

Sexual Violence Gap Analysis Recommendations

presented by
The Division of Student Life
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After reviewing all sexual violence prevention programs and activities currently happening on campus, there are a few areas that should be addressed. We believe the following recommendations are necessary to ensure the UO meets the *highest* standards in both prevention and response for students, while striving to be a national leader on these issues. Using a spectrum of prevention analysis, there are five areas that require either new programming, a new approach and/or additional resources. The office or offices with primary responsibility for carrying out each recommendation are listed following each recommendation.

1. Educating Providers

- Develop an annual comprehensive training program for all campus first-responders, including how to compassionately respond to students, how to connect students to resources, and how to meet reporting obligations. (Dean of Students, Affirmative Action and Equal Opportunity)
- Develop training and response modules for faculty and staff that supplement and provide more detailed skill development than the currently used one-time mandatory training module. These more in-depth, customizable training modules should be offered to all teaching and research faculty, administrative and classified staff, and graduate teaching fellows. (Human Resources, Affirmative Action and Equal Opportunity, Division of Student Life)

2. Promoting prevention and education for students

- 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). (Division of Student Life)
- Review sexual violence prevention needs assessment distributed to student organizations and use survey results (combined with evidenced-based theory, practices, and research) to develop culturally relevant prevention and education initiatives for every student organization. Efforts will be infused into the comprehensive plan noted above and will need "buy-in" from numerous departments and organizations and will address the needs of various subpopulations of students (e.g. international students, AEI students, athletes, band, fraternity and sorority members, forensics, LGBTQI students, orientation leaders and student ambassadors, Club Sports, ROTC, veterans, law students, residence hall students, nontraditional students, etc). The plan will consider the unique aspects of student communities and student groups, and will be inclusive to engage students in a broader understanding of the intersection of identities. (Division of Student Life)

- Develop a master calendar of events that ensures sexual violence awareness, prevention and intervention trainings are occurring systematically, frequently, and promoted widely and effectively for students, staff and faculty. (Office of Sexual Violence Response & Support Services)
- Create training modules and opportunities for students to learn about healthy sexual behavior, healthy relationships and positive relationship interactions. (University Health Center, University Counseling and Testing Center)
- Engage more men (including faculty and staff) in prevention and education activities on campus. Increase visibility of the ASUO Men's Center by promoting its programs and increasing the number of men involved in and associated with the Center; increase collaborative programming between various student groups and organizations with the Men's Center (e.g. fraternities, athletics, club sports, athletes, ROTC, Veterans, etc.) Hire a permanent director for the Men's Center. (ASUO, ASUO Men's Center, Division of Student Life)
- Enhance current international student orientation initiatives (e.g. sexual violence prevention videos) in various languages. (Office of International Programs, Division of Student Life)
- Establish a *second* group of sexual violence peer educators that augments the work of the experiential, theater-based SWAT program, carrying out the mission of sexual violence prevention by greatly increasing the points of student contact surrounding this issue and offering more skill-based training. These students will also be trained to give workshops on topics surrounding sexual violence including, but not limited to, sexual assault, interpersonal violence, sexual harassment, consent, bystander intervention, and changing social norms. They will work in collaboration with SWAT. (Dean of Students)
- Initiate new sexual violence technology efforts with prevention and response/support services. (Dean of Students, Division of Student Life IT and Marketing)
- Establish a prevention innovation fund whereby student groups, organizations, and academic classes can apply for funding to work collaboratively with prevention staff to create student-driven sexual violence prevention initiatives and community engagement projects. Examples include media campaigns, art installations, publications and web resources, culturally relevant projects, training programs, and visible projects for the campus. (Office of the Vice President for Student Life)
- Develop a systematic plan to establish and proactively conduct intentional outreach education and messaging regarding sexual misconduct policies. The plan will incorporate culturally relevant messaging, and ensure that the university will hold accused students responsible. (Office of Student Conduct and Community Standards)
- Include sexual violence prevention initiatives within other activities, including those that occur in the Recreation Center, Health Center, Erb Memorial Union, University

Counseling and Testing Center, Student Activities Resource Center and at Parent and Family, Club Sports, Alumni and Development, Intercollegiate Athletic, Fraternity and Sorority Life, and University Housing events. (Division of Student Life)

3. Strengthening organizational infrastructure and practices

- Complete a 3-year strategic plan to clearly lay out expectations and direction of campus-wide prevention efforts. (Division of Student Life)
- Charge a cross-functional team of experts to advise the campus and executive leadership team on best practices and planning for sexual violence prevention and response. This team should be made up of professional staff, faculty, administrators, responders and students with expertise in prevention, response and intervention regarding sexual violence in all forms. The team will provide annual updates and plans to the campus, including further analysis of gaps in our efforts. The team will work in concert with other standing committees including the recently launched Presidential Task Force on Campus Climate, the Student Life Prevention Team and other groups, as appropriate. (Division of Student Life)
- Develop a comprehensive and robust communications plan to educate the UO community about sexual violence (including sexual assault, partner violence, stalking, gender-based bullying and other forms of sexual harassment) and the programs and services associated with prevention and response. Develop higher visibility and branding of sexual violence prevention efforts, confidential support services, the SAFE hotline, SAFE website, confidential support services and advocacy, and all prevention programs including the SWAT program and online sexual violence prevention module, etc. (Division of Student Life Communication and Marketing, Dean of Students)
- Continue to promote and refine campus-wide campaign that promotes a culture of inclusion, care, respect, and safety for *all* community members. (Division of Student Life)
- Continue to review current organizational practices, response protocols, and delivery of services to ensure integrated service delivery between campus and off-campus partners for students that have been victimized. Generate Internal Memorandum of Understanding (IMOU) with the Law School's Domestic Violence Clinic and External Memorandum of Understanding (EMOU) with Sexual Assault Support Services and Womenspace. (Division of Student Life, General Counsel's Office, Law School)
- Secure permanent and sustained human and fiscal resources for sexual violence prevention and education, and support services programs. (Office of the Vice President for Student Life)
- Strengthen current infrastructure for tracking and case management of Title IX cases. Add a Title IX investigator and hearings officer to the Office of Student Conduct and

Community Standards for all cases involving student-on-student sexual misconduct.
(Division of Student Life, Affirmative Action and Equal Opportunity)

4. Ensuring caring institutional response

- Review all websites and publications that provide information to students, staff and faculty regarding sexual violence response and prevention. Make changes and updates as needed. Utilize various student advisory committees and student focus groups to ensure websites, publications and other help-related resources are student-friendly and effective. (Division of Student Life Communication and Marketing)
- Select an evidence-based, comprehensive bystander intervention program in 2014 and begin to pilot it during winter and spring terms (January-June 2015) and then launch the full program in 2015-2016. The program must address bystander intent and efficacy, rape attitudes, perpetration, and bystander behavior. (Dean of Students, Student Life Prevention Team)
- Develop and distribute publications and web-related resources regarding sexual violence for faculty and staff. (Human Resources, Affirmative Action and Equal Opportunity, Division of Student Life)
- Review Family Housing environments (with a special emphasis on partner and domestic violence) and current prevention and response efforts. Upon completion of review, make any needed recommendations. (Dean of Students, University Housing)
- 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. (Office of the Vice President for Student Life, President's Office)

5. Promoting research and assessment

- Establish data collection standards in offices that have primary responsibility for sexual violence (sexual assault, partner violence, stalking, gender-based bullying and other forms of sexual harassment) prevention and response issues throughout campus. Utilize data to understand perpetrator behaviors and profiles, utilize aggregate data to demonstrate transparency for campus community; track, assess and address trends, and design interventions. (Office of Student Life Research and Assessment, Dean of Students)
- Develop an infrastructure for research and assessment for prevention and response efforts. Assessment efforts should include metrics and outcomes. Evaluate all sexual violence prevention initiatives, support services delivery, and climate improvement efforts. (Dean of Students, Office of Student Life Research and Assessment)
- Create databases that help us track incident rates of sexual misconduct between and among high-risk groups (i.e., FSL, athletics, international students, etc.) (Dean of Students)

- Identify and secure grant funding for collaborative research related to sexual violence prevention, intervention and response. (Dean of Students, in partnership with Counseling Psychology/Prevention Sciences)