



Office for Equity & Inclusion  
North College, Room 317  
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(860) 685-4771

*Wesleyan University report to Connecticut General Assembly  
Public Act 14-11 (2022)*

Dear Ms. Phillips:

Please accept the following as Wesleyan's 2022 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 and will be updated this semester:

- [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 \(SHAPE\)](#) is being restructured as explained later in this report.

Attachments A1a, A1b 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 and 22) 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 provide an overview of resources, including Wesleyan's Sexual Assault Response Options (updated September 2022) 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 [Sexual Misconduct Support and Resources](#) for students.

#### ***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) 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). The State of CT Time's Up Training is not required for grad students; however, Title IX training is required for all grad students including BA/MAs. This is done during graduate orientation. The WesWell training is required for new grad students (not including BA/MAs because they did it as undergrads). This is done online in the summer before starting the grad program.

We Speak We Stand Bystander Intervention Training is Wesleyan's Bystander Intervention program. For the fall of 2020, the orientation part of the program was reconceptualized to be presented virtually and in 2021 returned to an in-person format. This fall, the orientation portion of "WE Speak WE Stand" was replaced with [Speak About It](#) a consent education and sexual assault prevention non-profit. *We partner with high schools, colleges, and communities, and use theatre and dialogue to empower students to prevent sexual violence, build healthy relationships, and create positive change in their communities. Their mission is to promote awareness of healthy sexual choices, advocate consent, and prevent sexual violence through inclusive performance-based education, discussion facilitation, and provision of resources.*

#### **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 as two distinct peer-theater pieces addressed sexual assault prevention and high-risk alcohol use; and replaced with [Speak About It](#) mentioned previously.

Also, 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) to align with federal regulation and partnered 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, examples include:

- Bystander intervention training for students
  - Three pre-made bulletin boards for all residential staff:
  - Reporting and resources
  - Consent and communication
  - Healthy Relationships
- Healthy relationship workshop series with emphasis on IPV & stalking
- Consent campaign
- Sexual Assault Survivors Support Group

The Director of the SHAPE Office left Wesleyan in May 2022; and we took the opportunity to look at how we can best support our community moving forward.

- **UPDATES / community messaging:**
- Starting this semester, WesWell will absorb the SHAPE Office and will host and coordinate sexual violence prevention education and programming. WesWell is well positioned and excited to further support our community of care at Wesleyan through this office merge.
- WesWell is currently in the process of hiring an **Associate Director for Sexual Violence Prevention**, when hired this individual will be a confidential resource for our campus. WesWell is also closely collaborating with Counseling and Psychological Services (CAPS) to ensure survivors have the support they need. On Wednesdays at 12:00, CAPS will be in the WesWell Lounge to host "Healing Connections" a drop-in space for survivors of sexual violence. This is a safe space where survivors can come to be in community with each other or ask questions.
- During this time of transition here are the available options for Title IX reporting and support:
  - Confidential resources for students include:
    - Counseling and Psychological Services: 860-685-2910
      - Students who have experienced sexual violence can request to connect with Priya Senecal for mental health support, resources or care.
    - Davison Health Center Clinical Providers: 860-685-2470
    - Office of Religious & Spiritual Life Chaplains: 860-685-2278
    - Future WesWell Associate Director for Sexual Violence Prevention
  - Non-confidential resources for students include:
    - Debbie Colucci, Title IX Coordinator:
    - Public Safety: 860-685-2345

- Student Affairs Offices including: Class Deans, WesWell, the Resource Center, Student Involvement, ResLife Staff (Student & Professional Staff), etc.
- All other Wesleyan faculty and staff

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.*

Once complete, the reports are 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 as found in **Attachment D**.

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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