



Office for Equity & Inclusion
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*Wesleyan University report to Connecticut General Assembly
Public Act 14-11 (2021)*

Dear Ms. Phillips:

Please accept the following as Wesleyan's 2021 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, all of which have been updated this past year:

- [Office for Equity & Inclusion](#) including information for students, faculty and staff
- [Student Handbook](#)
- [Sexual Misconduct Support and Resources](#) for students
- [Office of Support, Healing, Activism, and Prevention Education \(SHAPE\)](#)

Attachments A1a, A1b, A1c provide Wesleyan's University Policy Prohibiting Discriminatory Harassment and Sexual Misconduct and related definitions (revised per new federal regulations in August 2020 and updated in August 2021) as required by section 2 (Institution Policies) for faculty/staff (employees) and students.

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 for Equity & Inclusion/Title IX Office, Office of Support, Healing, Activism, and Prevention Education (SHAPE), 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 the victims rights, followed up with email communications.

Attachment B1 and B2 provide an overview of resources, including Wesleyan's Sexual Assault Response Options (updated August 2020) 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 [Office for Equity & Inclusion](#) including reporting information for students, faculty and staff and the [Office of Support, Healing, Activism, and Prevention Education \(SHAPE\)](#).

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. This in-person foundation program (Intersection of TVII-TIX) 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, that prohibits discrimination on the basis of sex in educational 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 90 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.

In 2019, Connecticut passed Public Acts 19-16 and 19-93, which together constitute the *Time's Up Act*. Currently, all existing employees (full and part-time faculty, staff and graduate students) are required to participate in two-hours of prevention training for which Wesleyan University chose to utilize the on-line module developed by the Connecticut Commission on Human Rights and Opportunities (CHRO).

We Speak We Stand Bystander Intervention Training is Wesleyan's Bystander Intervention program. For the fall of 2020, this program was reconceptualized to be presented virtually and in 2021 returned to an in-person format; 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 continuous improvement of our implementation of Title IX. As we continue to work toward compliance with the recently released federal Title IX regulations, we have implemented foundational and role-specific trainings for the Wesleyan community, and posted those materials as appropriate and required.

Attachment C, provides an overview of faculty/staff roles and meets the requirements of section 2 (Institution Policies).

Prevention and Awareness Campaigns

Training of the Residential Life student staff was augmented in 2019 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” was presented virtually and featured a student cast and focused on bystander intervention. Two distinct peer-theater pieces addressed sexual assault prevention and high-risk alcohol use. After viewing these programs, 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 recent release of **new federal Title IX regulations**, 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 Assistant Vice President for Equity & Inclusion/Title IX Coordinator 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, more than 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, was modified in 2020 to become the Office of Support, Healing, Activism, and Prevention Education (SHAPE). This new office aligns with federal regulation and continues to partner 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 members of the Wesleyan community including the TIX Resource Network that combines members from previous Title IX Committees, Public Safety officers, and to all the (former) members of the administrative panels and (new) external consultants serving as investigators or adjudicators of sexual misconduct cases. Understanding trauma, providing support and resources, and ensuring due process continue to be our top priority.

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 2021 report will be available in a [reports section](#) of the Equity & Inclusion web site.

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

The annual report on Sexual Violence referenced above report includes a table which summarizes the numbers and dispositions of cases formally reported to the University. The figures in this report go beyond the mandated Clery numbers and include adjudication figures and outcomes as well as staffing and resources.

Our 2020 Clery data for sexual misconduct includes:

- There was a total of 10 reports:
 - 7 indicated sexual assault / non-consensual sexual contact
 - 2 indicated sexual harassment
 - 1 indicated exploitation
- Of the 10:
 - 6 were confidentially reported so there is no additional information
 - 3 were not moved forward at student's decision
 - 1 went to an investigation and was resolved informally before a hearing under new federal regulations

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. With the passage of HB 6374: ACT CONCERNING SEXUAL MISCONDUCT ON COLLEGE CAMPUSES, Wesleyan will work with the determined framework to gather, disseminate, and utilize information to continue to understand and create a culture of safe reporting.

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 and state legislation, federal guidance, and lessons learned from implementing the most recent changes. Wesleyan will continue to improve both our reporting mechanisms, ensure a fair and unbiased process for both parties, as well as maintaining structures to support survivors in a manner that properly addresses trauma; and utilizing the work of a new Civil Rights and Title IX student intern to better understand what the needs of our student population.

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

Sincerely,

Alison Williams

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