



Office for Equity & Inclusion
North College, Room 317
237 High Street
Middletown, CT 06459
(860) 685-4771

*Wesleyan University report to Connecticut General Assembly
Public Act 14-11 (2019)*

Dear Ms. Phillips:

Please accept the following as Wesleyan's 2019 submission of the report to the Connecticut General Assembly in accordance with PA 14-11.

Wesleyan University Policies

Wesleyan University posts its policies regarding sexual misconduct, including sexual assault, domestic violence, intimate partner violence, stalking, exploitation and retaliation in our student handbook, which changed to an on-line only format this academic year. We also post policies on related Equity & Inclusion and sexual violence web sites for the entire campus community by way of the following web pages:

- [Student Handbook](#)
- [Office for Equity & Inclusion](#)
- [Sexual Misconduct Support and Resources](#)
- [Survivor Advocacy and Community Education](#)

Attachments A-1 and A-2 provide Wesleyan's University Policy Prohibiting Discriminatory Harassment and Sexual Misconduct and related definitions (revised January 2018) as required by section 2 (Institution Policies).

Victim's Rights and Options

Wesleyan University provides written notification of a victim's rights and options under sexual assault, stalking, and intimate partner violence during in-person meetings, training sessions and via the web pages listed above.

All members of the Wesleyan University Office of Survivor Advocacy and Community Education (SACE), Sexual Assault Response Team (SART), Title IX Office, Office of Public Safety Officers as well as the Dean of Students Office are instructed to provide both this written as well as verbal notification of their rights, followed up with email communications.

Attachment B, Wesleyan's Sexual Assault Response Options (updated August 2018) and Attachment C, Reporting Options is required by section 2 (Institution Policies).

Prevention, Awareness, and Risk Reduction Programs

Wesleyan University provides prevention, awareness, and risk reduction programs throughout the academic year, to include New Student Orientation, New Graduate Student Orientation, New Faculty Orientation, New Employee Onboarding, as well as through ongoing workshops, webinars and educational opportunities. A variety of information and opportunities can be found through the [Office for Equity & Inclusion](#), [Sexual Misconduct Support and Resources](#), and the Office of [Survivor Advocacy and Community Education](#)

Harassment Prevention Training Workshop description:

In 2013, the university affirmed that **all** staff and faculty members are required to attend training on understanding and preventing harassment in order to comply with state and federal law. The program provides training and education on sexual harassment awareness and prevention as required by Connecticut law. In addition, it provides training and education on sexual harassment and discrimination under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs or activities, which receive Federal financial assistance. Finally, the program provides an overview of all non-discrimination laws and conversation about fostering a respectful and inclusive campus environment.

As of the submission of this report, over 80 sessions have been presented and it is now included as a required portion of New Employee Orientation, New Faculty Orientation and New Grad Student Orientation; as well as offered as part of the [Success@WES](#) professional development series.

We Speak We Stand Bystander Intervention Training is Wesleyan's Bystander Intervention program; the program is described:

WE Speak, WE Stand aims to create a community that is actively engaged in the prevention of sexual assault, relationship violence and advocates for the responsible use of alcohol. The goal of the program is to empower bystanders to intervene in high risk situations involving alcohol use, sexual assault and relationship violence. Empowered bystanders make the campus community safer by standing up and speaking out when they witness situations that could potentially harm the health and safety of others. Intervening with peers can be challenging for a number of reasons and training will provides skills to move from inaction to action and intervene safely and effectively. Participants will learn more about being an active bystander at one of our upcoming trainings. Participants must attend the full training. Snacks will be provided. The training features two distinct and separate tracks: sexual violence prevention and alcohol use intervention. The sexual violence track defines sexual assault, explores social messaging around sexual assault, details effective ways to respond, and provides an overview of reporting options.

Participants leave with tools and strategies to intervene when encountering attitudes and beliefs that foster an environment that tolerates sexual violence. The alcohol track provides tools needed to intervene in situations involving alcohol. Specifically, participants learn how alcohol affects physiology and behavior and how to recognize an alcohol related medical emergency. Participants demonstrate and practice appropriate ways to intervene when a fellow community member a problem with alcohol use.

Training for Administrative Deliberation Panelists and Title IX Committees

Wesleyan University is committed to providing the professional tools and competencies necessary to contribute to the contentious improvement of our implementation of Title IX. Still in development, a schedule of in-person and webinar training sessions will be implemented with members of all five Title IX Committees, the Administrative Deliberation Panel, as well as those interested in serving as possible process advisors.

Attachment D, *We Speak We Stand Bystander Intervention and Bystander Intervention* booklet meets requirements of section 2 (Institution Policies);

Prevention and Awareness Campaigns

Training of the Res Life student staff was augmented this year with more skill-building in bystander intervention, especially on issues involving high-risk alcohol use and sexual violence. The RA staff undergo a student developed comprehensive Title IX training curriculum. The mandatory Haven student orientation session on sexual violence was modified this year to ensure 100% of first year students are educated on Wesleyan-specific policies and reporting avenues. "WE Speak WE Stand" featured a student cast and focused on bystander intervention. Two distinct peer-theater pieces addressed sexual assault prevention and high-risk alcohol use. As a result, new students had small residentially based discussions about the performances, where they also received information about sexual assault and alcohol use. At the beginning of each semester, the Dean of Students sends an e-mail to all students that contains links to Wesleyan's sexual violence resources and policy. In consultation with students, and in light of the reauthorization of the Violence Against Women Act (VAWA), the University made a number of changes to its Sexual Misconduct and Assault Policy and the procedures for adjudicating these cases. Our online reporting allows students to report violations of policy or behavior of another student that prompts concern and allows for anonymous reporting from anywhere in the world with an Internet connection. Last year the University modified its appeals processes. Now, if a student is appealing a case heard by the Honor Board or the Student Judicial Board, those appeals should be submitted to the Vice President for Student Affairs, who will work with a committee to review and determine whether the appeal has merit. Similarly, the Vice President for Equity & Inclusion/Title IX Officer will send updates on reporting and resource information to faculty and staff annually at the beginning of the academic year, with a reminder about their reporting obligations. At present, 85% of all faculty and staff, including graduate students, have undergone a two-hour intensive workshop on Title IV/Title IX. The goal is 100%. All new faculty undergo a two-hour Title VII/IX training session prior to the beginning of the academic year and all new staff will need to complete Title VII/IX training within the first 30 days of employment.

The position of Director, Office of Survivor Advocacy and Community Education, added in January 2018, partners with the Director of WesWELL and the Title IX office working year-round to partner with various student groups to sponsor a wide variety of awareness campaigns, workshops and support groups, including:

- Bystander intervention training for students
 - Three pre-made bulletin boards for all residential staff:
 - Reporting and resources
 - Consent and communication
 - Healthy Relationships
- PROJECT NO RED ZONE campaign through Wesleyan Student Assembly
- Healthy relationship workshop series with emphasis on IPV & stalking
- Consent campaign

- “Red Flag” campaign
- Sexual Assault Survivors Support Group

Specific training on sexual violence is provided to Wesleyan’s SART, to Public Safety officers, and to all the members of the administrative panels that adjudicate sexual misconduct cases. Trauma-informed service providers and adjudication panels continue to be our top priority. Public Safety now has trained Title IX investigators on every shift, bringing the total number of trained Title IX investigators to four. All staff and faculty members of the Title IX committees go through both onsite and offsite training.

Since 2015, the Office for Equity & Inclusion / Title IX has distributed an annual report on Sexual Violence in conjunction with the Clery data. The report to the campus community is followed by an opportunity for open dialogue. This report is also an opportunity to reinforce the following:
The work is far from done, and we are continuing to improve our support for survivors, as well as our reporting and adjudication procedures. Each and every one of us must strive for a campus free of sexual assault, and I take this opportunity to issue the reminder that all faculty and staff, except those who have confidential status, are required by law to report incidents.

In the fall of 2018, this information was released as part of an overall Climate and Culture report as written from the data from a student, faculty, and staff survey. Once complete, the 2019 report will be available on the Equity & Inclusion web site.

Incident Reports to the Institution, Confidential and Anonymous Reports to the Institution, and Disciplinary Cases and Outcomes

The above reports include a table which summarizes the numbers and dispositions of cases formally reported to the University. The figures reported go beyond the mandated Clery numbers and include adjudication figures and outcomes.

In advance of the release of the Climate and Culture survey, we submit the 2018 Clery data for sexual misconduct as:

- 13 Sexual Assaults:
 - 9 reports through confidential resources (survivor advocate, therapist, health care provider and/or clergy)
 - 4 non-confidential reports
 - 3 were fully investigated and adjudicated
 - 1 was submitted on-line by staff; the reporting student was provided options for support and reporting resources; did not choose to proceed with an investigation
 - 1 was reported; but the reporting student left the University before an investigation and chose not to move forward
- 1 report of Stalking through confidential resources (survivor advocate, therapist, health care provider and/or clergy)
- 1 reports of Fondling through confidential resources (survivor advocate, therapist, health care provider and/or clergy)

Please note that the number of cases reported may differ from the number of cases adjudicated for a variety of possible reasons (e.g. the accused was not identified or was not a student, the survivor did not wish to proceed with formal judicial charges at the time, etc.).

Based on our 2017 Climate Survey, the previous 2015 Title IX survey and national data, we know sexual violence is significantly underreported on all college campuses; our work in the coming years is dedicated to creating a culture of safe reporting. The data is provided as part of our federal and state requirements as well as our interest in creating transparency.

Moving forward, we will work diligently to continue to create a culture of reporting as well as reviewing and revising policy and procedure in accordance with any new federal legislation. Wesleyan will continue to improve both our reporting mechanisms, a fair and unbiased process for both parties, as well as maintaining structures to support survivors in a manner that properly addresses trauma.

If you require additional information, please don't hesitate to contact us as noted below.

Sincerely,

Alison Williams

Vice President for Equity & Inclusion/Title IX Officer

Office for Equity & Inclusion

North College

860.685.4771

Debbie Colucci

Equity Compliance Director / Deputy Title IX Officer

Office for Equity & Inclusion

North College

860.685.2456