Message from the Title IX Coordinator

MSU’s Title IX Program Annual Report is intended to inform the community of efforts over the past academic year to address relationship violence and sexual misconduct and to engage the campus community in building a culture of respect and caring. The report reflects the continued evolution of our Title IX program and the dramatic transition over the course of the 2015-2016 academic year resulting from changes in our organization structure with the creation of the Office of Institutional Equity and continued revisions to our policies and procedures to streamline our process. The report summaries complaints addressed under MSU’s Relationship Violence and Sexual Misconduct Policy during the period of August 16, 2015 – August 15, 2016. Additionally, the report highlights MSU’s education and prevention, advocacy, support, and community engagement efforts.

Although we have made substantial progress in the timelines of our investigation and adjudication processes, there is still more work to be done. As we head into the 2016-2017 academic year, the Office of Institutional Equity has revised internal procedures and developed systems to increase the efficiency of OIE case management. For the 2016-2017 academic year MSU has implemented revised Student Conduct Sanction and Appeal Procedures to streamline the student conduct process. We will also continue to complete periodic staffing assessments to ensure that we have the resources in place to support the campus community.

Efforts will continue to expand education and engagement opportunities on this important topic. In August, MSU launched a new suite of online training programs for the Relationship Violence and Sexual Misconduct (RVSM) Policy. While all undergraduate students completed the same course this year, beginning in 2017, students will complete a different, shorter progression course each year to explore related topics at a deeper level. Also new this year is the on-campus It’s On Us campaign, work is underway to expand the It’s On Us campaign university-wide. This will include the development of programs and events in partnership with a number of units and organizations on campus.

We will continue to offer opportunities for feedback and suggestions throughout the academic year as we continue to build a culture that is free from sexual harassment and sexual violence and upholds our Spartan values.

— Jessica Norris
Title IX Coordinator

OFFICE OF INSTITUTIONAL EQUITY

TITLE IX ANNUAL REPORT
2015-2016 Academic Year
INVESTIGATIONS IN SUMMARY

**Sexual Assault Program**

- **8 STAFF** (including one vacant position currently posted) – Fall 2015, 10 full-time equivalent.

**PROGRAMS:**
- Provided Individual Counseling Services to 155 students totaling 1,241 therapy sessions
- **92%** of investigations completed within 90 days

**Focus Groups and Office Hours Held in Spring Semester 2016:**
- **11**

**INVESTIGATION OUTCOMES**

<table>
<thead>
<tr>
<th>VIOLATION</th>
<th>REASON INCIDENTS</th>
<th>RVSM INCIDENTS</th>
<th>INVESTIGATED</th>
<th>NOT INVESTIGATED</th>
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<tbody>
<tr>
<td>Stalking</td>
<td>2</td>
<td>153</td>
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<td>153</td>
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<tr>
<td>Sexual Harassment</td>
<td>72</td>
<td>233</td>
<td>67</td>
<td>166</td>
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<td>Sexual Exploitation</td>
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<td>2</td>
<td>2</td>
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<tr>
<td>Sexual Assault</td>
<td>11</td>
<td>127</td>
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<td>127</td>
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<tr>
<td>Multiple Violations</td>
<td>57</td>
<td>27</td>
<td>20</td>
<td>7</td>
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<tr>
<td>Retaliation</td>
<td>142</td>
<td>229</td>
<td>27</td>
<td>202</td>
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**SUMMARY**

- **12,000** MSU students completed the online relationship violence and sexual misconduct training during the 2015-2016 academic year.
- **46,700** MSU students completed the online relationship violence and sexual misconduct training during the 2016-2017 academic year.

**MSU TITLE IX PARTNERS**

**MSU Police**

- 10 sworn officers and supervisors specially trained to respond to cases that fall under the Special Victims Unit’s (SVU) sex crimes, relationship violence, stalking, child abuse, vulnerable adult abuse, and bias crimes.

**PROGRAMS:**
- SVU provides training and outreach to students, faculty/staff, campus partners and community partners in areas such as mandatory reporting, bystander intervention, and participation in law enforcement panels for training and town hall meetings. SVU also assists other area law enforcement agencies in collaborating investigations and resources.

**MSU Safe Place**

- 3 paid staff
- 12 interns
- 12 volunteers
- 18,953 trained by our outreach and training efforts

**PROGRAMS:**
- 89 resource fairs
- 24 staff/professional trainings
- 3 other trainings

**Office of Institutional Equity**

- Michigan State University

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**OIE RVSM Investigations**

**Comparison of total cases:**
- **AY 2015-2016:** 461
- **AY 2014-2015:** 201

**Average Time to Complete Investigations:**
- **153 days** (2014-2015)
- 46/7/15 – 8/21/16
- **78 days** (current model)

**Average Time to Complete Student Conduct Process:**
- 8/26/15 – 8/27/16
- 46/7/15 – 8/21/16
- 57 days

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**Sanction Outcomes for RVSM Violations (Closed Cases)**

<table>
<thead>
<tr>
<th>Type</th>
<th>Student Conduct</th>
<th>Student Disciplinary</th>
<th>Student Final Dismissal</th>
<th>Employee Discipline</th>
<th>Employee Final Dismissal</th>
<th>Faculty Disciplinary</th>
<th>Faculty Final Dismissal</th>
<th>Employee TEM 18-19</th>
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<td>Relationship Violence</td>
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