

May 4, 2015

Dear President Kyr and Taskforce to Address Sexual Violence and Survivor Support members,

Thank you, again, for providing your report and recommendations, and for reviewing the initial progress on addressing the recommendation with Robin Holmes, vice president for student life. I am grateful for your perspective and advice on how to improve the way the university addresses sexual violence and supports survivors.

Providing a safe, respectful, and responsible campus is critical to our mission. All forms of sexual misconduct, including sexual violence, harassment and stalking are unacceptable. We share the same goal: to do everything in our power to prevent sexual violence, to help encourage healthy and positive attitudes about sexual relationships, to improve the campus climate, to support survivors, to ensure fair and due process for those who are accused, and to hold perpetrators accountable.

As you know, we have taken a number of actions over the last 18-months designed to bolster our efforts to reduce sexual violence including the following actions:

- New prevention and response website, printed material and a 24/7 confidential reporting hotline (SAFE.uoregon.edu)
- Two new Office of Affirmative Action sexual violence investigators
- New prevention and response staff positions
- Addition of \$15,000 for emergency survivor support
- New women's self-defense credit classes
- Student Conduct Code changes to improve process and accountability
- Additional confidential reporting options in the Dean of Students Office and the Ombudsperson's Office
- MOU with Eugene Police Department to coordinate investigations with UOPD and the university
- Reviewing Fraternity and Sorority Life and publicly posting any sanctions

The university has also launched a series of additional actions based on the recommendations from the Senate, President's Review Panel and Student Life Gap Analysis. On Monday, March 30, we launched a national search for an assistant vice president for campus sexual assault and Title IX coordinator, to coordinate the university's campus-wide work to reduce sexual assault and ensure institutional accountability in responding to reported concerns and complaints. The person in this position will have primary responsibility for coordinating effective efforts in compliance with Title IX, the federal law prohibiting discrimination on the basis of sex in the provision of educational opportunities. The position will report to the president and vice president for student life.

In addition, I am forming two advisory groups: an executive committee on Title IX, and a sexual assault advisory council. These groups will participate in a campus-wide effort to finalize a comprehensive strategic plan to reduce and respond to campus sexual assault.

Our goal is for the new AVP to be on board by July and have a preliminary plan ready to vet with the campus community when classes begin in the fall. I expect a formal, 3-year strategic plan to be finalized in time for the start of fall quarter.

Below, I detail my response to the senate recommendations. I will provide similar progress reports on the President's Review Panel recommendations and to Vice President Robin Holmes regarding the Student Life Gap Analysis.

1.1 Create and provide space for an Office to Address Sexual and Gender Violence – AVP being hired

Based on current assessments and internal structure, the leadership team will accomplish the goal of this recommendation by coordinating current university efforts under a new leadership position. The UO has begun the search for an [Assistant Vice President - Campus Sexual Assault/Title IX Coordinator](#). The new AVP will lead the university's campus wide work to reduce sexual assault through education and prevention, and ensure institutional accountability in responding to reported concerns and complaints. The AVP will report to the president and vice president for student life, and work with an executive committee and an advisory council to ensure connection and coordination among the many different departments that have responsibilities for addressing sexual assault. This organizational model is currently seen as the best and most efficient way to enhance coordination of resources and collaboration with leadership.

1.2 Engage with and fund the Campus Climate Survey - Underway

Interim President Coltrane has authorized two climate surveys on sexual violence prevention and response: the external AAU campus climate survey and an internal, UO-specific survey. In January he charged a Campus Climate Survey Advisory Committee to help oversee administration of both surveys. The committee has approved moving forward on both surveys this spring.

1.3 Establish Senate Standing Committee on Sexual and Gender Based Violence – Senate Established

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 – Not accepted

The new AVP will be responsible for coordinating with all units, including the Athletic Department, about issues related to prevention, education, and response to sexual violence and misconduct. The president, AVP, and new advisory council welcome recommendations from any senate body on this issue.

1.5.1 Immediately suspend plans to expand FSL – Partially accepted; internal review completed, external review summer 2015

The university does not have plans to proactively expand fraternity and sorority life. The UO has been, however, expanding its infrastructure to accommodate increasing interest in fraternities and sororities by students. The new FSL director has completed an internal

review which resulted in several actions including posting of the standings and sanctions of all fraternities and sororities. Plans are underway for an external review, slated for summer 2015. The university is actively working with FSL on education, prevention and accountability initiatives designed to address this issue.

1.5.2 Assign research and analysis of FSL to Senate FSL working group – Student Life is responsible for assessment of FSL.

As mentioned in 1.5.1, the new FSL director has completed an internal review and plans are underway for an external review, slated for summer 2015. Student Life will also examine data from the two climate survey's that will be conducted this spring, as it moves forward with reviews and recommendations for FSL. The VPSL welcomes input from the senate working group, any faculty member, and others on campus who wish to provide research or information about FSL that will help the university improve how it addresses sexual violence.

1.5.3 Form FSL Sexual Assault Task Force – Completed

An FSL student task force has been formed and began meeting winter term 2015. Kerry Frazee, Director of Sexual Assault Prevention and Education, is leading the group and designing the curriculum. They will review policies, procedures, activities and programs, including sexual assault prevention programs, and provide recommendation and advice to the VPSL. In addition, the UO FSL community is also forming a Student Task Force on Gender and Sexual Violence. One member of every chapter will be trained in bystander intervention strategies response resources as well as have guided discussions on ways to create safe environments. The student task force will be working closely with the Dean of Students Office Crisis Intervention and Sexual Violence Support Services Coordinator and her staff to ensure trainings and recommendations that are reflective of best practices and in concert with overall campus efforts.

2.1 Develop mandatory courses –Awaiting Senate recommendations

2.2.1 Provide additional staff for SWAT (Student Life) – Completed

During fall of 2014, the VPSL provided \$90K in funding to SWAT—primarily to provide stipends to student trainers who put in hours of work on each of the productions. In addition, a recent reorganization of staff allows the current SWAT director to focus more attention to this innovative program, while other duties are moved to another prevention specialist.

2.2.2 Expand Women's self-defense training (Sociology) – Underway

Student Life, Academic Affairs, and CAS have collaborated on a pilot program to develop a self-defense class taught by Dr. Jocelyn Hollander. The funding that the three areas provided will ensure that the class can be properly developed and studied for effectiveness throughout this year. Demand has been high for the classes. We will require help figuring out how to sustain the class offerings after this year. We will also consider other proposals to expand these opportunities to meet demand. Classes are available to all students.

2.3.1 Hire Title IX Coordinator and 3 deputies – Underway

Best practices support an approach that includes deputy title IX officers. The new AVP will

be the new Title IX coordinator. Penny Daugherty (current coordinator) will become a Deputy Title IX Officer and continue to focus on investigations. The senior women's administrator in athletics will also have Deputy Title IX coordinating responsibilities added to her duties to address gender equity in sports, but will not have any investigatory duties.

2.3.2 Title IX training and education for FSL, athletics, band, debate, and club sports – Underway

Fall term, every intercollegiate athletic team, as well as FSL chapters participated in SWAT workshops. Additionally, FSL invited a national trainer to work directly with its members this fall on issues of sexual assault and violence prevention. Currently, there are no activity specific training opportunities for club sports, band, or debate, but the university is exploring way to do so. The university plans to select a bystander awareness initiative and training program, which can be customized for specific groups. The VPSL will require an update on progress from these groups by winter 2016, working with counseling psychology on a meta-analysis.

2.3.3 Title IX training for all UO employees - Underway

All UO employees are expected to complete training on sexual harassment and prohibited discrimination. Additional training opportunities, tailored to specific faculty, staff and GTF's that allow for more in-depth skill building, understanding and response is still needed, however. The new AVP for Sexual Assault/Title IX Coordinator will work with the AAEO to consider how to conduct more training, such as hiring an additional trainer, or reorganizing existing resources to allow for more training.

2.4 Publish and disseminate booklet on sexual violence resources – Underway

Several publications have been created for the purpose of providing resources to students, staff and faculty such as the SAFE website and brochure, anonymous report form, ODOS and AAEO websites. A booklet specific for staff and faculty that is succinct, direct, informative and easily accessible is being developed and will be available by fall 2015.

2.5 Coordinate programing and publicity aimed at sexual violence prevention – Underway

With the new position (AVP)/restructuring of duties in prevention (SWAT), the university's efforts can now be both proactive and reactive in service to our students' safety needs. Additionally, the VPSL has tasked staff to work on effective communication and messaging to students. The first awareness campaign, "Ducks Do Something/It's On Us," is a product of those efforts. See response to Student Life Gap Analysis for additional details about plans for prevention and education programming.

3.1 Review mandatory reporting policy – Underway

The university will review these policies as part of the larger policy review/revision project already underway.

3.2 Audit AAEO, review sexual harassment policies and "Grievance Procedures" OAR 571-003 – Underway

The university is currently reviewing the Grievance Procedures outlined in OAR 571-003 to evaluate their effectiveness in meeting current legal obligations related to prohibited

discrimination and discriminatory harassment, including sexual harassment. The review of our prohibited discrimination and sexual harassment policies is part of the larger policy review/revision project that is already underway. The hiring of the AVP – Title IX coordinator will add capacity to review institutional policies related to sexual harassment, avenues for individual recourse, and protocols for institutional response to reports of sexual harassment, including processes in place in OAAEO and other offices. Hiring of the AVP – Title IX coordinator will also increase capacity for effective communication regarding these items.

3.3 Revise “Conflicts of interest and abuses of power” policy – OAR 571-004-0007 – Awaiting Senate recommendations

3.4 Provide the Ombuds office with confidentiality – Completed

3.5 Reconvene the Presidential Task Force on Alcohol and Other Drug Use – Partially Accepted

As outlined in the original Presidential Task Force on Alcohol and Other Drug Use, a smaller standing committee chaired by the VPSL was established and has been meeting since last summer. Three specific subcommittees have been formed on alcohol and other drug prevention, mental health issues and sexual assault. Additional members from the Department of Prevention Sciences in the College of Education have been added and graduate student internships have been formed which will allow us to complete various research and program review projects as identified by the committee. Subcommittee reports are due April 2015.

3.6.1 MOU with SASS (Student Life) – Underway

A positive relationship with SASS and other organizations in the Eugene/Springfield area is very important to our efforts and our need to provide wrap-around services to our students, and the university currently has an agreement with SASS through the ASUO. An MOU that allows the agencies to provide needed information to a few specific, on-campus experts would be welcomed. The university is entering into an agreement with SASS as well as the Lane County District Attorney’s Office, UOPD, Eugene Police Department and the Lane Council of Government related to investigation and prosecution of sexual offenses.

3.6.2 MOU with Womenspace 3.6.2 (Student Life) – Underway

A positive relationship with Womenspace and other organizations in the Eugene/Springfield area is very important to our efforts and our need to provide wrap-around services to our students and a MOU that allows the agencies to provide needed information to a few specific, on-campus experts would be welcomed. The Associate Dean of Students, along with staff in the General Counsel’s office will be tasked with crafting this MOU with an expected completion in the summer of 2015.

3.6.3 MOU with Eugene Policy Department (Pres) – Completed