A Year of Building
Southwestern University An initiative of the Title IX Compliance Committee

Introduction

The Title IX Compliance Committee (TIXCC) is a resource for student and campus safety, awareness, and wellness. Southwestern is committed to open and thoughtful dialogue among all members of our campus community. This report is a summary of Title IX-related activity for 2015–16.

The TIXCC met regularly throughout the academic year to continue our focus on communications, compliance, dialogue with students, and more frequent and effective programming/training, including campus-wide presentations.

Summary

- Increased programming and hosted major campus events
- Developed an internal Bystander Intervention training program
- Engaged and encouraged student input on policies and procedures
- Enhanced training materials for Sexual Misconduct Hearing Board, including sanctioning guidelines
- Continued to provide relevant training for students, faculty and staff
Compliance

- In Spring, 2016, the University provided requested information to the Office of Civil Rights (OCR) of the U.S. Department of Education in relation to a prior case of sexual misconduct along with copies of the University's policies and procedures for handling sexual misconduct allegations. TIXCC will keep the campus community informed as this process continues.
- The University updated its Statement of Nondiscrimination in response to the joint guidance released by the U.S. Department of Education and Justice on May 13, 2016 to ensure that all students, including transgender students, can attend school in an environment free from discrimination based on sex. The University also updated its Equal Employment Opportunity policy.
- The TIXCC distributed its policies and resources related to sexual harassment/misconduct, and alcohol and drug-free workplace requirements to all faculty and staff and will continue to do so annually.
- In support of the Independent Colleges and Universities of Texas (ICUT), the University provided input to ICUT President, Ray Martinez, regarding its sexual assault policies in reference to House Bill 699.

Communication

- Southwestern students participated in an initial administration of the Higher Education Data Sharing (HEDS) Consortium Sexual Assault Climate Survey (Survey) in the Spring of 2015. The University plans to participate in the Survey every three years. The Survey included questions about the general climate, the school's response to situations, views on sexual assault/reporting/education, and many detailed questions for those who have experienced sexual assault. The results were provided to the Student Life Programming and the Sexual Assault Risk Reduction (SARR) Committees to help inform 2016–17’s programming, and will continue to be reviewed by these Committees this year. We encourage all members of our campus community to consider participating in SARR meetings to assist in these important efforts.
- Sanctioning Guidelines were created to provide additional guidance for the Sexual Misconduct Hearing Board in determining appropriate sanctions when a finding of responsibility has occurred and will be incorporated in Hearing Board training in Fall 2016.
- Supplemental Title IX training was provided for members of the Southwestern Board of Trustees in addition to the regularly conducted training.
Programming

- Title IX-related programming increased from 30 programs in 2014–15, to 50 in 2015–16.
- Southwestern implemented AlcoholEdu as a part of our alcohol education and abuse prevention initiatives, particularly in regard to high-risk and underage drinking.
- EverFi’s online module Haven: Understanding Sexual Assault was adopted as a part of our sexual violence prevention initiatives. The module focuses on the dynamics of sexual assault and prevention through bystander intervention.
- Orientation programming for new students included the Safety and Security Talk, Beat the Blame Game (see below), and Resident Assistant (RA) meetings; all of which had a sexual misconduct component. Programming also included information about alcohol and other drugs, the Good Samaritan Policy, theft, and other crimes.
- Beat the Blame Game, an interactive program, was presented to new students during Orientation Week. The program discusses the most common reasons why people blame victims and support alleged perpetrators, then dismantles those arguments through the application of myth-busting logic.

- Bystander Intervention training was introduced on campus in November 2015, in partnership with the Student Government Association, with a comprehensive half-day Saturday workshop by Southwestern alumna Catherine Baggett ’11. Altogether, 30 students attended and learned about and practiced skills associated with bystander intervention. This laid the groundwork for the launch of Southwestern’s own Bystander Intervention training program in Spring 2016, which was developed by the Office of Health and Counseling Services.
- Spring 2016 kicked off with another Bystander Intervention training opportunity. A total of 50 students participated. In response to feedback, Bystander Intervention sessions now take 90 minutes and can be tailored to focus on particular topics, e.g. to combat sexual violence on campus. Additional sessions were conducted on Feb. 25, March 10, March 24 and April 19.
- Various student organization meetings were held and included conversations about sexual misconduct, hazing and other organization-related topics.
- Training for Intervention Procedures (TIPS) featured training on how to create responsible spaces for campus parties, bystander intervention, and alcohol safety.
Programming CONTINUED

- Traveling Campus Safety Talks with Student Life were held in residence halls, with student organizations and athletic teams, and a total of 650 students were reached. The program offered students an opportunity to learn about and engage in dialogue concerning Southwestern’s sexual misconduct policies, reporting and resources.
- The Last S.T.R.A.W. (Sexual Targeting and Risk Awareness Week), sponsored by the Student Government Association, was held March 7–11 and included a Q&A session with Jason Bonick, director of Counseling and Health Services. Bonick answered questions regarding University and community resources related to sexual assault.
- Denim Day was recognized on campus on April 27 in an effort to foster awareness of sexual assault and its impact on victims. Denim Day featured displays of information regarding sexual assault in high-traffic community spaces.
- The Office of Student Life and the TIXCC sponsored a self-defense training course taught by a licensed and certified trainer.

Summary of Cases

The University investigated EVERY report of sexual misconduct.

13 investigations  3 hearings  3 found responsible

Resulted in multiple supportive accommodations and restrictions.

Moving Forward

- The University will review applications for electronic devices to provide all members of the campus community with instant access to information about resources (on- and off-campus) in the event of a sexual assault and/or rape crisis.
- Southwestern will consider expanded sexual misconduct related training programs, some perhaps mandatory, for faculty and staff.
- SU will continue development of a Privacy Resources page on the University website.
- The University will continue to implement Bystander Intervention training, including trainings focused toward student organizations, residence halls, Greek organizations and athletic teams.
- Southwestern will survey the community in Fall 2016 to determine what types of programming are most wanted and needed.
- SU will partner with SARR and AOD (Alcohol and Other Drugs) committees to deliver effective and relevant programming related to sexual violence, alcohol or other drug education, and responsible decision-making.

SU will consider developing a mobile app for instant access to crisis information.

50 students participated in bystander intervention training.