



BROWN

## **SEXUAL AND GENDER-BASED HARASSMENT & VIOLENCE RESPONSE**

In 2014, Brown University committed to be forthright and inclusive in addressing the problem of sexual assault and gender-based violence, with the advantage of many members of the campus actively galvanized around these issues. Brown is dedicated to promoting a safe, welcoming, and inclusive campus culture. This fact sheet outlines steps undertaken to address issues of gender and sexual harassment, sexual violence, relationship and interpersonal violence, and stalking.

### **OCTOBER 2014: LAUNCHED THE SEXUAL ASSAULT TASK FORCE (SATF)**

The joint Sexual Assault Task Force comprising faculty, students and staff was charged to examine sexual assault prevention, student support and advocacy, and policies and procedures for sexual misconduct.

### **JANUARY 2015: IMPLEMENTED NEAR-TERM INTERIM RECOMMENDATIONS OF THE SATF**

- Clarified information available on websites regarding policies, support services, and interim measures, including the creation of a Sexual Misconduct and Title IX website and information about interim measures and process flow-charts recommended by the Task Force.
- Instituted trained investigators to gather information and produce professional investigative reports.
- Updated numerous procedures and made approaches more sensitive to student concerns in the areas of appeals, sanctioning and separations related to findings in sexual misconduct proceedings.

### **APRIL 2015:**

#### **--HIRED A TITLE IX PROGRAM OFFICER & CREATED THE TITLE IX OFFICE**

The University's Title IX Program Office is responsible for ensuring the University's compliance with Title IX, the federal law governing campuses with relation to gender issues. This includes overseeing policies, training, education, and processes for complaints against students, as well as gathering and reporting information to the campus community. The Title IX Program Officer is a neutral resource and is not an advocate for complainants or respondents.

#### **--PARTICIPATED IN THE ASSOCIATION OF AMERICAN UNIVERSITIES CLIMATE SURVEY**

Brown was a leader in sparking a collaboration of 27 institutions undertaken by the Association of American Universities to survey undergraduate, graduate and medical students to assess the prevalence of sexual assault on college campuses and student views on sexual misconduct.

## **SEPTEMBER 2015:**

### **--IMPLEMENTED A UNIVERSITY-WIDE POLICY**

The “University Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy” defines prohibited conduct and related terms, details available resources, and clearly states that respectful and consensual conduct represents the campus norm. The policy applies to all students, faculty members, and staff. It creates consistent expectations that can be easily understood and relied on by the entire community.

### **--IMPLEMENTED AN UPDATED PROCESS FOR COMPLAINTS AGAINST STUDENTS**

The process outlines how complaints alleging violations of the policy by students will be received, investigated, and resolved. The new process utilizes a trained investigator, and other specific additions to note included:

- Clearly articulated timelines for each stage of the formal resolution process.
- Investigation interviews conducted by a trained investigator in advance of the hearing, significantly reducing the hearing length.
- The addition of an investigation report for hearing panel members, which synthesizes relevant information and streamlines the hearing process.
- Creation of a Title IX Council comprising undergraduates, graduate and medical students, staff, and faculty members. The panel is a pool of trained individuals from which panels of three members analyze the investigation report and, if necessary, convene with the investigator and/or parties to determine whether there is sufficient information to support a finding of responsibility, and to determine an appropriate sanction.

### **--CREATED A TITLE IX OVERSIGHT AND ADVISORY BOARD**

In September 2015, President Paxson appointed the Title IX Advisory Board. The role of the Board is to review and recommend policies, programs, and initiatives designed to address sexual and gender-based harassment, sexual violence, relationship and interpersonal violence and stalking.

### **SUMMER 2015: LAUNCHED NEW AND UPDATED TRAINING AND EDUCATION**

- The Orientation Planning Committee added a required training for all incoming first-year, visiting, and transfer students. The online training is an interactive, violence prevention module that focuses on bystander intervention. It supplemented in-person training that took place after students arrived on campus.
- During the Graduate School orientation, the Title IX Office led a resource panel that included representatives from the Brown Center for Students of Color, the LGBTQ Center, Sarah Doyle Women’s Center, Ombuds, and the Office of Student Life to highlight the multi-disciplinary approach that Brown takes in addressing issues of sexual and gender-based harassment and violence.

## **SEPTEMBER 2015: RELEASE OF RESULTS OF SEXUAL ASSAULT CLIMATE SURVEY**

The results of the survey were shared broadly to serve two very important purposes: contribute to the ongoing campus efforts to address issues of sexual misconduct, and set a baseline against which the campus community can assess its progress in preventing gender-based harassment and violence.

## **FALL 2015: (IN PROGRESS)**

- In early October, the Office of Institutional Diversity and Inclusion and the Title IX Office will roll out a required online training module for all staff and faculty. The training highlights available resources, addresses the myths and realities of sexual and interpersonal violence, and provides information on relevant federal laws through interactive training exercises. This is in recognition that in order to create a safe and welcoming environment, our entire community needs to have an understanding of these issues.
- Since the implementation of the new unified policy in early September, the Title IX Office has trained approximately 250 community members on the confidential, responsible employee, and strongly encouraged to report designations.

### **FOR MORE INFORMATION**

The Title IX Program Officer and Deputy Title IX Coordinators are available to answer any questions related to Brown's sexual harassment and gender-based violence policy, complaint process, available resource and reporting options, and remedial and safety measures. Individuals within various communities have been designated in an effort to be as accessible as possible, but all students, faculty, and staff may speak with anyone they choose.

Visit the Title IX Website: <http://www.brown.edu/about/administration/title-ix/>.