

## **President's Working Group on Sexual Assault and Harassment**

### **Prevention and Education**

#### **University Rights & Responsibilities Process**

#### **Meeting Summary**

**5:30 p.m., Tuesday, November 19, 2013**

**Members Present:** Cynthia Chand, Leah Chubb, Emma Coddington, Truman Collins, Jim Ferraris, Lloyd Fobi, David Friedman, Kristen Grainger, Nichola Greenblatt, Jenna Harper, Molly Hawkins, Melissa Buis Michaux, Manny Rodriguez, Michele Roland-Schwartz, Jerome Sader, Celine Sannes-Pond, Jeff Staples, Colin Starr, Rachel Kinsman Steck, Margaret Trout, Emily Trussell, Honey Wilson

**Members Absent:** Sophie Siegrist

**Guests:** Michael Beseda, Ramiro Flores, Lori Johnson, Cynthia Stinson

#### **WELCOME, ANNOUNCEMENTS AND FOLLOW-UP ITEMS:**

**Kristen Grainger** called the meeting to order and welcomed Willamette community members in attendance. Kristen shared that Meredy Goldberg Edelson sent a cover letter as well as a letter on behalf of a subset of CLA faculty members to President Thorsett and others outlining long-term campus recommendations for a safe community. Rachel Kinsman Steck, Associate Professor of Theatre received a letter from Abigail Susik, Assistant Professor of Art History which suggested ideas for the President's Working Group on Sexual Assault and Harassment to consider after having her first experience of receiving a report of a sexual assault from a student. It specifically included a note from a colleague with a sample report that the University of Iowa sent regarding an incident of sexual assault near their campus. Professor Susik suggested that Willamette might consider pursuing this kind of open reporting in the future.

All three documents can be found with the other meeting materials for the November 19, 2013 meeting on the web page for the President's Working Group on Sexual Assault and Harassment on the President's Office.

<http://www.willamette.edu/about/leadership/president/pwgsah/meetings.html>.

**Follow-up:** Michael Beseda, VP for Enrollment & University Communications, and Ramiro

**Flores**, Director of Admission for CLA were present and available to answer general questions about CLA admissions protocols regarding obtaining and considering prior disciplinary issues of students seeking to transfer to or otherwise attend Willamette. A question was raised about Willamette's current policies regarding students seeking admission/transfer with an investigation still underway at their prior institution. Furthermore, a guest in the audience asked about individuals who have a dismissal on their record- does it prohibit other institutions from admitting them. Cynthia Stinson said it is not necessarily a barrier to admission at other institutions. There was a request to follow up to see if Willamette could share the outcome of a student's pending disciplinary matter with a requesting institution later, after the final disposition of the matter, but still within a reasonable period of time.

**Follow-up: Jim Ferraris**, Deputy Chief of Police, Salem Police Department and **Jeff Staples**, Detective, Salem Police Department described in some detail law enforcement's role in what happens when an individual reports sexual assault/sexual violence to the Salem Police. They explained that Salem PD is highly-skilled and prepared to be responsive. They want law enforcement to be one of the first options students use regarding all criminal behavior. If students want to learn more about the Salem PD, they would welcome invitations to campus to attend any student group meeting, to have students come to the station or to even request a ride-along.

#### **SEXUAL HARASSMENT AND SEXUAL VIOLENCE PREVENTION, EDUCATION AND OUTREACH AT WILLAMETTE:**

Margaret Trout relayed that the Lisak Study discussed at the September Working Group meeting has recently been replicated, confirming initial findings about those who perpetrate sexual assault. In this new study, the initial age of perpetration was found to be ~16 years old (14-18 years old). This demonstrates that most offenders have committed sexual assault before they come to college. Therefore, performing primary prevention is difficult in the college population. Secondary prevention, the immediate response to survivors after sexual violence has occurred, is performed by the SARAs, Bishop, and other trained professionals in the community.

Margaret also discussed outreach efforts on campus. The Sex Signals program is required of all ASP students and freshman during Opening Days. This program educates students about Willamette policies, the definitions of sexual harassment and violence, consent, and support services. Sexual Assault Awareness Month (April) always includes Take Back the Night and The Clothesline Project. Of note, graduate programs are not targeted for outreach.

Liz Trayner spoke about the Green Dot Bystander Intervention program. Research has shown that focusing on Bystander Intervention-training community members to intervene appropriately- has been proven quite effective reducing sexual assault on campuses. Willamette has just hired a new health educator, Carli Rohner, to implement the Green Dot program at Willamette. The first 8-hour intensive training is scheduled for Saturday, Nov. 23,

2013 and there are 25 students signed up and a few spots are still open. The first couple of trainings are geared for students and there will be training for faculty and staff in the near future. A big marketing push to campus will take place in January/February 2014. It was recommended that student groups such as fraternities and sororities be strongly encouraged to go through the Green Dot program. Another suggestion was to invite Liz to present to fraternity and sorority education via Lisa Holliday.

**WILLAMETTE'S SURVIVOR-FOCUSED RESPONSE, CONTINUED: INVESTIGATIONS, DISCIPLINARY PROCESSES AND SANCTIONS:**

**Margaret Trout**, Director of Bishop Wellness Center, along with **Cynthia Stinson**, Deputy Title IX Coordinator and Director of Educational Equity Assurance and **Lori Johnson**, Director of Rights & Responsibilities and Chief Conduct Officer, walked through the Title IX Flow Chart found under the November 19, 2013 meeting heading

<http://www.willamette.edu/about/leadership/president/pwgsah/meetings.html>.

Employees have a different process for addressing complaints of sexual harassment, since student sanctions cannot be applied to employees. Willamette's policy for employee harassment complaints is posted online at

[http://www.willamette.edu/dept/hr/policies/policy\\_harassment/complaintprocedures/index.html](http://www.willamette.edu/dept/hr/policies/policy_harassment/complaintprocedures/index.html)".

Willamette's conduct process is not a legal or criminal proceeding. The harshest sanction the Rights & Responsibilities process can impose is to ban a perpetrator from Willamette University's campus and from any university event.

During a preliminary inquiry, information is gathered to determine if action is required to preserve individual or community safety. If it is not, the complainant can decide whether to engage the department of Rights and Responsibilities or stop the process.

In an administrative hearing, the intention is to have equal rights and ensure fundamental fairness. No students are involved in the process other than the students directly involved and anyone they bring with them as a support person. Claimant and respondent are in separate spaces during the hearing. They will not cross paths.

Someone asked how long an investigation takes. Investigation times vary; federal regulations indicate a time frame limitation of no more than 60 business days. Willamette now has a full-time person handling investigations, which will make us able to respond much more nimbly. Another question was asked about appeals. There is one opportunity for appeal; there cannot be an appeal of an appeal.

Question asked about the Honor Code and if it is part of the Willamette Ethic and if it is specific. Dean Douglass clarified that the Willamette Ethic is primarily an academic standard, not conduct.

**WRAP-UP & NEXT STEPS:**

NEXT MEETING IS: **Analysis and Findings of Campus Climate Survey and Focus Groups**

Tuesday, January 28, 2014

5:30-7:30pm

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Kristen Grainger thanked all community members who were in attendance and adjourned the meeting.