Washington University in St. Louis

Efforts to Address Sexual Assault and Sexual Violence

Key Milestones

**Title IX**

- In 2014, named Jessica Kennedy Title IX coordinator. She is now director of the Title IX Office and Title IX Coordinator.
- Recently, added two additional staff members to the Title IX Office (an assistant director and an administrative assistant). The Title IX Office will move into its renovated space in Umrath Hall this fall.
- In 2013, established USAIB (University Sexual Assault Investigation Board) process to investigate student sexual assault cases. Recently, increased number of independent investigator to assist in investigations.
- Implemented annual and monthly training sessions for USAIB members.
- In spring 2017, revised the university’s discrimination and harassment policy and procedures.

**RSVP Center**

- In 2010, hired Kim Webb assistant director of the Office of Sexual Assault and Community Health Services (part of Student Health Services).
- In 2015, established the Relationship and Sexual Violence Prevention (RSVP Center) and named Kim Webb director. The RSVP Center moved in to new facilities constructed in Seigle Hall.
- In 2016-17, established the RSVP Center as its own department reporting to an associate vice chancellor. Also dedicated additional programming funds to support the RSVP Center.
- About the RSVP Center:
  - The RSVP Center provides direct, confidential services to sexual assault survivors, whether or not the survivor chooses to report, including the following:
    - 24/7 response services
    - Crisis intervention
    - Counseling
    - Academic and housing accommodations
    - Information on reporting options
    - Support for friends and family
    - Safety planning
    - Assistance in accessing medical care, police protection, ongoing medical and mental health care, orders of protection, no contact orders, and no trespass orders
  - The RSVP Center has several peer education and support groups including Leaders in Interpersonal Violence (the LIVE umbrella also includes LIVE Greek and Men and Masculinities); Sexual Assault and Rape Anonymous Helpline (SARAH) and Community and Relationship Education (CARE).
• In 2010, established Green Dot bystander intervention training, and continue to expand training to faculty, staff and students.
• Over the past two years, added three additional staff members to the RSVP Center: a prevention specialist, administrative assistant, and – beginning in August 2017 – a counselor specializing in working with LGBTQIA and marginalized students.

**Training/Education**

• Since 2015, all first year undergraduates and - beginning in 2017 - all graduate and professional students, have been required to complete an online course focused on a number of issues, including sexual assault awareness and healthy relationships.
• The Title IX Office regularly provides orientation training sessions to undergraduate and graduate/professional programs and to departmental faculty and staff.
• All first-year students, transfer and exchange students participate in a sexual assault awareness program titled “The Date” during Fall orientation. In spring semester, all first-year students participate in a follow-up program titled #RewindBlurredLines.
• The RSVP Center facilitates a number of outreach and education programs related to sexual harassment, sexual assault, dating and domestic violence, stalking and bystander intervention, many of which are led by student peer educators.

**Student Support**

• Support for students related to Title IX cases is available through the RSVP Center and through the Counseling Center. Both the RSVP Center and the Counseling Center are able to refer students to community resources for students who wish to seek campus support services.
• Provide reasonable accommodations and other interim measures as necessary during an investigation (e.g., academic accommodations, No Contact Orders, housing changes, counseling).

**Assessment**

• In 2015, the vice chancellor for students and the provost appointed a Task Force on Sexual and Relationship Violence. Recommendations included:
  o Better coordination of services both within the University and Larger St. Louis Community:
    ▪ The Director of the RSVP Center coordinates the University Sexual Assault Resources Team which includes representatives from the Title IX Office, Student Health Services, faculty, Athletics, Washington University Police Department, Residential Life, General Counsel, local police, local hospitals, YWCA.
    ▪ Title IX directors at local universities gather regularly to share best practices.
  o Enhancing Resources for certain student sub-populations: Resources have been added to the RSVP Center to support LGBTQIA* students and to the School of Medicine to support medical students.
- **Mandatory programming needs to be expanded**: All first-year graduate students, in addition to first-year undergraduate students, are required to take an online course which covers sexual assault awareness.

- **Increased staffing for the RSVP Center**: Two additional staff members have been added to the RSVP Center.

- **Mandatory training for faculty and staff**: Exploring a range of training ideas for faculty and staff more broadly.

- **Clarify the definition of consent in the student conduct code**: Definition of consent updated and expanded in July 2016, and is part of the student conduct code offense #5.

- **Assess effectiveness of university response and prevention programs**: Ongoing.

- **Appoint a WUPD sexual assault liaison**: Dave Goodwin has been appointed the WUPD sexual assault liaison.

  - In 2015, Washington University participated in a nationwide sexual assault survey and has used the information from the survey to continue to improve our Title IX resources and student support. For example, the survey indicated that students in the LGBTQIA* community, the Medical Campus and graduate students, among others, needed additional resources and support. Consequently, Jen Durham Austin, LCSW, who specializes in working with LGBTQIA* students has been recently (August 2017) hired by the RSVP Center, and Dr. Gladys Smith, student health sexual violence prevention therapist and counselor, has been hired by the Washington University School of Medicine.

  - Created the Campus Sexual Assault and Relationship Violence Assessment Initiative, hosted at the Institute for Public Health.

**Areas for additional improvement**

- Better clarify the Title IX investigation process so it is more easily understood.
- Maintain the thoroughness of our process, while decreasing the time from reporting to resolution.
- Enhance support for complainants and respondents in Title IX cases.
- Outline the process for student group Title IX violations.
- Expand training for upperclass students, faculty and staff.
- Ensure all students are provided with appropriate, supportive and timely accommodations when requested.