

Dear Vice President Holmes,

I want to thank you and your staff for the work you put into the Gap Analysis.

I appreciate that, using a spectrum of prevention analyses, the Division of Student Life (DSL) evaluated all sexual violence prevention programs and activities currently happening on campus and provided recommendations in five areas: educating providers; promoting prevention and education for students; strengthening organizational infrastructure and practices; ensuring caring institutional response; and promoting research and assessment. Your recommendations will help ensure the UO meets the highest standards in both prevention and response for students, while striving to be a national leader on these issues.

Based upon the DSL recommendations, the UO will:

- Develop an annual comprehensive training program, including in-depth, customizable training modules for all campus first-responders, including how to compassionately respond to students, how to connect students to resources, and how to meet reporting obligations.
- Develop a comprehensive and systematic prevention and education effort that spans a student's academic career, and provides continuous dosage/longer prevention interventions over time (first through senior year, transfer, and graduate students). This education effort will be developed in collaboration with student groups and will include culturally relevant prevention and education initiatives for every student organization. Some examples of the comprehensive system will include:
  - A master calendar of events that ensures sexual violence awareness, prevention and intervention trainings;
  - Training modules and opportunities for students to learn about healthy sexual behavior, healthy relationships and positive relationship interactions;
  - Engagement of and leadership by men (including faculty and staff) in prevention and education activities on campus;
  - Student orientation initiatives (e.g. sexual violence prevention videos) in various languages, particularly focused on international students;
  - An expansion of the Sexual Wellness Advocacy Training (SWAT) program;
  - A prevention innovation fund to create student-driven sexual violence prevention initiatives and community engagement projects;
  - Other initiatives as developed within the comprehensive plan.
- Strengthen organizational infrastructure and practices through developing a 3-year strategic plan to clearly lay out expectations and direction of campus-wide prevention efforts. This plan will be developed by a cross-functional team of experts who will advise the campus and executive leadership team on best practices and planning for sexual violence prevention and response. It will include a comprehensive and robust communications plan to educate the UO community about sexual violence and the programs and services associated with prevention and response, and will make recommendations for strengthening funding and

infrastructure needed to promote a culture of inclusion, care, respect, and safety for all community members.

- Ensure a caring institutional response by developing and distributing resources regarding sexual violence for faculty and staff focused on evidence based and effective approaches to response, and information about campus response resources available to students. This will include a review of all websites and publications that provide information to students, staff and faculty regarding sexual violence response and prevention to ensure that they are student-friendly and effective. Resources will be allocated to supplement the current victim's assistance fund to allow for payment of medical expenditures related to treatment or evidence gathering related to sexual violence as needed. Additionally, a review will be completed of Family Housing environments (with a special emphasis on partner and domestic violence) and current prevention and response efforts.
- Promote research and assessment by establishing data collection standards and developing an infrastructure for research and assessment regarding sexual violence prevention and response issues throughout campus. Utilize data to better understand perpetrator behaviors, track, assess and address trends, and design interventions. Identify and secure grant funding for collaborative research related to sexual violence prevention, intervention and response, and report information systematically and regularly to ensure transparency.

The Office of the President, along with the Vice President for Student Life will develop a plan for integrating these recommendations with those from the Senate Task Force and the President's Review Panel in a comprehensive plan for prevention and response to sexual violence on our campus.

I appreciate the great work that you and your staff have done, and are planning to do, to keep our students safe and to promote best practices. You have provided strong leadership and expert guidance in this area and we are grateful for all of your efforts.