



Sexual Safety at Willamette University

Findings and Recommendations

PRESIDENT'S WORKING GROUP ON
SEXUAL ASSAULT AND HARASSMENT

APRIL 2014

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President's Working Group on Sexual Assault & Harassment
Report to President Thorsett and the Willamette University community

April 2014

Working Group Inception and Charge

In May 2013, in the aftermath of the public disclosure of misogynistic content and other troubling comments posted on social media by members of the Sigma Chi fraternity at Willamette and the subsequent community conversations about campus climate as regards sexual harassment and sexual violence, President Thorsett created the President's Working Group on Sexual Assault and Harassment, charged as follows:

“The President's Working Group on Sexual Assault and Harassment is co-chaired by Margaret Trout, the director of Bishop Wellness Center, and Kristen Grainger in her capacity as the university's Title IX coordinator. The working group membership is derived from volunteers or interested individuals nominated by members of the campus community, vetted by the co-chairs and selected by the President. It should be broadly representative of the campus community and also include appropriate delegates from local public safety and survivor assistance agencies such as Mid-Valley Women's Crisis Service, Marion County District Attorney's Office and Salem Police Department.

“In consultation and partnership with the Oregon Attorney General's Sexual Assault Task Force, the working group is charged with reviewing and making recommendations to the President regarding:

- the university's sexual assault education, outreach and prevention efforts;
- the university's sexual assault response policies and procedures; and
- various services and care available to survivors of sexual assault and utilization of those services.

“The working group is further encouraged to consult with Willamette students, faculty and staff, particularly front-line Willamette staff who are involved with sexual assault prevention and response on our campus, as well as alumni, parents and other stakeholders as appropriate. The group also should identify and consider for possible adoption various 'best practices' models currently in place at similarly-structured institutions of higher education regionally and nationally. The working group is encouraged to begin work as soon as practicable and, while safeguarding confidentiality as appropriate, conduct its business with transparency and openness to the greatest extent possible. Unless otherwise indicated, the President's Working Group on Sexual Harassment and Assault's charge is fulfilled upon submission of its recommendations.”

Work Plan

After approving a work plan developed over the summer months, the PWG held monthly 2-hour meetings open to the campus community and the public from September 2013 through January 2014. The purpose of these meetings was expository: to educate everyone present about Title IX compliance at Willamette, including policies for students and employees and the protocols and practices that support and implement policies. The information sessions covered student outreach, education and prevention efforts as well as the university's protocol for survivor-centered responses to reports and disclosures of sexual harassment and violence, including reporting mechanisms and processes, support resources for survivors, training for staff and faculty, and the student disciplinary conduct process, appeals and sanctions.

Clery Act, Campus SaVE, VAWA, the Dept. of Education's *Dear Colleague* letters of April 2011 and 2013, and other federal regulations that overlap or intersect with Title IX were also the subject of review and discussion. PWG members were provided a variety of reports, articles and supplemental materials, including *The Undetected Rapist*, a study by Dr. David Lisak and Dr. Paul Miller, and a checklist of essential policy elements consistent with best practices according to the American College Health Association prevention guidelines and the Oregon Attorney General's *Recommended Guidelines for Comprehensive Sexual Assault Response and Prevention on Campus*, and in accordance with the *Dear Colleague* letters. PWG members were encouraged to use checklists to support their evaluation of Willamette's compliance.

Working Group Records

Meeting summaries, presentation slides, resources and other supporting documents are available on the President's Working Group's public web site, located on the President's page of the university web site at <http://www.willamette.edu/about/leadership/president/pwgsah/index.html> or from the President's Office upon request. A roster of the President's Working Group on Sexual Assault & Harassment ("PWG") participants is appended to this report.

Student Survey & Student/Faculty/Staff Focus Groups

Concurrent with these monthly public meetings, the Office of Institutional Research and Planning Support, at the behest of the PWG, conducted a campus climate survey that went to undergraduate and graduate and professional school students. Also, the Oregon Attorney General's Sexual Assault Task Force staff, retained by contract, intended to conduct eleven, but ultimately conducted eight focus groups with students, faculty and staff. The three focus groups of faculty and staff were robust and well-attended; the student groups were not, with only 31 students participating. The reasons for the lack of participation are unclear, but it could be that focus groups are too intimidating a format in which to discuss issues as personal and sensitive as these. However, the anecdotal feedback from focus groups proved consistent with the outcomes of what the written survey revealed, which was helpful.

The student climate survey was 100% anonymous, and could be completed in less than ten minutes, a format the Office of Institutional Research indicated would be more likely to yield a higher rate of participation and engender truthful responses.

As a result, there was a very high level of participation, 1,165 responders or about 45% of the recipients, of which 1,123 provided useable responses, making the survey a highly credible and robust source of information about student perceptions, attitudes, opinion and experiences. The results were shared with the PWG in an open forum and are summarized below:

Goals: The goal of the student climate survey was to inform the PWG regarding:

- Awareness of resources (on and off campus) for survivors of sexual violence/harassment
- Perceptions about the quality or trustworthiness of those resources
- Awareness and retention of information obtained through the university's outreach, education and prevention programming
- Student adherence to myths about sexual harassment and violence, which contributes to a climate that may discourage reporting (disclosure) of harassment and violence
- Awareness of and openness to bystander intervention programs, widely believed to be among the most effective interpersonal violence prevention for college campuses
- Students' sense of their own safety on campus (broadly construed to mean physical safety as well as climate-related safety, e.g., feeling 'safe' to disclose sexual harassment, intimidation or violence)
- Students' actual experiences of harassment or violence at Willamette; whether they disclosed to someone or not, whether or not it helped, or why they chose not to
- Whether or not a discrepancy exists between these data and the results of the National College Health Assessment (NCHA) survey, on which the university has relied previously, in addition to actual reports/disclosures, to inform campus officials about incidence of attempted or completed sexual assault. The comparison was intended to inform a response to anecdotal assertions last spring about an overall increase in the number of incidents of sexual assault and harassment, as well as assertions about poor response on the part of the university that, some suggested, may have had a chilling effect on reporting.

Overview of Student Survey Results:

- **General:**
 - 98% of students feel safe on campus during the day; 83% feel safe at night
 - 97% of students believe reducing sexual harassment and sexual violence is a community-wide responsibility
 - 88% feel Willamette demonstrates a commitment to the success of all students
 - 84% agree with the statement “Willamette values gender equity (people receive equal treatment regardless of gender)”; 11% disagree; and 5% selected “no opinion”
 - 65% feel that Willamette responds to sexual harassment in a serious manner; 20% disagree; and 15% selected “no opinion”

- **Resource Awareness and Confidence:** Undergraduate and professional school students are aware of the many campus resources available to them and where/how to access them. Students indicated the most awareness of and confidence in
 - Bishop Wellness Center
 - Sexual Assault Response Allies (SARAs – although 62% of graduate and professional school students were not aware of SARAs)
 - Students are less aware of and need information about
 - Confidential counseling through the Office of the Chaplains
 - The university’s online sexual harassment/assault reporting form option
 - Ability to utilize Restricted Contact Orders
 - Students in focus groups expressed anecdotal concerns about Campus Safety as a resource, and 24% of students surveyed indicated they would not enlist assistance from Campus Safety

- **Outreach/Education/Prevention programming:** All first-year CLA students participate in mandatory Title IX-related education programming during Opening Days. The survey data indicated that retention of this information is not strong. Graduate and professional school students receive no such programming or information in any formalized way, and this is underscored by their survey responses. Survey responses also indicated a strong sense of personal responsibility for the well-being of others and an openness to bystander intervention/approach training
 - 95% indicated they had intervened or would intervene if they saw someone trying to take advantage of an intoxicated person.
 - 97% indicated that if they were intoxicated, they would want someone to intervene on their behalf if someone else was trying to take advantage of them.

- **Adherence to myths about the dynamics of sexual harassment and violence:**
 - A significant percentage (approximately half, depending on the question) of students indicated, through their answers to questions about a specific scenario posed on the survey, adherence to certain pervasive societal myths about sexual assault that were not successfully repudiated by the current undergraduate educational programming. Myths included:
 - That a victim could be partially responsible for sexual violence
 - That a person could sexually assault someone unintentionally
 - That the victim must verbalize “no” to the perpetrator in order for it to be considered non-consensual
 - Survey response statistics indicated no significant belief differences between classes of students, (among undergraduates; or graduate vs. undergraduate), and in some instances, female students adhered to myths at a rate comparable to male students.

- **Incidence:** 8% of surveyed students (16% of women responding and 5% of men responding) reported being sexually touched without their consent in the last twelve months; and 7% (8% of women responding and 1% of men responding) reported *attempted* or *completed* non-consensual sexual penetration in the past twelve months. 22% of senior women reported that they had been “harassed or assaulted while at Willamette.” (No ability to choose one or the other, consistent with National College Health Assessment (NCHA) wording.) These data are consistent with the data from NCHA surveys of Willamette undergraduate students; also with national incidence rate data for college campuses generally (U.S. Department of Justice survey¹ data indicates that 25% of female students will experience attempted or completed sexual violence over the course of a 5-year college experience).

The survey allowed students to identify as female, male, transgender, or to not indicate gender. Transgender students asserted that they felt less safe on campus than females or males and that they experienced sexual harassment and violence at a higher rate. (Note: The NCHA categorizes responses from “female”, “male”, and “unknown” genders, but not transgender students.)

- **Reporting:** Survey results indicated the following about student disclosures:
 - 68% of students who had experienced sexual harassment or violence while at Willamette disclosed it to another person. This rate mirrors the disclosure rate found

¹ Fisher, B., Cullen, F., & Turner, M. U.S. Department of Justice, (2000). *The Sexual Victimization of College Women*. Washington, D.C.: National Institute of Justice and Bureau of Justice Statistics

by a U.S. Department of Justice survey², which said that although approximately two-thirds of sexual assault survivors tell someone, usually a friend or other support person, fewer than 5% of college women report assaults to ‘officials’ (staff, faculty, law enforcement, campus safety personnel, etc.).

Past annual incidence data collected and reported by Willamette, as required by the Clery Act, reflects this hesitancy on the part of victims to report to individuals with enforcement responsibility and authority.

Of those students surveyed who indicated they had disclosed:

- They may have disclosed to *one or more* of the following: friend, family member, a Willamette ‘official’ (a SARA, a CM, Bishop staff, etc.)
 - 60% indicated that disclosure was helpful
 - 24% indicated disclosure was unhelpful, but because of survey limitations, it is unclear why it was unhelpful. For example, assuming the person to whom disclosure was made was the reason disclosure was not helpful, it was unclear whether disclosure was made to a friend, family member, or a university official.
- 32% of those who indicated they had experienced sexual harassment or violence at Willamette didn’t disclose to anyone, and again, this rate is consistent with DOJ studies. The PWG survey instrument indicated to those responding that there were “a variety of reasons a person would choose to disclose or not disclose sexual harassment or sexual violence”, and invited those who indicated they did not disclose to anyone to share why not, if they were comfortable. Narrative responses fell generally into the following categories:
- 33% of the students sharing their reasons said they did not identify what happened as harassment/assault at the time
 - 33% of those sharing said they feared negative social consequences (others’ judgment or blaming)
 - 16% indicated that they “didn’t think it was a big deal”
 - 8% indicated that as male survivors, it felt difficult to come forward
 - 4% indicated that they wanted to handle it on their own
 - 4% expressed mistrust of survivor support resources offered by the university

² Krebs, C., Lindquist, C., & Warner, T. National Institute of Justice, (2007). *Campus Sexual Assault (CSA) Study* (221153). Washington, DC: National Criminal Justice Reference Service

FINDINGS AND RECOMMENDATIONS

Sexual harassment and violence exist in every community, and Willamette University is committed to being at the forefront of institutions confronting this issue as an essential part of fostering a supportive and safe teaching and learning community. Sexual misconduct in any form is a direct violation of this commitment and will not be tolerated, whether it occurs on or off campus and regardless of who is involved (students, staff, faculty, university community and guests). It undermines the trust and respect essential to an institution of higher learning, can create a hostile learning, working, or living environment, and represents a breach of university policy. (See university policies, <http://www.willamette.edu/sexualmisconduct/>)

Recognizing that cultural norms pervasive throughout society that allow, support, justify or minimize sexual violence are having a detrimental effect on our campus climate, we need to understand how Willamette's motto, "not unto ourselves alone are we born," ties into the culture that the university is trying to create.

Implementing this report's recommendations to improve and "own" our campus culture, including repudiating and reducing the influence of damaging myths, will require sustained leadership and commitment at every level of the university, most visibly, the President, but also students and faculty. Success in this endeavor relies on a significantly improved understanding, on the part of staff, faculty and students, about Willamette's policies and procedures. These policies implement laws intended to protect individuals from harassment and violence, articulate remedies and support, and hold wrongdoers accountable; they are tools that need to be widely understood, adopted and used if they are to be effective in fulfilling their purpose.

Assumptions: What follows are recommendations. Upon adoption, written policies and procedures for fulfilling them should be developed and incorporated into existing policies.

Terms: For purposes of clarity and simplicity, this section will employ the following terms:

- "Survivor" indicates the person subjected to sexual harassment or non-consensual sexual contact/sexual violence.
- "Disclose" or "disclosure" refers to a survivor telling another person about an incident of sexual harassment or sexual violence. "Report" in the context of the university's Title IX processes refers to the action of informing a university official for follow-up (a "report" in this context also could come from a survivor on her or his own behalf *or* from an employee or other agent of the university, such as a SARA).
- When a specific incident has been reported and is being addressed through the conduct process, the survivor will be referred to as the "claimant," and the person identified by the claimant as having committed the Title IX policy violation is the "respondent."

- “Survivor-centered” means that, unless the individual perpetrating the harassment or sexual violence represents a threat to the broader campus community, the survivor retains power over the university’s response, including the power to decline to pursue investigatory and disciplinary action subsequent to disclosure, and power over information related to the incident or its status.

1. *Finding: Incidence.* The rate of incidence of sexual harassment and violence for female and male students was found to be consistent with rates reported in previous National College Health Assessment surveys of Willamette students. The rate also reflects national rates. Students who identified as transgender reported feeling less safe on campus than females or males. They also reported experiencing sexual harassment and violence at a higher rate.

Recommendation: As this survey was the first to compare transgender students’ experiences with those of other students, further study is warranted. Provide outreach and education specific to students who identify as other than female or male. Ensure that support services and resources are seen as welcoming and safe for all genders.

Responsible campus entity: Campus Life, Title IX Coordinator and deputies

2. *Finding: University response.* Willamette employs a survivor-centered response to sexual harassment and sexual violence, consistent with best practices as defined by the U.S. Department of Education Office for Civil Rights/U.S. Department of Justice³. PWG’s survey data indicate that concern about the university’s responsiveness is not a significant factor in a student’s decision not to disclose sexual harassment or sexual violence to a university official. Additionally, the privacy considerations essential to a survivor-centered response sometimes result in public misperception about institutional responsiveness and the meaning of ‘zero tolerance.’ For example, the university states clearly in its policies that discrimination, intimidation, and violence will not be tolerated. However, if a survivor chooses not to pursue through the student judicial process charges of sexual misconduct against a Willamette student who sexually assaulted her or him, the university, out of respect for the survivor’s wishes and in accordance with survivor-centered policies’ best practices, would not be able to pursue enforcement action, and the perpetrator would remain unless there was evidence that his or her continued presence represented a threat to the individual or the campus community.

³ U.S. Dept. of Education, Office of Civil Rights, *DCL Fact Sheet*, <https://www2.ed.gov/about/offices/list/ocr/docs/dcl-factsheet-201104.html>; and U.S. Dept. of Justice, *Title IX Legal Manual*, <http://www.justice.gov/crt/about/cor/coord/ixlegal.php>

***Recommendation:* Through ongoing outreach and awareness-raising, improve and expand understanding among students, faculty and staff about Willamette’s survivor-centered Title IX policies, including how to report, when to report and to whom questions may be addressed. Revise policies to reflect all current survivor-centered practices and include definitions of stalking and relationship violence with other institutional policy definitions (consent, etc.) in education efforts in compliance with new federal regulations.**

Responsible campus entity: Campus Life (for all students); Office of Human Resources (faculty and staff), and Title IX Coordinator and deputies

3. *Finding: Awareness of resources.* Willamette’s Title IX policies are posted on appropriate pages of its web site so as to be accessible to students and employees. They are also circulated directly to all students by the Dean of Campus Life, and to all faculty and staff by President Thorsett on an annual basis. PWG survey data indicate that support resources for survivors are trusted and generally well-known by undergraduates, but graduate and professional school students are far less aware of these resources. Additionally, survey responses suggest that mistrust of institutional support resources is not a significant a factor in a student’s decision not to disclose sexual harassment or violence to the university.

***Recommendation:* Expand awareness of all community members about the various support resources available to survivors, developing specific outreach and education strategies for graduate and professional school students.**

Responsible campus entity: Campus Life, in consultation with graduate and professional schools, the Office of Human Resources, Title IX coordinator and deputies

4. *Finding: Effectiveness and awareness of Title IX-related processes.* When a claimant discloses an incident of sexual harassment or violence, and the claimant wants to pursue the matter through the student conduct process, Willamette offers a process that is clearly communicated, fair to both parties, and employs a “preponderance of the evidence” standard in determining responsibility. There are meaningful and appropriate consequences for those found responsible for violations of the Standards of Conduct, including dismissal (expulsion) from campus for rape and other types of sexual violence. Claimants are apprised of support resources and remedies available to them whether or not they want to pursue enforcement action at the time, and are informed of the option to contact local law enforcement and pursue criminal charges. http://www.willamette.edu/sexualmisconduct/faqs/student_rights.html

However, general awareness among both students and employees about student rights and responsibilities, including information about how to disclose and how the judicial system functions in Title IX cases, including timelines and potential sanctions, could be improved.

Additionally, the university's online sexual misconduct *reporting form* is not yet well-known and may be difficult to locate on the web site or to use with a smart phone or tablet.

***Recommendation:* Improve awareness and understanding among campus community members about the Title IX judicial process for students and grievance process for employees, including clarification of approximate timelines and lines of authority. Develop a mechanism to obtain feedback from participants about the process and make adjustments and improvements as appropriate. *Responsible campus entity:* Campus Life, Office of Human Resources, Web Development, Title IX Coordinator and deputies**

***Recommendation:* Ensure the online sexual misconduct form is broadly promoted, more easily searchable on the web site and more prominently displayed on appropriate web pages where students and employees are likely to look for it. Its functionality, while adequate, should be regularly tested for usability via smart phones and tablets, regularly evaluated for effectiveness, and the pages' content reviewed for accuracy.**

Responsible campus entity: Web Development, Title IX Coordinator and deputies

5. *Finding: Opening Days and Title IX education and awareness programming.* Willamette's outreach, education and prevention programming during Opening Days is well-timed but insufficient to counter myths and serve students over the course of several years at Willamette. First-year graduate and professional school students do not receive Title IX education and prevention information or subsequent refreshers. Both undergraduate and graduate student populations are supportive of bystander intervention programs/training like Green Dot.

***Recommendation:* In consultation with students, develop new-student programs for all schools, as well as an iterative continuum of education and outreach that extends throughout students' years at Willamette. Expand current peer-to-peer education programs for undergraduates and graduate and professional school students, and identify 'champions' (SARAs or Title IX deputy coordinators, or both) at graduate professional schools to help foster a sustainable and long-term presence for Title IX advocacy and support. Implement bystander intervention programming campus-wide as a primary prevention activity, specifically enlisting students in leadership positions and those involved in Greek organizations and athletic teams.**

Responsible campus entity: Campus Life, Title IX coordinator and deputies

6. *Finding: Disclosure/reporting.* More reporting, increasing the number of disclosures and reports, is actually a good thing. Sexual misconduct, including harassment, assault, rape, relationship violence, stalking, and intimidation are, unfortunately, behaviors that are pervasive

throughout all societies, including every college campus. Individuals who disclose are more likely to receive support and help, and reporting incidents increases the likelihood that wrongdoers will be held accountable. Moreover, a lack of reporting does not indicate that there is less interpersonal violence or harassment; it is indicative of interpersonal or other cultural dynamics that may discourage disclosure.

At Willamette, fear of adverse social consequences and lack of clarity about what constitutes sexual harassment and violence are the primary reasons indicated by surveyed students as to why they decline to disclose. This is likely to be due in part to (1) a lack of understanding among students about the dynamics of sexual assault on a college campus, including but not limited to predatory and sociopathic behaviors (Lisak/Miller study data⁴), and (2) adherence to pervasive societal myths that blame the recipient of harassment or violence, in whole or in part, rather than the perpetrator.

***Recommendation:* In consultation with students, develop educational information that repudiates societal myths and clarifies what constitutes sexual misconduct, and that encourages disclosure. Incorporate Lisak study data about predatory behavior into educational information for all students. More fully utilize Community Mentors (CMs), athletic coaches and others in perceived or actual mentoring positions campus-wide in the Title IX education continuum for undergraduate and professional school students.**

Responsible entity: Campus Life, in consultation with graduate and professional schools

***Recommendation:* In consultation with students, add information about the effects of social media on campus climate to the Title IX education and outreach information. Incorporate training and education information appropriate for international students. Regularly assess effectiveness of programming and retention of educational content.**

Responsible entity: Campus Life, Office of International Education; consult TIUA

7. *Finding: Employee Training.* Although most administrative and classified staff have received Workplace Harassment Prevention training, and many staff and faculty members have received Title IX “required reporter” sexual misconduct training as part of Willamette’s compliance with the requirements outlined in 2011 and 2013 *Dear Colleague* letters from the U.S. Dept. of Education, there isn’t a reliable mechanism for tracking who has had what training, and when they last had it. Some employees have not completed any training; others have had several sessions of the same training or specialized training not appropriate for their roles. The same goes for tracking extra profession-specific training required for particular positions like Human

⁴ *Repeat Rape and Multiple Offending Among Undetected Rapists*, Lisak D. and Miller, P., (Violence and Victims, Vol. 17, No.1, 2002), Univ. of Massachusetts and Brown University School of Medicine

Resources staff, Campus Safety officers, Title IX investigators, hearings officers, process advisors, etc. Also, it is difficult to communicate new policies or policy changes effectively (this issue is not limited to Title IX policies alone). Student workers are currently the largest segment of employees not completing required training; faculty members are the second-largest group.

***Recommendation:* Supervisors (deans and vice presidents) should be accountable for compliance with federal Title IX training requirements for all employees in their area/school/budget unit, including adjunct faculty, temporary employees, contract employees and student workers. Completion of required training and ‘refreshers’ should be elements of routine staff and faculty reviews/annual evaluations. Consider adoption of meaningful incentives for achieving 100% compliance with training requirements (and commensurate disincentives for non-compliance).**

Responsible campus entity: Administrative Council, Title IX coordinator, Office of Human Resources

***Recommendation:* Develop appropriate training opportunities for international employees. Include Green Dot in faculty Title IX and VAWA trainings and use these opportunities to identify faculty interested in a larger role in Title IX enforcement.**

Responsible campus entity: President/Administrative Council, Title IX coordinator, Office of Human Resources/Campus Life (re: Green Dot)

***Recommendation:* Acquire software or other technological support for developing training opportunities that make it easy for faculty, staff and student employees to access training, for tracking completion of employee training and that allows Human Resources to produce comprehensive quarterly training reports.**

Responsible campus entity: Office of Human Resources/WITS

***Recommendation:* Determine whether or not the university’s current level of enforcement and response resources and staffing (Title IX investigators, hearing administrators, process advisers, etc.) is adequate to ensure a timely response, and whether any volunteer roles should be professionalized, compensated.**

Responsible campus entity: Title IX Coordinator and deputies, Office of Human Resources

8. *Finding: Campus Safety concerns.* Students participating in the focus groups and the recent survey expressed concerns about Campus Safety as a support resource for survivors, although it is unclear whether or not the concerns are based on perception/reputation rather than actual first-hand experiences related to specific Title IX-related incidents, since, according to Clery Act reporting data, the Office of Campus Safety is rarely, if ever, students’ first point of contact in sexual violence cases.

***Recommendation:* Rapport and trust between students and the Office of Campus Safety personnel generally needs improving. In addition to continuing to require regular professional development, including cultural and situational sensitivity and other specialized Title IX training designed for campus safety professionals, the Office of Campus Safety should consider establishing a student advisory committee or other student liaison program and obtain objective information to help evaluate perceptions, understand students' concerns and take steps to improve rapport with and build trust among students.**
Responsible campus entity: Administrative Services/Office of Campus Safety, Campus Life, Title IX coordinator and deputies, and the Office of Human Resources

9. ***Finding:* Applicants for admission and transfer to Willamette.** The Admissions Office of the College of Liberal Arts requires new and transferring applicants to complete the Common Application, including the Common App's request that the applicant disclose previous misconduct/criminal convictions. The Common App also includes a separate form that requests information about disciplinary issues, submitted directly to the applicant's former institution (high schools for first-year students, and previous college or university for transfers). If disciplinary issues are indicated, the application automatically goes to a committee in the Office of Admissions for further consideration. The VP for Enrollment and University Communications has the final admission decision. If an issue emerges after an applicant has been admitted, the VP for Enrollment and University Communications still has the ability to revoke admission, as indicated in the letter of admission.

Once a student (undergraduate or graduate) has enrolled, she or he is considered a Willamette student, subject to the student Standards of Conduct.

At the College of Law, applicants are asked to disclose prior misconduct on the honor system; there is no additional follow-up with undergraduate institutions. At the Atkinson Graduate School of Management, there is no inquiry about prior behavior or disciplinary issues whatsoever, consistent with common practice among graduate schools of business/management.

***Recommendation:* If a CLA applicant's application for admission or transfer indicates prior Title IX-related issues or violations, or a newly-enrolled student is found responsible for a Title IX policy violation prior to the beginning of the academic year, the VP for Enrollment and University Communication should notify and consult the Title IX coordinator prior to issuing an admissions decision, including a revocation of admission.**
Responsible campus entity: Office of Admissions, Title IX coordinator

AGSM admissions should revise its admissions protocol to include, as a matter of routine, an inquiry of the applicant and of the applicant's prior institution about disciplinary issues

and character. College of Law admissions should add to its disclosure requirement an inquiry to the prior institution, not rely only on the applicant's disclosure.

Responsible campus entity: Dean of the appropriate college or school, the University Registrar, in consultation with university legal counsel, and the Title IX coordinator

10. *Finding: Application to graduate school.* If another institution of higher education contacts the University Registrar about a Willamette student requesting transcripts for graduate school applications and requests information about disciplinary issues, Willamette provides that information via the Office of Student Rights and Responsibilities. If a student found responsible for a Title IX-related violation applies to graduate school and requests transcripts, but the institution(s) to which the student has applied does not inquire about the student's disciplinary record, Willamette does not proactively share that information.

Recommendation: Determine whether or not there exists under Title IX a duty to inform another institution of a graduate school applicant's prior Title IX violation(s) at Willamette if the institution has not requested that information.

Responsible campus entity: University legal counsel, Title IX coordinator, University Registrar

11. *Finding: Requests for transcripts for students transferring elsewhere.* For CLA students transferring to other institutions, the receiving institution may or may not inquire about prior disciplinary issues. If an inquiry is made, Willamette provides information via the Office of Student Rights and Responsibilities. If a student has been dismissed (expelled) for disciplinary reasons, the transcripts will indicate expulsion/dismissal, but will not indicate the reason. If the institution of transfer inquires about the reason for dismissal, Willamette provides it. If the student requests transfer of transcripts to a new college or university prior to the conclusion of a judicial proceeding in which he or she is a named party, the transcripts are sent when requested, then updated as needed at the conclusion of the judicial proceeding. Updated transcripts are not sent to the institution(s) of transfer without a request to do so.

Recommendation: Send updated transcripts to the undergraduate institution of transfer if any change is made after transcripts are initially sent.

Responsible campus entity: University Registrar

Recommendation: Although there are not many transfers in and out of Willamette's graduate and professional school programs, the process of considering transfer applications to AGSM or College of Law should be revised to include an inquiry about disciplinary/character issues at the applicant's current/prior college or university.

Responsible campus entity: Offices of admissions (AGSM, College of Law); University Registrar; university legal counsel; Title IX coordinator

***Recommendation:* Determine whether or not there exists under Title IX a duty to inform another institution of a *transfer* applicant’s prior Title IX violation(s) at Willamette if the institution has not requested that information.**

Responsible campus entity: University legal counsel, Title IX coordinator, University Registrar

12. *Finding: Community partners.* Willamette is proud to have several staff who have served on the Oregon Attorney General’s Sexual Assault Task Force both at present and in the past, and is grateful to have benefitted from long-standing relationships with several community partners such as the Mid-Valley Women’s Crisis Service, Marion County District Attorney’s Office/Victim Assistance Division, Oregon Sexual Assault Task Force, Salem Police Department, and Salem Health (hospital). These organizations assist and expand our efforts to support survivors and address sexual misconduct. Willamette is in the process of establishing a Memorandum of Understanding (MOU) with Salem Police Department that will clarify each entity’s role in addressing, in a survivor-focused manner, sexual misconduct and related criminal activity involving Willamette students, including information sharing to the extent permitted by current law. There is also mutual interest on the part of Salem Police and Willamette students in taking action to foster positive relations.

***Recommendation:* Willamette should utilize VAWA and other training resources offered by the Mid-Valley Women’s Crisis Service to expand our training and education opportunities, and to comply with new federal (e.g., Campus SaVE Act) requirements. The university should assist and support efforts by interested students and Salem Police Department to build rapport on and off campus. Also, the university should obtain an MOU with Salem Police Department and pursue additional MOU’s with local law enforcement agencies wherever the university owns or leases property (Portland; West Salem; Granada, Spain; Galway, Ireland; etc.), as well as with the Oregon State Police, stewards of the state’s sex offender registry, responsible for community notification of sex offenders in their midst.**

Responsible campus entity: Administrative Services/Office of Campus Safety, Title IX coordinator and deputies, university legal counsel

***Recommendation:* The co-chairs of the President’s Working Group on Sexual Assault and Harassment should report on the status of these recommendations one year from now, and conduct another campus climate assessment and report back two years from now.**

Responsible campus entity: Office of the President and Campus Life

Our recommendations reflect a general consensus among working group members, although individuals or subgroups may wish to pursue, through appropriate processes with their

respective constituencies, recommendations or policy changes that fall outside the working group's charge and authority, e.g. academic/curricular changes (faculty), or modifications to the Willamette Ethic (students).

This report fulfills the charge of the President's Working Group on Sexual Assault and Harassment. However, Willamette must remain vigilant in its efforts to continue and expand conversations on a broader scale to increase awareness of the dynamics of sexual violence and harassment on our campus. Only through internalizing as a community the realities of sexual violence and achieving a higher level of collective understanding about them than we currently have will we address sexual harassment and violence at Willamette effectively and in a sustained manner.

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Margaret Trout and Kristen Grainger, co-chairs of the President's Working Group on Sexual Assault & Harassment, wish to express their appreciation to each of the members of the working group for their time and attention to the comprehensive assessment effort and subsequent production of this report. We are particularly grateful to our student representatives, especially Cynthia Chand and Nichola Greenblatt, for their leadership and outstanding contributions, as well as their continuous outreach to other students, as well as the representatives from our community partners (Mid-Valley Women's Crisis Center; Marion County District Attorney's Office/Crime Victims Assistance Division; Oregon Attorney General's Sexual Assault Task Force and Salem Police Department) for their commitment of time and expertise.

We also want to recognize the additional work and ongoing assistance of our colleagues:

David Douglass, Dean of Campus Life

Yvonne Tamayo, University Counsel and Professor of Law

Cynthia Stinson, Director, Educational Equity Assurance, Deputy Title IX Coordinator

Elizabeth Trayner, Director of Residence Life, Deputy Title IX Coordinator

Lori Johnson, Director, Office of Student Rights and Responsibilities

Ross Stout, Director of Campus Safety

Luis Rosa, Associate Dean of Campus Life

Michael Moon, Director, Institutional Research

Don Thomson, Director of Counseling Services

Keith Grimm, Director of Human Resources

We also thank Honey Wilson for ably and cheerfully staffing the working group.

2014 President's Working Group on Sexual Assault & Harassment

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Students:

Cynthia Chand	CLA (SARAs president)
Leah Chubb	Joint Degree Candidate, JD/MBA
Lloyd Fobi	AGSM/Men's Soccer Coach
Nichola Greenblatt	CLA (ASWU president)
Jerome Sader	CLA Junior
Sophie Siegrist	CLA Sophomore
Celine Sannes-Pond	CLA Sophomore
Emanuel "Manny" Rodriguez	CLA Junior

Faculty:

Emma Coddington	Assistant Professor of Biology
David Friedman	Associate Professor of Law
Melissa Buis-Michaux	Associate Professor of Politics
Rachel Steck	Associate Professor of Theatre
Colin Starr	Associate Professor of Mathematics

Trustees:

Truman Collins, Jr. '86	Board of Trustees
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Co-chairs:

Kristen Grainger	President's Office/Title IX Coordinator
Margaret Trout	Bishop Wellness Center

Community partners:

Jim Ferraris	Salem Police Department
Jeff Staples	Salem Police Department
Emily Trussell	Mid-Valley Women's Crisis Service
Molly Hawkins	Marion County Victims Assistance
Jenna Harper	Oregon Sexual Assault Task Force
Michele Roland-Schwartz	Oregon Sexual Assault Task Force
Jackie Sandmeyer	Oregon Sexual Assault Task Force

Staff:

Honey C. Wilson	President's Office
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