in the area of sexual violence to include specialists in sexual violence prevention, response, and evaluation)

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<sup>17</sup> Investigations will need to be conducted in a separate building in order to be mindful of the needs of survivors.

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**Deadline:** The Standing Committee will establish a working group to conduct research and create a proposal for the establishment of this office (report due March 1, 2015)

### **1.2. Establish a Senate Standing Committee on Sexual and Gender-Based Violence:**

The Senate Task Force to Address Sexual Violence and Survivor Support has enabled faculty, staff and students to work together to address the problem of sexual violence on our campus. We have established working groups that are researching, analyzing, and addressing a range of specific issues related to sexual violence. We are creating the kinds of partnerships that will help us move forward as a community. We understand that changing attitudes about sexual assault and harassment, educating our students, co-workers, and community is the work of our life times.

In light of this, we recommend that the Senate enable the Task Force to continue this work by establishing a Standing Committee on Sexual and Gender-Based Violence that can continue to forge strategic alliances across campus, ensure that faculty, students, and staff are working together to effect change, and work closely with the President to make a permanent Office to Address Sexual and Gender-Based Violence a reality no later than fall 2016. This standing committee will address widespread problems of sexual and gender violence within our community, including how sexual and gender violence intersects with other aspects of community members' identities, including race, sexual orientation, social class, and ability. Ultimately, it will work in collaboration with the VP of the Office to Address Sexual and Gender-Based Violence and their staff and researchers to help foster data-driven approaches to sexual and gender violence and to ensure that prevention efforts are grounded in research and best practices.

The Task Force recognizes that it has not addressed issues of accountability in this report. We need to hold those who have sexually assaulted or sexually harassed members of our community accountable in ways that we have not in the past. Among the first charges of the Standing Committee will be to explore the mechanisms through which we can hold assailants and harassers accountable and, in keeping with UO's mission statement, re-dedicate ourselves "to the principles of equality of opportunity and freedom from unfair discrimination for all members of the university community."<sup>18</sup>

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<sup>18</sup> See the "University of Oregon Mission Statement":  
<http://pages.uoregon.edu/uosenate/UOmissionstatement.html>.

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To draw attention to our community standards, our commitment to ending sexual violence, and the national leadership that exists on campus on these issues, the Standing Committee will request funding to bring award-winning psychologist Mary Koss to campus in spring 2015 to give a keynote and to meet with researchers on campus. The Standing Committee is also requesting funding to host a national conference on Ending Campus Sexual Violence in fall 2015. See Appendix B for a description of the Standing Committee.

<b>Responsibility:</b>	UO Senate President to appoint members, UO President to fund
<b>Budget:</b>	\$77,000 (\$65,000 for keynote and conference; \$12,000 course release for faculty chair or co-chairs)
<b>Deadline:</b>	December 1, 2014

### **1.3. Engage with and fund the UO Campus Climate Survey:**

According to “Not Alone,” “The first step in solving a problem is to name it and know the extent of it – and a campus climate survey is the best way to do that.”<sup>19</sup> As Senator Claire McCaskill recently observed, “Universities are filled with researchers that do surveys all the time,” since they are “one of the methods of academic research that is relied on in that setting.”<sup>20</sup> Conducting a scientific campus climate survey is the number one best practice identified by the White House in addressing campus sexual violence.<sup>21</sup>

According to award-winning psychologist Dr. Mary Koss, who conducted the first national study on rape in 1987, scientific campus climate surveys should:

- Be informed by the substantial body of existing knowledge from the scientific literature.
- Address potential problems associated with respondent safety (e.g., experts need to work with campus Institutional Review Boards to ensure human subject protections).
- Assess various forms of sexual coercion using culturally appropriate methods.
- Assess the full range of sexually violent experiences and tactics, including those that involve verbal coercion, penetration, contact and noncontact sexual acts, and incapacitation due to alcohol or drugs.
- Include topics important to campus communities, such as experiences of multiple forms of victimization, including bullying, harassment, cyber-assault, stalking, and intimate partner violence (i.e., poly-victimization).

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<sup>19</sup> *Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault.*

<sup>20</sup> Meredith Clark, “Campus Sexual Assault Inspires Rare Bipartisan Bill,” *MSNBC*, July 30, 2014, <http://www.msnbc.com/msnbc/campus-sexual-assault-inspires-rare-bipartisan-action>.

<sup>21</sup> See *Campus Climate Study* (Office of the President: University of California, 2014), <http://campusclimate.ucop.edu/>.

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- Meet the needs of diverse student groups, including ethnic/racial minorities, lesbian, gay, bisexual, transgender, and queer students (LGBTQ), and members of fraternities and sororities.<sup>22</sup>

Dr. Jennifer Freyd, Carly Smith, and Marina Rosenthal’s “UO Sexual Violence and Institutional Behavior Campus Survey” (conducted in August and September 2014) has already provided our campus with figures on campus sexual violence at UO (notably, it is one of the first surveys to include measurements of sexual harassment and institutional failures). Administration of repeated surveys will allow us to gather important additional information and to evaluate the impact of new programs on levels of victimization.

The Task Force encourages more research rather than less. UO should consider using the climate survey currently being developed by the White House, but we must not use that as an excuse to delay our own campus climate surveys. We have significant resources on this campus. Dr. Freyd is a faculty member in psychology and a national expert on sexual violence. In addition to her twenty years’ experience studying this subject, Dr. Freyd is participating in the White House’s efforts to create a national campus climate survey.<sup>23</sup> The initial findings of the “UO Sexual Violence and Institutional Behavior Campus Survey,” moreover, are consistent with more than twenty years of research on campus sexual violence, as well as MIT’s recent well-publicized campus climate survey.<sup>24</sup> Indeed, MIT President praised the survey: “I am confident that, with this shared understanding and armed with this new data, the MIT community will find a path to significant positive change.” The Task Force urges UO leaders to similarly support the campus climate survey in the belief that if UO adopts the measures laid out in this report and continues to be proactive, transparent, and honest in our efforts, the results of these efforts will be reflected in declining numbers.

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<sup>22</sup> Mary Koss, “Response from Sexual Assault Survey Researchers to ‘A Call to Reduce Sexual Violence on College Campuses: Towards Effectively Assessing Campus Climate,’” October 2014, [http://senate.uoregon.edu/sites/senate.uoregon.edu/files/Mary\\_Koss\\_Response\\_to\\_WHSATF.pdf](http://senate.uoregon.edu/sites/senate.uoregon.edu/files/Mary_Koss_Response_to_WHSATF.pdf).

<sup>23</sup> We urge UO not to sign on to the American Association of Universities’ survey. It is our understanding that the AAU is hiring a corporate firm to create and conduct their survey and not being transparent and open to public scrutiny. This means that we will not have access to the survey instrument or to the data that is collected, not to mention the fact that we will not be able to see how the data was collected. In contrast, Dr. Freyd’s survey instrument and data are accessible to researchers and students on her website. As a research institution committed to conducting and supporting scientific research, UO must approach the problem of sexual violence as a problem to be researched, analyzed, and addressed using scientific methods. In particular, no AAU-sponsored survey should be done on the UO campus without approval of the Institutional Review Board. See [president.uoregon.edu/sites/president3.wc-sites.uoregon.edu/files/field/image/aau\\_presidents\\_report.pdf](http://president.uoregon.edu/sites/president3.wc-sites.uoregon.edu/files/field/image/aau_presidents_report.pdf).

<sup>24</sup> Richard Pérez-Peña, “Rare Survey Examines Sexual Assault at MIT,” *New York Times*, Oct. 28, 2014, [http://www.nytimes.com/2014/10/28/us/rare-survey-examines-sex-assault-at-mit-.html?\\_r=0](http://www.nytimes.com/2014/10/28/us/rare-survey-examines-sex-assault-at-mit-.html?_r=0).

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The Task Force would like to clarify that Dr. Freyd has volunteered her time and labor for work on the “UO Sexual Violence and Institutional Behavior Campus Survey.” She has not asked for compensation from the university for the time she has spent on that survey or will devote to coming surveys.

<b>Responsibility:</b>	Support from President’s Office, oversight by Senate (until such time as the Office to Address Sexual and Gender Violence has been established)
<b>Budget:</b>	\$75,000 per year (\$47,000 GTF, \$3,000 travel for Dr. Freyd and GTF to attend national conferences, \$20,000 participant compensation, \$5,000 supplies, services such as accounting services)
<b>Deadline:</b>	November 19, 2014

### **1.4. Ask the President and the Board to instruct the Athletics Department’s senior leadership to cooperate with, and fully participate in, the Senate Intercollegiate Athletics Committee’s efforts to address sexual violence issues as they pertain to athletics:**

The elected Senate Intercollegiate Athletics Committee (IAC) is key to implementing education about sexual violence. The 2014 NCAA report “Addressing Sexual Assault and Interpersonal Violence: Athletics’ Role in Support of Healthy and Safe Campuses,” emphasizes the importance of Athletics’ collaboration with the rest of the campus. The policy and practice of faculty legislative involvement in oversight of intercollegiate athletics at the University of Oregon date back to October 5, 1895. At that time, the Faculty Assembly, meeting with the University President, voted to create the University Committee on Athletics. In September 1902, the faculty added undergraduate students and alumni to the committee.<sup>25</sup> The Intercollegiate Athletics Committee of the University Senate operated in its current form for several decades until former UO President Michael Gottfredson announced that the Athletic Department would no longer meet with the IAC. Shared governance, an ideal and policy of the University of Oregon since the adoption of its charter nearly 140 years ago, is essential to the adoption of policies and practices that will reduce sexual violence at UO. It is essential that the University President instruct the Athletic Department to cooperate with the Senate IAC on this important matter. This cooperation must include a willingness to provide requested information and cooperate with suggested programs, particularly on matters that can reduce instances of sexual assault perpetrated by, or on, student athletes as well as promulgating more generally values and imagery regarding gender and sexuality that may promote or reduce sexual violence. The goal of a safe education for students, in a university that is free of the scourge of sexual violence, can only be achieved if all parts of the University are told that they must engage with the shared governance structures that are dedicated to that education.

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<sup>25</sup> Peter B. Gilkey, “University of Oregon Assembly Actions Concerning Athletes,” April 2007, <http://pages.uoregon.edu/assembly/athletichistory.pdf>.

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**Responsibility:** President's Office  
**Budget:** N/A  
**Deadline:** Dec. 1, 2014

### **1.5. Suspend plans to expand Fraternity and Sorority Life (FSL) Recommendations until problems have been identified, studied and addressed:**

The Task Force was impressed with feedback provided by members of the FSL community at our public meeting. As one member put it, "We are aggressively committed to fighting sexual assault." There is well-documented potential for FSL and its members to become leaders in the effort to combat sexual violence. We make the following recommendations in the interest of forging partnerships with FSL in order to create protective spaces and to help design and implement FSL-specific prevention efforts.

However, research shows that FSL – both locally and nationally – has serious problems with sexual violence. Numerous high-profile sexual assault cases at Amherst College, Wesleyan University, Universities of Tennessee, Connecticut, Illinois and Mississippi, Kent State, Emory, Lehigh, Cornell and Northwestern Universities have brought national attention to the relationship between Greek life and sexual violence. Several fraternities at UC Berkeley are being investigated for drug-related sexual assaults and the University of Wisconsin-Milwaukee's Tau Kappa Epsilon chapter (which had been investigated three times in 2013 for sexual assault) is being investigated for the alleged drugging of women during a party in September 2014. At UO, to the best of our information, two fraternities (Delta Tau Delta and Sigma Alpha Epsilon) were investigated for druggings in spring 2014. Delta Tau Delta was put on social probation. In response to problems involving sexual violence and Greek life on their campuses, Amherst has banned fraternities, Wesleyan is forcing fraternities to include women, and other universities are considering treating the Greek system as they do other clubs on campus, without the special privileges they currently enjoy.

Research further suggests that Greek systems on college campuses around the country create dangerous situations for women.<sup>26</sup> According to Foubert et al.,

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<sup>26</sup> Elizabeth A. Armstrong and Laura T. Hamilton, *Paying for the Party: How College Maintains Inequality* (Cambridge, Massachusetts: Harvard University Press, 2013); Peggy Reeves Sanday, *Fraternity Gang Rape: Sex, Brotherhood, and Privilege on Campus*, 2 edition (New York: NYU Press, 2007); Jessica Valenti, "Frat Brothers Rape 300% More. One in 5 Women Is Sexually Assaulted on Campus. Should We Ban Frats?," *The Guardian*, September 24, 2014, sec. Comment is free, <http://www.theguardian.com/commentisfree/2014/sep/24/rape-sexual-assault-ban-frats>; "Weslyan University to End All-Male Fraternities within Three Years," *Mail Online*, accessed October 16, 2014, <http://www.dailymail.co.uk/news/article-2765703/Wesleyan-University-end-male-fraternities-two-alleged-rape-cases.html>; Bay City News, "5 People Allegedly Sexually Assaulted At Frat House," *NBC Bay Area*, accessed October 18, 2014, <http://www.nbcbayarea.com/news/local/279598702.html>; "Fraternity Culture and College Rape," *BBC News*, accessed October 18, 2014,

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“Among men on college campuses, fraternity men are more likely to commit rape than other college men.”<sup>27</sup> As Foubert put it in a recent interview, “Before they got to college, fraternity men were no different from other male students. They committed the same number of incidents of sexual assaults before college. But here's the difference. Guys who joined a fraternity then committed three times as many sexual assaults as those who didn't join. It is reasonable to conclude that fraternities turn men into guys more likely to rape.”<sup>28</sup>

Dr. Freyd's “UO Sexual Violence and Institutional Behavior Campus Survey” found that men in Greek life were 3.5 times more likely to have experienced some form of non-consensual sexual contact than those not involved in Greek life ( $X^2(1, N = 292) = 9.82, p = .002$ ). Women in Greek life were nearly twice as likely to have experienced some form of non-consensual sexual contact than those not involved in Greek life ( $X^2(1, N = 589) = 6.72, p = .01$ ).

Dr. Freyd's data also indicated that women in Greek life were significantly more likely to have experienced an attempted or completed rape ( $X^2(1, N = 589) = 23.50, p < .001$ ). These women were 3.4 times more likely than their non-Greek counterparts to have experienced an attempted or completed rape.

Despite widespread and well-documented problems like the use of drugs (including alcohol) to facilitate sexual assault, mounting liability issues, and demonstrated danger to student safety, there is resistance to confronting problems within FSL at UO. In addition, the number of students in FSL is increasing, and plans are in place for it to increase still further, with few discernible efforts to address existing problems, to enhance resources, and with to increase no public awareness of, of and information about, rates of sexual violence within FSL.<sup>29</sup>

The Task Force heard from fraternity/sorority members at the Open Forum on November 3 that they are “aggressively committed to changing the culture at UO.” They vowed to bring in new

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<http://www.bbc.com/news/world-us-canada-29433262>; Richard Pérez-peña and Steven Yaccino, “Efforts by Colleges to Curb Assaults Focus on Fraternities,” *The New York Times*, June 12, 2014, <http://www.nytimes.com/2014/06/13/education/fraternities-are-focus-of-measures-to-reduce-assaults-and-misconduct.html>.

<sup>27</sup> Foubert, J. D., Newberry, J. T., & Tatum, J. L. (2007). "Behavior Differences Seven Months Later: Effects of a Rape Prevention Program on First-Year Men Who Join Fraternities." *NASPA Journal*, 44, 728-749," accessed October 16, 2014,

[https://www.academia.edu/163846/Foubert J. D. Newberry J. T. and Tatum J. L. 2007 . Behavior differences seven months later Effects of a rape prevention program on first-year men who join fraternities. NASPA Journal 44 728-749.](https://www.academia.edu/163846/Foubert_J._D._Newberry_J._T._and_Tatum_J._L._2007_.Behavior_differences_seven_months_later_Effects_of_a_rape_prevention_program_on_first-year_men_who_join_fraternities.NASPA_Journal_44_728-749)

<sup>28</sup> John Foubert, ““Rapebait” E-Mail Reveals Dark Side of Frat Culture,” *CNN Opinion*, October 9, 2013, <http://www.cnn.com/2013/10/09/opinion/foubert-fraternities-rape/index.html>.

<sup>29</sup> Josephine Woolington, “UO Study: Rape Danger Higher in Greek Life Oregon,” *The Register-Guard*, October 16, 2014, <http://registerguard.com/rg/news/local/32290784-75/survey-uo-sorority-students-at-greater-risk-of-rape-unwanted-sexual-contact.html.csp>.

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programs, have approved a FSL Sexual Assault Task Force with at least one member from each fraternity and sorority chapter, and plan to have workshops in each chapter each term taught by experts, among other plans. One speaker stressed that members of fraternities and sororities "understand the gravity of the situation" and another summarized that "The FSL community is passionate about changing the UO culture."

In the end, the Task Force was impressed when one spokesperson concluded, "We hope that by unifying with the University Senate and the Administration we can drive the change to become a leader." That is also the desire of the Task Force as it makes ~~three~~ the following recommendations concerning FSL.

**1.5.1. Suspend plans to expand FSL:** In light of Dr. Freyd's preliminary analysis of data and other evidence of sexual violence in FSL, the Task Force deems it irresponsible to allow for the expansion of FSL without open conversations about the problems within it and effective, evidence-based education and prevention programs that will lead its members to develop new and healthy traditions. Given knowledge of existing problems within FSL, expansion of the system in the current situation may well constitute "deliberate indifference to known acts of harassment in its programs or activities" and thus violate Title IX.<sup>30</sup>

**Responsibility:** President's Office  
**Budget:** N/A  
**Deadline:** Nov. 19, 2014

**1.5.2. Assign research and analysis of FSL to the Senate Standing Committee's FSL Working Group:** Researchers must have the opportunity to facilitate research and analysis of FSL in order to create effective, data-driven prevention strategies. For example, fall quarter is the most dangerous period of time for young women. Armstrong et al.'s research indicates that young women who are new to campus and the Greek community are most at risk of being sexually assaulted during the "Red Zone" period.<sup>31</sup> Using Freyd's data (2014), re-surveying students at appropriate intervals, and analyzing university data about rates and causes of social probation and suspensions may allow us to consider whether delaying recruitment – to take just one example – might reduce sexual assaults during the "Red Zone."<sup>32</sup>

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<sup>30</sup> Davis v. Monroe County Bd. of Educ., 526 U.S. 633 (1999), 629, 633 (1999).

<sup>31</sup> Elizabeth A. Armstrong, Laura T. Hamilton, and Brian Sweeney, "Sexual Assault on Campus: A Multilevel, Integrative Approach to Party Rape," *Social Problems* 53, no. 4 (2006): 483–99.

<sup>32</sup> For example, other universities have delayed rush for reasons related to sexual assault and alcohol abuse, including Colgate, Stanford, and Tulane. See Tulane, which recruits in the spring ([tulane.edu/studentaffairs/greek/prospective-members/panhellenic-recruitment-dates.cfm](http://tulane.edu/studentaffairs/greek/prospective-members/panhellenic-recruitment-dates.cfm), [tulane.edu/studentaffairs/greek/prospective-members/interfraternity-council-recruitment-dates.cfm](http://tulane.edu/studentaffairs/greek/prospective-members/interfraternity-council-recruitment-dates.cfm)). Colgate specifies that only students who are classified academically as sophomores and have a cumulative GPA of 2.0 or higher are eligible to participate in Fraternity Recruitment ([www.colgate.edu/campus-life/fraternities-and-sororities/fraternity-information](http://www.colgate.edu/campus-life/fraternities-and-sororities/fraternity-information)). At Stanford, recruitment

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In order to make informed decisions about their safety, students should have information about problems and sanctions in FSL. Data should be compiled and publicized regarding houses that are on social probation or suspension and the reasons why such actions were taken. The Standing Committee will work with Student Life to determine what form these reports might take and how frequently they should be published.

The Task Force also recommends tracking the GPAs of recruited students to determine if recruitment is impacting classroom performance. Assessing the rates of recruited students put on academic warning fall term should also be compared to rates for the overall population.

The Task Force also recommends the use of qualitative approaches to studying FSL culture on our campus. If we are to effectively create interventions, educational programs, and ultimately change the cultures that facilitate sexual violence, we need to develop research-based understandings of what FSL is, what it does (both positively and negatively), and what it might yet become on our campus.

**Responsibility:** President's Office  
**Budget:** N/A  
**Deadline:** Jan. 5, 2015

**1.5.3: Form a FSL Sexual Assault Task Force:** The FSL sexual assault task force will be made up of members of each chapter and will be charged with advising and proposing changes to FSL policies addressing sexual violence. In educating these students about university reporting policies and bystander awareness, the FSL task force will ensure that at least one member of each chapter has been educated about these issues. The FSL task force will help to raise awareness about policies and best practices for addressing sexual violence and will help to educate FSL leadership about these and related problems. The FSL Sexual Assault Task Force will have two representatives to the Senate Standing Committee's FSL Working Group (see 1.5.2). The Director of Sexual Violence Prevention and Education or their designee will oversee the FSL task force.

**Responsibility:** Sexual Violence and Prevention and Education  
**Budget:** N/A  
**Deadline:** Jan. 5, 2015

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takes place once a year, during the first two weeks of spring quarter ([web.stanford.edu/group/resed/cgi-bin/row/sae/rush.php](http://web.stanford.edu/group/resed/cgi-bin/row/sae/rush.php)). Postponing recruitment might allow new students to acclimate to the university, develop support networks, and make better informed decisions about university life before the beginning of the recruitment season.

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## **2. Prevention and Education**

### **2.1. Develop proposals for mandatory courses addressing gender, sexuality, and social inequality:**

The Task Force has formed a working group to fulfill the University Senate charge to work on proposals for mandatory courses. Note that the Task Force will be working on proposals for courses and not necessarily a single mandatory course, although that option will be explored and discussed. The working group has received preliminary input from representatives from the Committee on Courses, the Undergraduate Council, the Dean of Students Office, Affirmative Action, Undergraduate Studies, the ASUO, the College of Arts and Sciences, and faculty from Ethnic Studies, Philosophy, and Women's and Gender Studies. Recognizing that the process of discussing these courses with stakeholders will be critical to the content and structure of the courses themselves, the working group on mandatory courses will begin holding open meetings to discuss these issues in January 2015 to begin the next phase of planning.

**Responsibility:** Senate  
**Budget:** TBD  
**Deadline:** Meetings to begin Jan. 2015

### **2.2. Provide additional funds for ongoing prevention efforts:**

Two promising prevention programs with preliminary evidence of effectiveness exist at UO, the Sexual Wellness Advocacy Team (SWAT) and Women's Self-Defense. Providing institutional support to expand and evaluate them will position both programs to be national models for sexual violence prevention on college campuses.

#### **2.2.1. Provide additional Staff for the Sexual Wellness Advocacy Team (SWAT):**

Most students see a SWAT presentation one time during their years at UO. The research on sexual violence prevention is clear that one-shot presentations cannot be expected to change campus climate. To be effective, the SWAT program must be expanded to include multiple sessions targeted to specific audiences including, but not limited to, American English Institute students, ASUO student programs, band, club sports, forensics, fraternity and sorority members, international students, student athletes, et al. This will require at least one additional staff person to develop the program and additional funding to train and hire more peer educators.

**Responsibility:** Student Life  
**Budget:** \$90,000 (additional staff person to develop the program, train peer educators, and assess efforts)  
**Deadline:** Feb. 1, 2015

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### **2.2.2. Expand Empowerment-Based Women’s Self-Defense training<sup>33</sup>:**

One of the few sexual violence prevention strategies that has been demonstrated to reduce victimization is empowerment-based women’s self-defense training.<sup>34</sup> Empowerment-based self-defense classes focus on the full range of violence against women, especially acquaintance assaults, and include awareness and verbal self-defense strategies as well as physical techniques. The Task Force emphasizes that empowerment-based self-defense classes explicitly attribute assault to perpetrators and not to victims. In contrast with other forms of risk reduction advice (e.g. avoiding public spaces, avoiding alcohol, traveling with a buddy, etc.) which constrain women’s actions, women’s self-defense training can empower women’s range of actions. We recommend the expansion of existing self-defense programs on this campus to make them available to all students. Specifically, we recommend that funds be devoted to make the existing women’s self-defense class in Physical Education available to more students, and to offer regular, brief workshops to specific student groups (e.g., LGBTQ students, new students, students studying abroad, or international students).

**Responsibility:** Sociology

**Budget:** \$75,000 (faculty course buy-out, additional PE instruction, and two GTF instructors)

**Deadline:** Feb. 1, 2015

### **2.3. Title IX Education and Training:**

In order to comply with Title IX and ensure that all UO employees have necessary education about and training in their Title IX responsibilities, trainings must be consistent across units and training programs must be conducted by a dedicated staff member with demonstrated expertise in Title IX. The need for these mandatory trainings will far exceed our current capacity to

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<sup>33</sup> Empowerment-based self defense classes teach a broad range of effective, easy to learn, physical and verbal strategies for preventing, interrupting, and resisting assault. They focus on the full range of violence against women, especially acquaintance assaults, and rather than teaching a single best way to respond to violence, empower women to choose the strategies appropriate for their own situation. Finally, they address the social conditions that facilitate sexual assault, including the barriers to self-defense that women face as a result of gender socialization.

<sup>34</sup> Christine A. Gidycz et al., “The Evaluation of a Sexual Assault Self-Defense and Risk-Reduction Program for College Women: A Prospective Study,” *Psychology of Women Quarterly* 30, no. 2 (June 2006): 173–86, doi:10.1111/j.1471-6402.2006.00280.x; Jocelyn A. Hollander, “Does Self-Defense Training Prevent Sexual Violence Against Women?,” *Violence Against Women* 20, no. 3 (2014): 252–69; Clea Sarnquist et al., “Rape Prevention Through Empowerment of Adolescent Girls,” *Pediatrics*, April 14, 2014, peds.2013–3414, doi:10.1542/peds.2013-3414; Jake Sinclair et al., “A Self-Defense Program Reduces the Incidence of Sexual Assault in Kenyan Adolescent Girls,” *The Journal of Adolescent Health: Official Publication of the Society for Adolescent Medicine* 53, no. 3 (September 2013): 374–80, doi:10.1016/j.jadohealth.2013.04.008.

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provide them and increases in staff will be necessary to meet these needs. To ensure compliance, the Task Force recommends the following:

### **2.3.1. Hire a Title IX Coordinator and 3 Deputy Coordinators:**

The Task Force recommends that UO hire one head Title IX coordinator and three deputy coordinators (one for faculty and staff, one for students, one for athletics). The head Title IX coordinator must have legal expertise, directly related to Title IX enforcement.<sup>35</sup> Deputy Title IX coordinators will be responsible for ensuring that proper education and training on policies is being conducted in their respective units.

The Title IX coordinator for athletics must be independent of athletics (not be located in the athletic department nor receive any benefits or privileges from that department).

**Responsibility:** President's Office  
**Budget:** \$205,000 (\$85,000 for Title IX coordinator; \$60,000 per Deputy Coordinator)  
**Deadline:** Feb. 1, 2015

### **2.3.2. Require-effective Title IX training for all other UO employees (including training specifically designed for graduate teaching fellows):**

Trainings should be conducted on an annual basis, including presentations at new faculty orientation, directors/heads retreats; executive leadership meetings, etc. Emails outlining our responsibilities under Title IX should be sent to all UO employees at the beginning of each quarter.

**Responsibility:** Title IX Coordinator (see recommendation 2.3.1)  
**Budget:** N/A  
**Deadlines:** April 1, 2015

### **2.4. Publish and disseminate a booklet on sexual violence resources for faculty and staff:**

While at Indiana University, Vice President of Equity and Inclusion Yvette Alex-Assensoh created a guide for faculty and staff to help students who have experienced sexual assault. The Office of Equity and Inclusion has agreed to work with the Senate Standing Committee to create a similar guide for UO faculty and staff that will be available on the UO website (and should be

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<sup>35</sup> See the list of “competencies and skills necessary for the effective administration of the grievance process and related activities” on the Department of Justice’s Title IX website: <http://www.justice.gov/crt/about/cor/coord/TitleIXQandA.php>.

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included along with other resources on sexual violence on the “About UO” menu item) and as a pdf.

**Responsibility:** Office of Equity and Inclusion  
**Budget:** TBD  
**Deadline:** April 1, 2015

### **2.5. Coordinate programming and publicity aimed at sexual violence prevention:**

There is a great deal of interest in creating programming aimed at sexual violence prevention. While well-intentioned, current sexual violence prevention programming and publicity across campus are not always based on sound prevention principles. The creation of a centralized office (see 1.1) will help to address these problems. Until then, and because misguided efforts can actually do harm to students, we recommend that all non-classroom sexual violence prevention trainings and publicity materials at the university be reviewed by the Director of Sexual Violence Prevention and Education. We further recommend that classroom instructors who plan to address violence against women in their courses be encouraged to consult with the Director, who can provide feedback and resources that may be helpful.

**Responsibility:** Director of Sexual Violence Prevention and Education  
**Budget:** N/A  
**Deadline:** Nov. 19, 2014

## **3. Administrative Changes**

### **3.1. Review policy on required (mandatory) reporting, OAR 003 0025, Subsection 2A:**

We understand that the current required (mandatory) reporting policy is based on UO Legal Counsel’s interpretation of OAR 003 0025, Subsection 2A. Reporting of sexual violence is essential to understanding the problems on our campus, making decisions about how to allocate resources, and complying with legal obligations. However, we agree with the White House’s “Not Alone” report that clearly identifying confidential personnel on campus and communicating effectively and straightforwardly with faculty and students about what required (mandatory) reporting means, why it is important, and how reporting works is vital to our efforts.<sup>36</sup> One first responder at UO suggested that there should be “greater access to confidential resources and a greater latitude to disclose only what a survivor wishes to disclose in a formal report,” a desire that reflects the White House’s recommendation about the need for degrees of confidentiality. As “Not Alone” puts it, individuals who work or volunteer in on-campus sexual assault centers, victim advocacy offices, women’s centers, or health centers, including front desk staff and students who provide assistance to students who experience sexual violence, should provide

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<sup>36</sup> “Not Alone,” p. 3.

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aggregate data, but should not be required to report, without the student's consent, incidents of sexual assault to the school in a way that identifies the student.<sup>37</sup>

Other universities are taking different approaches to required (mandatory) reporting, approaches more in keeping with White House recommendations.<sup>38</sup> In order to comply with new federal regulations and White House Recommendations for best practices, the Senate will immediately review the outdated OAR.<sup>39</sup> A public discussion of the revised OAR will take place at the Feb. 25, 2015 Senate meeting.

**Responsibility:** Senate  
**Budget:** N/A  
**Deadline:** Feb. 25, 2015

### **3.2. Conduct an audit of AAEO, review sexual harassment policies and “Grievance Procedures,” OAR 571-003:**

Sexual harassment policies and procedures, particularly those involving faculty and students, are difficult to understand. The Task Force has also heard numerous reports of problems from faculty, staff, and students concerning report processes (especially the “informal” versus the “formal” complaint), protecting complainants from retaliation, and issues of accountability. In addition to an audit of AAEO that will help us identify problems, we are also recommending that the Senate conduct an immediate review of sexual harassment policies, including OAR 571-003, “Grievance Procedures.” A revision of OAR 571-003 will be discussed at the Senate Meeting on Feb. 11, 2015.

**Responsibility:** President's Office and Standing Committee's Grievance Procedures Working Group  
**Budget:** N/A  
**Deadline:** Feb. 11, 2015 (revision of OAR); March 1, 2015 (Audit completed)

### **3.3. Revise “University of Oregon Conflicts of Interest and Abuses of Power: Sexual or Romantic Relationships with Students” Policy:**

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<sup>37</sup> “Intersection of Title IX and the Clery Act.” 2014. <https://www.notalone.gov/assets/ferpa-clerychart.pdf>, p. 5.

<sup>38</sup> See p. 3 of the University of North Carolina's “Policy on Prohibited Discrimination, Harassment and Related Misconduct.” 2013. [policies.unc.edu/files/2013/04/PPDHRM.pdf](http://policies.unc.edu/files/2013/04/PPDHRM.pdf).

<sup>39</sup> See “Not Alone,” <https://www.notalone.gov/assets/ferpa-clerychart.pdf>.

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“University of Oregon Conflicts of Interest and Abuses of Power: Sexual or Romantic Relationships with Students Policy” is a weak, confusing, and ineffective policy.<sup>40</sup> Recognizing that community discussion is central to creating an effective and comprehensible policy, the Standing Committee’s Sexual Harassment Working Group is drafting a revised policy for community discussion and input in January 2015.

**Responsibility:** Senate  
**Budget:** N/A  
**Deadline:** Jan. 28, 2015 (discussion of draft at Senate meeting)

### **3.4. Provide the Ombuds office with confidentiality:**

According to the International Ombudsman Association, College or university ombudspersons are authorized “to confidentially receive complaints, concerns, or inquiries . . . and to listen, offer options, facilitate resolutions, informally investigate or otherwise examine these issues independently and impartially.” The ombudsperson can help resolve problems more swiftly and more equitably than grievance procedures or litigation. As such, the ombuds office is a crucial resource and an invaluable ally in efforts to create a climate in which reporting of sexual violence is perceived as safe, non-judgmental, and effective. For staff and faculty members, the ombuds office offers the only confidential service on campus and can play a key role in resolving conflicts. By providing impartial, confidential, and informal services, per the International Ombuds Association Code of Ethics, the ombuds functions as a supplement to existing resources, allowing survivors and complainants the ability to explore reporting options in an office that is independent of other responsibilities. The ability of the ombuds to operate confidentially is crucial to efforts to provide safe places for survivors and complainants to explore all options available to them without fear of their story being told before they are ready.

**Responsibility:** President  
**Budget:** N/A  
**Deadline:** November 19, 2014

### **3.5. Reconvene the Presidential Task Force on Alcohol and Other Drug Use:**

The Task Force understands that perpetrators use alcohol and other drugs as tools to facilitate sexual assault. Given that the party culture at UO has created situations in which sexual violence proliferates, the Task Force recommends that the President reconvene the University of Oregon Presidential Task Force on Alcohol and Other Drug Use originally convened by former UO President Michael Gottfredson. Faculty and student representatives should be added to the group. This Task Force should review implementation plans for the excellent recommendations made

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<sup>40</sup> It is very difficult to locate this policy on the UO website – see [workplacere Relationships.uoregon.edu/conflict-of-interest-abuse-of-power/](http://workplacere Relationships.uoregon.edu/conflict-of-interest-abuse-of-power/). The policy can be accessed at: [arcweb.sos.state.or.us/pages/rules/oars\\_500/oar\\_571/571\\_004.html](http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_571/571_004.html).

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by the Presidential Task Force on Alcohol and Other Drug Use, ~~outstanding recommendations~~ and continue to study alcohol abuse on our campus, and generate additional recommendations. The President and Provost should meet with the Presidential Task Force at the beginning of spring quarter 2015 to discuss a new round of recommendations.<sup>41</sup>

**Responsibility:** President's Office.  
**Budget:** N/A.  
**Deadline:** Jan. 5, 2015

### **3.6. Memoranda of Understanding:**

In order to create and maintain robust lines of communication with community partners in the fight against sexual violence, "Not Alone" recommends that universities create memoranda of understanding (MOUs) with local rape crisis centers. Given our need to address the broad range of behaviors related to sexual violence, the Task Force recommends creating MOUs with two community organizations and the Eugene Police Department.

#### **3.6.1. Sexual Assault Support Services (SASS):**

The UO has long partnered with SASS on Red Zone programming (October), Take Back the Night (April), and other programs as needed. We recommend that UO create a memorandum of understanding that will allow us to strengthen and regularize our collaborations with them as we move forward.

**Responsibility:** Student Life in Collaboration with Women's and Gender Studies  
**Budget:** TBD  
**Deadline:** January 5, 2015

#### **3.6.2. Womenspace:**

As first responders are increasingly called upon to deal with the wide range of gender and sexual violence on our campus (including intimate partner violence, stalking, and harassment), partnering with a community organization with expertise in these areas will help to enhance our training and prevention efforts.

**Responsibility:** Student Life in Collaboration with Women's and Gender Studies  
**Budget:** TBD  
**Deadline:** January 5, 2015

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<sup>41</sup> This is a recommendation originally made by the University of Oregon Presidential Task Force on Alcohol and Other Drug Use. See [president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/Presidential%20Task%20Force%20on%20Alcohol%20and%20Other%20Drug%20Use.pdf](http://president.uoregon.edu/sites/president2.wc-sites.uoregon.edu/files/field/image/Presidential%20Task%20Force%20on%20Alcohol%20and%20Other%20Drug%20Use.pdf), p. 6.

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### **3.6.3. Eugene Police Department:**

Cooperation between local police and the University is vital to investigations of sexual violence. As the case involving the basketball team last spring demonstrated, the Eugene Police Department and the University of Oregon do not appear to be cooperating effectively on cases involving sexual violence, as they are required to do under federal law.

According to “Not Alone”:

An MOU can help open lines of communication and increase coordination among campus security, local law enforcement and other community groups that provide victim services. An MOU can also improve security on and around campus, make investigations and prosecutions more efficient, and increase officers’ understanding of the unique needs of sexual assault victims.<sup>42</sup>

**Responsibility:** President  
**Budget:** N/A  
**Deadline:** January 5, 2015

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<sup>42</sup> *Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault*, 15.

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## Appendix A

### Initial Recommendations

## Initial Recommendations

To: Scott Coltrane, Interim University President

From: Senate Task Force to Address Sexual Violence and Survivor Support

RE: **Initial Recommendations for Immediate Action**

Dear Interim President Coltrane,

As you know, the Senate Task Force to Address Sexual Violence and Survivor Support has been meeting since July 2014. While we are still working with various administrators to acquire data and information that is vital to our charge, we have already identified some items for immediate. In accordance with Senate legislation, we will submit our final report at the October 22<sup>nd</sup> University Senate meeting.

Below, please find our initial recommendations for immediate action. We are submitting these recommendations to you now because they are urgent and we believe that they must be implemented before September 29<sup>th</sup>, the first day of classes of the new academic year.

Using “Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault [LINK: <https://www.notalone.gov/assets/report.pdf>]” as a guide, we have identified six items (please see below) as best practices that have been or are being adopted throughout the nation.

After serious discussion, the Senate Task Force to Address Sexual Assault and Survivor Support voted unanimously in support of the recommendations below at our September 8<sup>th</sup> meeting. We urgently request that all of these recommendations be implemented no later than September 29<sup>th</sup>, 2014, except for 4a and 4b, both of which need to be received by all teaching faculty, including GTFs, no later than September 22<sup>nd</sup>, 2014:

1. **Emergency Fund for Survivor Support and Prevention**: UO should establish a discretionary fund for survivor support and prevention (\$10,000) to be administered by the Sexual Violence Response & Support Services Coordinator. This amount would be reviewed at the end of FY 2014 by the University Senate, which will then make a recommendation for funding for FY 2015. Implementation: no later than September 29<sup>th</sup>, 2014. (ESTABLISHED)

2. **Good Samaritan Policy:** Recognizing that the threat of punitive policies can cause hesitation during stressful and confused situations, universities and communities around the country have adopted Good Samaritan policies. We recommend that the UO immediately adopt a Good Samaritan Policy, which we are forwarding to you as a link. [draft included - LINK HERE] Implementation: no later than September 29<sup>th</sup>, 2014. (APPROVED BY LEGAL COUNSEL, STUDENT CONDUCT, PENDING STUDENT LIFE APPROVAL)
3. **Title IX Messaging:** In order to comply with Title IX, the President's Office should compose and send a message to all UO employees, which provides clear information about Title IX resources, identifies officers and deputy officers, and specifies all our Title IX responsibilities. Implementation: no later than September 29<sup>th</sup>, 2014. (COMPLETED)
4. **Educational Messaging:**
  - a. **Syllabus Statement Regarding Sexual Violence:** The President's Office should send the attached message to all teaching faculty for inclusion on their syllabi (draft included - LINK HERE). This message has been reviewed by the Teaching Effectiveness Program. Implementation: no later than September 22<sup>nd</sup>, 2014. (PENDING REVISIONS)
  - b. **Guidelines for Classroom Discussions of Violence:** The President's Office should send the attached message to all teaching faculty concerning discussions of sexual violence in classrooms (draft included - LINK HERE). This message has been reviewed by CoDaC, the Teaching Effectiveness Program, the Office of Equity and Inclusion, and faculty members from the Department of Women's and Gender Studies. Implementation: no later than September 22<sup>nd</sup>, 2014. (PENDING REVISIONS)
5. **Anonymous Reporting:** The UOPD "anonymous" reporting form currently is tracking IP addresses [LINK: <http://police.uoregon.edu/anonymous-sexual-assault-report>]. UOPD should immediately stop tracking IP addresses. Our final report will include additional recommendations addressing concerns about reporting. Implementation: no later than September 29<sup>th</sup>, 2014. (NO INFORMATION)

For your convenience, we offer the following links to further important resources:

- Not Alone [LINK: <https://www.notalone.gov/>]
- Title IX [LINK: <http://knowyourix.org/title-ix/title-ix-the-basics/>]
- Clery Act [LINK: <http://clerycenter.org/summary-jeanne-clery-act>]

- University of Oregon resources [LINK: <http://safe.uoregon.edu>]
- The website of the Senate Task Force to Address Sexual Violence and Survivor Support [LINK: <http://senate.uoregon.edu/content/task-force-address-sexual-violence-and-survivor-support-0>]

Respectfully submitted,

Carol Stabile, Professor (Journalism; Women's and Gender Studies);

Randy Sullivan, Senior Instructor (Chemistry; Biochemistry);

Co-Chairs, Senate Task Force to Address Sexual Violence and Survivor Support

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## Appendix B

UO Senate Standing Committee on Sexual and Gender Violence

## **UO Senate Standing Committee on Sexual and Gender Violence**

### **Brief Description:**

The Committee to Address Sexual Violence and Survivor Support addresses widespread problems of sexual and gender violence within our community, including how sexual and gender violence intersects with other aspects of community members' identities, including race, sexual orientation, social class, and ability.

### **Background:**

In May 2014 the university senate, in response to an increasingly urgent and apparent need for an effective and coordinated response to sexual violence in the university community, passed legislation to form a Task Force to Address Sexual Violence and Survivor Support (US 13/14-52). Section 2.3 of that legislation charged the task force to propose a structure for a standing committee in its report. This committee is the result of that charge.

### **Charge and Responsibilities:**

The Committee to Address Sexual Violence and Survivor Support shall work with the administration to create and sustain data-driven approaches to the prevention of and our response to sexual and gender violence, to ensure that these efforts are grounded in research and best practices, and to change the culture of our campus so that sexual and gender violence can be eradicated.

This committee is also particularly charged to work with the university administration to implement and maintain the recommendations of the Task Force to Address Sexual Violence and Survivor Support as contained in its reports as approved and amended by the senate for as long as the committee deems those recommendations to be cogent and the measures that they prescribe to be efficacious.

### **Membership Requirements:**

Membership of the Committee to Address Sexual Violence and Survivor Support will consist of 9 elected faculty members, one each from the Women's and Gender Studies Department, the Ethnic Studies Department, the Psychology Department, the Sociology Department, and the Law School, and four faculty members elected at large; four student members, one appointed by the ASUO president (she may appoint herself), one elected by the Panhellenic Council, one elected by the Interfraternity Council, and one graduate student appointed by the senate president; six ex officio members, the Sexual Violence Response and Support Services Coordinator, the Associate Dean of Students, the Title IX Coordinator, the University Ombudsperson, the Chief Compliance Officer of the Athletic Department, and the Director of Student Conduct and Community Standards; three other members appointed by the senate president, one from the Counseling and Testing Center, one from the Office of Equity and Inclusion, one from UOPD, and one from the university classified staff; and one member elected by the Center to End Sexual Violence.

Those members of the Task Force to Address Sexual Violence and Survivor Support who qualify for one of the committee seats described above will automatically become members of this committee at the time of the committee's creation, occupying seats that correspond to their current status, until the regular round of elections and appointments at the end of the 2013-14 academic year.

**Reporting Deadlines:**

The Committee to Address Sexual Violence and Survivor Support shall report to the University Senate. At a minimum this report shall be in the form of an annual written report submitted by the Committee Chair to the Senate Executive Coordinator and the President of the Senate following Summer Session. The committee shall also make additional written or oral reports to the Senate as necessary.