ANNUAL REPORT
2016-2017 ACADEMIC YEAR
Office of Institutional Equity
MICHIGAN STATE UNIVERSITY
**MSU IT’S ON US CAMPAIGN**

In spring 2016 MSU’s Title IX Program joined forces with key campus partners, including ASMSU and COGS, to launch It’s On Us as MSU’s official sexual violence prevention campaign. ASMSU had been participating in the It’s On Us national campaign for several years and through partnership with the Title IX office, efforts have expanded to engage community members to play an active role in building a culture of care and respect at MSU. MSU’s approach to the It’s On Us campaign leverages the strengths of a number of campus units and student organizations to plan and execute components of the campaign and to provide funding support where needed.

**Spring 2016 Events:**
- Keynote speaker: Don McPherson
- ASMSU pledge drive
- It’s On Us giveaways at The Rock
- Film screening and discussion panel: Audrie and Daisy
- Therapy dogs at the library
- Inaugural Student Leadership Institute

For information on past or upcoming events, follow the campaign on Facebook: [facebook.com/ItsOnUsMSU/](http://facebook.com/ItsOnUsMSU/)

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**MSU COMMITTEES**

- **SEXUAL VIOLENCE ADVISORY COMMITTEE (SVAC)**
  SVAC serves to provide community input and advice to the Title IX Coordinator on matters pertaining to the university’s compliance with Title IX and efforts to foster a community of safety, caring, and respect. SVAC gathers community input relating to the campus climate and shares this information with the President, Title IX Coordinator, and VFC. SVAC includes student, faculty, and staff representatives serving two-year terms.

- **VIOLENCE FREE COMMUNITIES COMMITTEE (VFC)**
  VFC is comprised of representatives from campus units engaged in efforts to support a campus culture free of relationship violence and sexual misconduct. VFC acts upon the campus climate information gathered by SVAC to develop recommendations for the Title IX Coordinator and collaborates with the Title IX Coordinator to develop and execute action plans to address pressing campus climate concerns.

- **RVSM POLICY WORK GROUP**
  Each year the Title IX Coordinator convenes a multi-disciplinary work group to review MSU’s RVSM Policy and identify improvements. The work group includes faculty, staff, and student representatives along with campus subject matter experts involved in the day-to-day execution of the policy. It is through this work that Michigan State University aims to continuously improve our policy and the underlying procedures to ensure a process that is both timely and fair.
OFFICE OF INSTITUTIONAL EQUITY

Founded in 2015, OIE is charged with responding to concerns related to MSU’s Relationship Violence and Sexual Misconduct Policy and MSU’s Anti-Discrimination Policy. OIE educates the community on the policies and related topics through in-person presentations to faculty, staff, and student groups.

For the 2016-2017 academic year, OIE STAFF FACILITATED 140 IN-PERSON TRAINING PROGRAMS on MSU’s Relationship Violence and Sexual Misconduct Policy for employee and student groups on campus.

IN-PERSON TRAINING PROGRAMS

- 140 programs facilitated
- 9,117 MSU employees completed training
- 52,195 MSU students completed training
- 12 focus groups held
- 3 town hall forums held
- 94% completed relationship violence and sexual misconduct training during the 2016-2017 academic year
- 16 STAFF (full-time/total)
- 9 INVESTIGATORS
- 1 DEDICATED SPECIALIST to assist with interim and protective measures

FOCUS GROUPS HELD: 12
TOWN HALL FORUMS HELD: 3

16 STAFF (full-time/total)
9 INVESTIGATORS
1 DEDICATED SPECIALIST to assist with interim and protective measures

MSU TITLE IX PARTNERS IN SUMMARY

Sexual Assault Program

Founded in 1980, co-funded by MSU and the Victims of Crime Act Grant, MSU’s Sexual Assault Program works with sexual assault survivors and all others who are impacted by sexual violence. SAP provides counseling and support groups to MSU students. SAP’s 24-hour crisis line and advocacy services are offered to anyone in the greater Lansing community. In August 2017 the Sexual Assault Program moved to a new location on the 2nd floor of Student Services. The new space includes a group therapy room as well as a survivor’s lounge/waiting room.

- 10.5 STAFF
  - Program Coordinator
  - 5 Therapists
  - Crisis Counselor
  - Program Advocate
  - Volunteer Coordinator
  - Office Manager
  - ½ time Health Care Assistant
- 486 clients under VOCA Grant (FY 10/1/16 - 6/30/17)
- SERVED 486 clients under VOCA Grant (FY 10/1/16 - 6/30/17)
- PROVIDED MEDICAL ADVOCACY to 97 survivors
- PROVIDED CRISIS INTERVENTION on 109 Hotline calls
- 233 students totaling 1,494 therapy sessions
- Clinical Staff provided individual counseling services
- Groups Offered:
  - Trauma Informed Yoga
  - Forward Together
  - Soul Speak
  - Seeking Safety launched in fall 2017
  - Self Care Healing Workshops including: Yoga/Pilates/Ear Acupuncture launched in summer 2016
- VOLUNTEERS
  - 94 Sexual Assault Crisis Intervention (SACI) Volunteers
  - TRAINED 57 new SACI Volunteer Advocates
  - Program Staff and Volunteers provided ADVOCACY SERVICES to 138 clients
Celebrating its **10-YEAR ANNIVERSARY**, the SARV Program promotes safety and improves quality of life by **EDUCATING** students on sexual assault and relationship violence, **ELIMINATING** violence on campus, **EMPOWERING** students to become advocates for a non-violent community and positively **EFFECTING** social change.

**PROGRAMS:**
- **SARV workshop attendance:** 6,418 FRESHMAN and TRANSFER STUDENTS (up from 6,121 last year).
- **LBGTQ STUDENT WORKSHOP:** 113 students attended (up from 87 last year).
- **Workshop for INTERNATIONAL STUDENTS:** 107 attended.
- **GREAMS:** Take the Lead: 2,568 students participated in the workshop (increase from 1,558 last year).

**GOVERNOR'S CAMPUS SEXUAL ASSAULT GRANT PROGRAM**
MSU received a **$38,597.10** grant from the Governor’s Office for extending sexual violence prevention efforts within the MSU campus community and outreach to local high schools. The grant supports development of workshops for upper class MSU students and an awareness campaign for deployment at MSU and area high schools as part of MSU’s grant-funded Bystander Network.

**MSU Police**
Nationally recognized as one of the first departments to develop a sexual assault victim rights and response guarantee, MSU Police has **10 SWORN OFFICERS AND SUPERVISORS** specially trained to respond to cases that fall under the Special Victims Unit (SVU); sex crimes, relationship violence, stalking, child abuse, vulnerable adult abuse, and bias crimes. MSU Police assists area law enforcement agencies in collaborative investigations and resource sharing. MSU Police assists other universities in establishing their own special victims units modeled after MSU’s SVU, which was established in 2014.

**MSU Safe Place**
Established in 1994, MSU Safe Place provides advocacy, shelter, long-term safety planning, and counseling services to individuals experiencing relationship violence and stalking.

**CLIENTS:**
- Temporary Emergency
- SHELTER FOR 50
  - 21 ADULTS
  - 29 CHILDREN
- SUPPORT SERVICES for those not in shelter 105

**PROGRAMS:** **83**
- **18,556 PARTICIPANTS**
- **39 Resource FAIRS**
- **15 General PRESENTATIONS**
- **10 OTHER**

**TYPES OF SERVICES:** court accompaniment, assisting clients to receive a wide range of services, parenting guidance and support to victims who have minor children and to parents of MSU students victimized by relationship violence or stalking, safety planning, crisis and long term counseling, assistance helping clients move, scholarships for students victimized by relationship violence or stalking, advocacy assistance to help pay client bills and services, temporary emergency shelter, transportation, child care and play therapy for young children.
OIE RVSM Investigations

COMPARISON of total cases:

<table>
<thead>
<tr>
<th></th>
<th></th>
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<tbody>
<tr>
<td>718</td>
<td>461</td>
<td>201</td>
</tr>
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RVSM INCIDENTS INVESTIGATED/NOT INVESTIGATED

<table>
<thead>
<tr>
<th>Reason</th>
<th>Investigated</th>
<th>Pending</th>
<th>Not Investigated</th>
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</thead>
<tbody>
<tr>
<td>Investigated</td>
<td>74</td>
<td></td>
<td>625</td>
</tr>
<tr>
<td>Not Investigated</td>
<td>451</td>
<td>19</td>
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REASON RVSM INCIDENTS NOT INVESTIGATED

<table>
<thead>
<tr>
<th>Reason</th>
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<tbody>
<tr>
<td>Administrative Closure*</td>
<td>23</td>
</tr>
<tr>
<td>Does Not Meet Standard**</td>
<td>50</td>
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<tr>
<td>No Jurisdiction</td>
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Average TIME to complete STUDENT CONDUCT PROCESS:

- 8/16/16 - 8/15/17: 48 days
- 8/16/15 - 8/15/16: 57 days
- 8/16/14 - 8/15/16: 88 days

RVSM INVESTIGATION OUTCOMES*

<table>
<thead>
<tr>
<th>Type</th>
<th>NO VIOLATION</th>
<th>VIOLATION</th>
</tr>
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<tbody>
<tr>
<td>Dating Violence</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Multiple</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>RVSM Retaliation</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>Sexual Contact</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>Sexual Exploitation</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Stalking</td>
<td>14</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>40</td>
<td>44</td>
</tr>
</tbody>
</table>

Average TIME to COMPLETE INVESTIGATIONS*

- 3/22/16 - 8/15/16: 78 days**
- 8/16/15 - 3/21/16: 104 days
- 8/16/14 - 8/15/15: 153 days

Common reasons for extension of investigation timeline: Law enforcement delays, additional witnesses, new evidence, witness participation, delayed participation by parties, academic break

SANCTIONS FOR RVSM VIOLATIONS (CLOSED CASES)*

<table>
<thead>
<tr>
<th>CHARGES</th>
<th>STUDENT</th>
<th>EMPLOYEE</th>
<th>OTHER**</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>DISMISSAL</td>
<td>PROBATION</td>
<td>SUSPENSION</td>
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<tr>
<td>Dating Violence</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Multiple</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RVSM Retaliation</td>
<td>5</td>
<td>1</td>
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</tr>
<tr>
<td>Sexual Assault</td>
<td>3</td>
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</tr>
<tr>
<td>Sexual Contact</td>
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</tr>
<tr>
<td>Sexual Exploitation</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Stalking</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTALS</td>
<td>5</td>
<td>11</td>
<td>4</td>
</tr>
</tbody>
</table>

*Excludes cases where disciplinary proceedings are in-progress. Number of sanctions may be higher than number of completed investigations due to cases with multiple respondents.
**Not affiliated with MSU. ***Respondent was terminated, resigned, or retired before investigation was completed.
RVSM Incidents Reported to OIE by Location (Sexual Harassment, Sexual Exploitation, Sexual Assault, Stalking, Relationship Violence, and Retaliation)

Incident Type by Location

- **Dating Violence (DaV)**
- **Domestic Violence (DV)**
- **False Complaint (FC)**
- **Retaliation (RET)**
- **Sexual Assault (SA)**
- **Sexual Contact (SC)**

> Multiple Incidents/Types at Location (detail below)

### By Location

- **Brody Complex:**
  - **SA-1**, **SH-1**
  - **Multiple Incidents/Types at Location**

- **Bryan Hall:**
  - **3**
  - **SA-2**, **SH-2**, **ST-1**
  - **DaV-1**, **SH-3**, **ST-1**
  - **RETS-1**, **ST-1**

- **Bailey Hall:**
  - **2**
  - **SA-1**, **SH-1**
  - **SC-1**, **SH-1**
  - **ST-1**

- **Armstrong Hall:**
  - **3**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Akers Hall:**
  - **2**
  - **SA-1**, **SH-1**, **ST-2**
  - **Multiple Incidents/Types at Location**

- **Akers Hall East:**
  - **4**
  - **R-1**, **SA-1**
  - **SA-1**, **SH-2**, **ST-1**
  - **DaV-1**, **SA-1**, **SH-2**, **ST-1**

- **Butterfield Hall:**
  - **1855 Place**
  - **6**
  - **SA-1**, **SH-1**
  - **ST-1**
  - **DV-1**, **SA-1**, **SE-1**, **ST-1**

- **Case Hall:**
  - **3**
  - **SA-1**, **SH-1**
  - **ST-1**

- **College of Music:**
  - **2**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Engineering:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Emmons Hall:**
  - **2**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Holmes Hall:**
  - **11**
  - **M-1**, **SA-2**, **SH-2**, **ST-1**, **U-1**

- **Holmes Hall East:**
  - **3**
  - **M-1**, **SA-2**, **SH-2**, **ST-1**
  - **U-1**

- **International Center:**
  - **3**
  - **SC-1**, **SH-1**
  - **ST-1**

- **Kellogg Center:**
  - **2**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Landon Hall:**
  - **2**
  - **SA-1**, **SH-2**, **ST-1**
  - **ST-1**

- **MSU Union:**
  - **3**
  - **SA-1**, **SH-2**
  - **ST-1**

- **Midland Building:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Olds Hall:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Park Circle:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **South Wilson East:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Stark Field House:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Teaching Learning Center:**
  - **1**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Unison Hall:**
  - **2**
  - **SA-1**, **SH-1**
  - **ST-1**

- **Unknown:**
  - **15**
  - **SA-1**, **SH-1**
  - **ST-1**

- **West Wilson East:**
  - **3**
  - **SA-1**, **SH-1**
  - **ST-1**

### Total Incidents
- **On Campus:** 363
- **Off Campus:** 212
- **Unknown:** 136
- **Total:** 718