

VIRGINIA TECH

# 2013-2014

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## Student-on-Student Sexual Harassment and Sexual Violence Annual Report

This report consists of compiled Title IX case statistics and campus trends, case management and trends, training efforts, and prevention and education initiatives related to Virginia Tech Title IX for the 2013-2014 academic year for Virginia Tech student-on-student sexual harassment and sexual violence. The 2013-2014 academic year begins with the fall 2013 semester and concludes with the summer II semester. The report is concluded with planned goals for the 2014-2015 academic year.

### Title IX Case Statistics and Campus Trends

Information regarding case statistics and campus trends for the 2013-2014 academic year can be found in the following section.

#### Case Statistics and Campus Trends

There were a total of **35 cases** reported during the 2013-2014 academic year. This is a **16.67% increase** in the number of reports as compared to the 30 reports made during the 2012-2013 academic year. The chart below indicates the type of incidents reported and the percentage difference between the 2012-2013 and 2013-2014 academic years.

Type of Incident	2012-2013	2013-2014	% Difference
Assault	14	23	+64.29%
Exploitation	1	0	-100%
Harassment	10	5	-50%
Harassment/Assault	3	6	+100%
Intimate Partner Violence (IPV)	1	1	+0%
Stalking	1	0	-100%
<b>Total</b>	<b>30</b>	<b>35</b>	<b>+16.67%</b>

Of the 35 cases reported during the 2013-2014 academic year, 17 cases took place off-campus, an increase as compared to the 2012-2013 academic year. There was also an increase in the number of incidents taking place on-campus in a residential property during the 2013-2014 academic year. The chart below indicates the incident location of reported cases for the 2012-2013 and 2013-2014 academic years and the percentage difference between the two academic years.

Incident Location	2012-2013	2013-2014	% Difference
Adjacent Public Property	0	0	+0%
Off-Campus	12	17	+41.67%
Off-Campus RSO Property	0	1	+100%
On-Campus Residential	7	12	+71.43%
Online	2	0	-100%
University Grounds	6	2	-66.67%
Unknown	3	3	+0%

Of the 35 total cases reported during the 2013-2014 academic year, **16 cases** were investigated by a Title IX investigator, or **45.71% of cases** reported. Inquiries were made in the 19 remaining cases but a full investigation was not conducted.

**Inquiry Cases.** Inquiries were made in **19 of the 35 cases** reported during the 2013-2014 academic year, or **54.29% of cases**. Interim measures were provided in all cases as necessary and support resources were consistently provided to all complainants who did not wish to participate in an investigation. These cases did not move to a full investigation for a variety of reasons. In **2 cases**, the reports made were not related to potential violations of Title IX; therefore a Title IX investigation was not necessary. In **4 cases**, complainants did not respond to a Title IX investigator's request for a meeting or declined to meet with an investigator; therefore no information could be gathered. In **1 case**, the respondent was a non-Virginia Tech student meaning an investigation was not required; however, appropriate support resources were provided to the complainant. In **9 cases**, complainants chose not to

pursue or participate in a Title IX investigation and no information regarding respondent information was provided. In **2 cases**, complainants did not wish for an investigator to contact the respondents; one case required interim measures, including a room change. In **1 case**, the complainant did not wish to continue participation in the Title IX investigation; the case was brought forward due to a police investigation, the respondent was interim suspended, and the case was adjudicated by Student Conduct separately from a Title IX investigation.

**Investigations.** The average days between the date the incident occurred and the date the incident was reported was 55.21 days, with a median of 6 days. The average days between the date the incident was reported and the date the investigation began was 5.69 days, with a median of 1 day.

During the 2013-2014 academic year, 16 cases were fully investigated. Of these 16 cases, the average length of an investigation conducted by a Title IX investigator from start to end was 40 days, with a median of 34.5 days. This investigation process includes: making contact with all parties involved; gathering information in initial interviews with complainants, respondents, and witnesses; conducting follow-up meetings to clarify information, as necessary; and report writing.

A case is considered complete when the Title IX Coordinator or Deputy Title IX Coordinator 1) determines that a case does not need to proceed through the Student Conduct adjudication process unless a complainant makes that request after the final determination or 2) sends the case through the Student Conduct adjudication process and a decision (including any applicable appeal processes and final decisions) have been made. Of the total 35 reported cases for the 2013-2014 academic year, there was an average of 45.74 days and a median of 33 days from the report date to the case completion date. Therefore, investigators as well as Student Conduct hearing officers are efficient in fact finding and adjudication.

**Complainants.** The average number of complainants per case was 1.11 with a median of 1 complainant per case. The total number of cases with a female complainant was 30 or 85.71% of total cases. The total number of cases with a male complainant was 3 or 8.57% of total cases. The total number of cases with both male and female complainants was 2 or 5.71% of total cases.

**Respondents.** The average number of respondents per case was 1.28 with a median of 1 respondent per case. The total number of cases with a female respondent was 1 or 2.86% of total cases. The total number of cases with a male respondent was 29 or 82.86% of total cases. The total number of cases with both male and female respondents was 2 or 5.71% of total cases. The total number of cases with an unknown respondent was 3 or 8.57% of total cases.

**Witnesses.** The average number of witnesses per case was 2.5 with a median of 2 witnesses per case.

**Adjudication.** Of the 16 cases investigated during the 2013-2014 academic year, 12 cases were submitted to Student Conduct for adjudication or 75% of investigated cases. Of the 12 cases submitted to Student Conduct, 9 cases were adjudicated through a formal hearing process, 2 cases were adjudicated through conduct conversations, and 2 cases were pending adjudication at the time of this report (more information in "Pending cases" section below). Of the 9 cases adjudicated in a formal hearing, 2 cases were appealed. For more information regarding adjudication of these cases, please contact to the Office of Student Conduct.

**Pending cases.** At the time of this report, 2 cases submitted to Student Conduct were pending adjudication. Since the adjudication of these cases fell during the fall semester of the 2014-2015 academic year, an outcome summary of these cases will be provided in the 2014-2015 annual report.

### **Case Management and Trends**

Management of student-on-student Title IX cases at Virginia Tech is overseen by the Title IX Advisory group. These cases are assigned to investigators by the Deputy Title IX Coordinator, Frank Shushok. Title IX investigators handle the management of individual case records and upon completion, all case records are managed by the Chief of Operations and Deputy to the Senior Associate Vice President for Student Affairs, Frances Keene.

#### **Title IX Advisory Group**

The Title IX Advisory Group meets regularly to monitor cases, assess educational efforts and provide oversight for our collective hopes for change related to gender-based harassment and violence. The Title IX Advisory group includes Pam White (Title IX Coordinator), Frank Shushok (Deputy Title IX Coordinator), Frances Keene (Student Affairs), Christine Dennis Smith (Women's Center), Nannette Jimenez Gordon (Student Conduct) and Tom Brown (Dean of Students).

#### **Case Management Trends**

Regarding the management of the Title IX cases during the 2013-14 academic year, several trends emerged from the data. With an **average of 5.69 days and a median of 1 day** between the date the investigation was reported and the date the investigation began, we are spending adequate time reviewing and assigning cases to investigators. With an **average of 40 days and a median of 34.5 days** from the start to end of an investigation, investigators are working efficiently to gather evidence in interviews with complainants, respondents, and witnesses, and to write and submit their investigation reports. With an **average of 45.74 days and a median of 33 days** from the report date to the case completion date, investigators as well as Student Conduct hearing officers are efficient in fact finding and adjudication.

### **Training**

Training for those directly involved in the Title IX investigation process is a vital measure in our efforts to address sexual assault and violence within the Virginia Tech community. We aim for these individuals to be highly educated about and involved in the Title IX process.

#### **Title IX Investigators**

During the 2013-14 academic year, one additional professional staff member was trained and certified as a Title IX investigator, which increases the total number of trained investigators to six staff members. All investigators are trained and certified by ATIXA, the Association of Title IX Administrators. Five of the six investigators come from varying departments within the Division of Student Affairs and are charged with investigating student-on-student sexual harassment and sexual violence reports.

#### **Title IX Retreat**

On June 30, 2014, a full-day Title IX Retreat was convened, bringing together Virginia Tech's Title IX Coordinator, the Deputy Title IX Coordinator, Title IX Investigators, and representatives from the Women's Center, Student Conduct, and the Dean of Students office. The purpose of the retreat was to discuss our outreach and training approach. During the retreat, important reading material was discussed, including the White House Task Force Report and the Centers for Disease Control (CDC) Report on Preventing Sexual Violence on College Campuses. The group discussed campus response by

evaluating the Gender Based Violence Prevention and Training models. The Stop Abuse Website (discussed later in this annual report) was reviewed, as well as policy review of language related to Title IX violations in the Hokie Handbook. Furthermore, investigation and case management was discussed by reviewing and editing the following: full and partial investigation report templates; a comprehensive investigator checklist; checklists for complainant, respondent, and witness interviews; and rights and responsibilities lists for complainants and respondents.

### **Prevention and Education Initiatives**

Prevention and education for students, faculty, and staff continues to be a top priority. Virginia Tech offers a comprehensive approach to training, prevention, outreach and education to all students and employees on issues of sexual harassment and sexual violence including sexual assault, stalking, and interpersonal relationship violence. Our efforts reflect the university's approach to primary prevention, bystander intervention and risk reduction and it is provided through the collaborative efforts of the Division of Human Resources, the Division of Student Affairs, and the Virginia Tech Women's Center.

#### **Letter to On-Campus Residents**

Prior to move-in, a letter from the Senior Associate Vice President for Student Affairs and Deputy Title IX Coordinator, Dr. Frank Shushok, is placed on each bed for each on-campus resident. The letter brings awareness to sexual harassment and sexual assault and encourages students who have experienced either type of violence to report what happened and to seek help. The letter also includes contact information for the following: advocacy and support resources, medical treatment facilities, police, and university reporting. The letter also advertises Virginia Tech's Stop Abuse website.

#### **Stop Abuse Website**

A complete overhaul of Virginia Tech's Stop Abuse website was initiated during the spring semester of 2014. The new website, to be unveiled during the fall semester of 2014, is designed to more efficiently help students know their rights regarding sexual violence and to have a basic understanding of Title IX. The main tenants of the new site encourage and explain how to get help, how to get educated, and how to get involved. The website clearly and concisely helps students understand how to make a report, provides supporting resources, educates students on consent and the different forms of abuse, and encourages students to take an active role in preventing abuse within the Virginia Tech community.

#### **White Ribbon Campaign**

The 2013-2014 White Ribbon Campaign, organized by men working to end men's violence against women, was marked by the largest presence in many years, thanks to the continuing efforts of Echo Company of the Virginia Tech Corps of Cadets and a new partnership with Alpha Tau Omega fraternity. Overall, they distributed over 800 ribbons and collected 1,025 signatures and 16 Facebook pledges.

#### **"The Invisible War" Screening**

"The Invisible War" is a 2012 documentary about sexual assault in the United States Military. The Virginia Tech Corps of Cadets Company Commanders (Resident Advisors within the VTCC) watched this film and discussed the impact this had on them and their roles as RAs/leaders in the Corps. They discussed their response to the film and how they could create a culture that did not tolerate such behavior and at the same time an environment where people felt comfortable reporting.

#### **Mentors in Violence Prevention (MVP) Workshops**

The Division of Student Affairs, including the Corps of Cadets and the Athletics Department, collaborates regularly with the Women's Center to provide Mentors in Violence Prevention (MVP) training to educate

and train students to be active bystanders specifically around gender based violence, including sexual harassment. Other specialized sessions are offered for Student Athletes and the Corps of Cadets annually.

### **MVP Train the Trainer Program**

Facilitated by MVP trained facilitators, faculty, staff, and students are trained to lead MVP workshops. This training is contracted with the national MVP program.

### **University-wide Title IX Training**

Title IX Training programs offered to all employees are listed in the University Organizational and Professional Development (UOPD) catalog, and online through a web-based registration system - Coursewhere. The UOPD catalog is circulated to all faculty, staff, and wage employees across the institution. Coursewhere allows VT employees to browse the various courses, trainings and professional development opportunities available at the institution and register online. Title IX and Title IX-related training offerings include:

- Policy 1025 and Sexual Harassment
- General Harassment Prevention for Non-supervisors/Respectful Workplace
- Policy 1025 Anti-Discrimination and Anti-Harassment
- Violence Against Women (VAWA) Outreach and Education
- Title IX – Preventing Sexual Harassment of Students
- Title IX and Sexual Abuse of Minors
- Traveling on University Business: Prevent Sexual Harassment

### **Department of Athletics Prevention and Education Efforts**

The Department of Athletics at Virginia Tech works to prevent violence and educates student-athletes, coaching staff, and department staff on sexual harassment and sexual violence through a variety of means. Prevention and education efforts include:

- Memo from Athletics Director, Jim Weaver, distributed in August of 2013 to the entire Athletics Department, regarding discrimination and sexual harassment.
- On August 23, 2013, Hudson Taylor, former University of Maryland wrestler and founder of Athlete Ally, made presentation to all head coaches and senior staff focused on educating, encouraging and empowering athlete allies to combat homophobia, transphobia, and anti-LGBT bullying in sports. Taylor also made a similar presentation to freshmen and transfer student-athletes during New Student-Athlete Orientation.
- Title IX presentation for incoming student-athletes during orientation
- Office of Student Conduct and VTPD joint presentation for head coaches
- Mentors and Violence Programming (MVP) for incoming student-athletes
- Sexual harassment poster campaign
- Sexual harassment video monitor campaign
- Sexual harassment biannual email campaign for Department of Athletics staff that includes informative takeaways and information regarding mandatory reporting
- Office of Student-Athlete Development sponsored sexual harassment social media campaign for student-athletes, distributing information via Twitter and Facebook
- Student-athlete access to “My Playbook,” an online educational resource for student-athletes
- MVP training for head coaches
- Title IX video shown to student-athletes
- Title IX presentation for the Student-Athlete Advisory Committee

### **Women’s Center Prevention and Education Efforts**

The Women’s Center at Virginia Tech regularly works to raise awareness regarding a variety of sex and gender related issues. To that end the Women’s Center engages students, faculty, and staff through education, programs, and activities. The Center serves, among other things, as an on-campus resource for victims and family members that have been victimized by sexual assault, relationship violence, and stalking; rounding out a comprehensive approach to the University’s Title IX sexual harassment and sexual violence training and outreach efforts.

**SAVES.** SAVES, or Sexual Assault and Violence Education by Students, provides peer education on gender-based violence. Peer educators are trained to educate on sexual assault, domestic and dating violence, and stalking as well as basic theory and application of bystander intervention. The mission of SAVES is to be a peer education group that strives to raise awareness of sexual assault and violence through outreach and education in hopes that through their commitment, they will create a safe and accepting environment throughout the Blacksburg and Virginia Tech community.

**Red Flag Campaign.** The Women’s Center participated in the statewide Red Flag Campaign (RFC). The 2013-2014 RFC Photo Project had 48 participating groups (up from 27 during the 2012-2013 academic year and 21 during the 2011-2012 academic year) with increasing representation of student groups and university departments. SAVES sponsored the fifth annual “Wear Red Day” and organized an increased visible presence on the Drillfield. “Wear Red Day” was part of the newly created “Red Flag Week,” in which the Women’s Center created partnerships with downtown merchants to highlight the campaign during the week. Additionally, information about healthy relationships and relationship red flags was posted each day on social media. There was also a new project added called #HealthyRelationship. For this project, people submitted photos of their healthy relationships via social media and commented on what made their relationship healthy. Each person who participated was entered into a drawing, and the winner won a date night in downtown Blacksburg (dinner and a movie).

**“Miss Representation” Film Screening.** The Women’s Center screened the film “Miss Representation” in conjunction with the New River Valley Justice Initiative (formerly the New River Valley Coalition Against Human Trafficking) during the fall 2013 semester. The coalition used the film to show how the portrayal of women in the media sets a cultural stage that enables domestic human trafficking; they used the event to set the stage for larger scale human trafficking outreach efforts planned for the spring semester. Approximately 90 people attended the film screening and a significant portion stayed for the post-film discussion.

**“Sex+Money” Film Screening.** The Women’s Center planned and implemented a screening of the human trafficking film “Sex+Money.” The event included a screening of the film and post-film panel discussion; panelists included a local forensic nurse, local police investigator, representative from the Women’s Resource Center of the NRV, and the director of the Richmond Justice Initiative (the statewide leader in anti-human trafficking work). Approximately 100 people attended the screening and the majority stayed for and participated in the discussion. The event was part of the Women’s Month programming and was sponsored by the New River Valley Justice Initiative.

### **Planned Goals for the 2014-2015 Academic Year**

In addition to current and ongoing initiatives, several plans have been made for the 2014-2015 academic year relating to the management of records, the “HAVEN: Understanding Sexual Assault” online education initiative, Title IX investigator in-services, and Margolis and Healy training.

## **Management of Records**

At the conclusion of the 2013-14 academic year, the physical management of Title IX case records was reevaluated and several best practices for the management of future records were determined.

**Title IX Spreadsheet.** A new Excel spreadsheet to contain and track all Title IX data for each academic year was created. This spreadsheet will be maintained by Frances Keene, Chief of Operations and Deputy to the Senior Associate Vice President for Student Affairs. The spreadsheet tracks each case and provides relevant data on incident type, incident location, number of cases investigated, number of cases per investigator, average days between incident date and report date, average days between report date and investigation start date, average days between investigation start date and investigation end date, and average days between incident report date and complete of case. Furthermore, the spreadsheet also provides data on complainant, respondent, and witness information. The spreadsheet will log cases beginning with the fall semester of each academic year and will be closed and locked for accurate data reporting at the conclusion of the summer II semester for the academic year.

**Documenting Cases in CHARLIE.** During the fall semester, Title IX investigators will be trained on how to enter case details in the secure online database, CHARLIE, or Conduct Housing and Residence Life Incident E-system. This secure online database is located within the HokieSpa information system and will require investigators to authenticate their identity with a personalized VASCO DigiPass device before accessing the system for data entry or look-up.

**Complete Case Folders.** Title IX investigators will need to submit complete case folders at the conclusion of their investigations to Frances Keene, Chief of Operations and Deputy to the Senior Associate Vice President for Student Affairs. Investigators will use the newly designed checklist to guide their investigation and to determine what documents should be included in the case folder prior to submitting.

### **“HAVEN: Understanding Sexual Assault” Online Education Initiative**

Beginning with the fall semester of the 2014-2015 academic year, all incoming first year undergraduate students will be required to complete a new online education initiative called “HAVEN: Understanding Sexual Assault.” HAVEN is an interactive web-based training tool that educates students about sexual violence, strategies on how to be an active bystander to help prevent sexual violence, and information on campus resources for victims of violence and their friends and family members. If a student does not complete the online initiative within the requested timeframe, the student will be required to attend in-person training on sexual harassment, sexual assault, stalking, and interpersonal relationship violence.

### **Title IX Investigator In-services**

Throughout the 2014-2015 academic year, Title IX investigators will participate in a series of monthly in-services that address the competencies needed to perform the requirements of their assignment as an investigator. These competencies include, but are not limited to: investigation timeliness, working with CHARLIE, and accurate case management.

### **Margolis and Healy Training**

Training and outreach continues to be a significant priority. This fall, we are bringing Margolis and Healy back to campus for a two-day training designed for key university partners. The first day of the training will be open to a broad number of the university partners and will: provide an introduction and overview of sexual violence on campus, discuss the complexities of sexual violence, understand a trauma informed response to sexual assault, and inform participants of how to work together to

overcome the challenges involved in responding to sexual assault. The second day of the training focuses on the investigation process and will be limited to the following: the Title IX Advisory Council; Title IX Investigators; representatives from the Women’s Center, the Dean of Students Office, and Student Conduct; and Police Investigators. This day of training will focus on the investigation process, including: preliminary interviewing techniques, investigative strategies to seek details and understand common defenses, understanding consent, understanding how alcohol and drugs plays a role in incidents, how to approach respondents, using proper language in report writing, and general report writing strategies.