

VIRGINIA TECH

2014-2015

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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 2014-2015 academic year for Virginia Tech student-on-student sexual harassment and sexual violence. The 2014-2015 academic year begins with the fall 2014 semester and concludes with the summer II semester. The report is concluded with planned goals for the 2015-2016 academic year.

## TITLE IX CASE STATISTICS AND CAMPUS TRENDS

Information regarding case statistics and campus trends for the 2014-2015 academic year can be found in the following section.

### Case Statistics and Campus Trends

There were a total of **98 cases** reported during the 2014-2015 academic year. This is a **180% increase** in the number of reports as compared to the 35 reports made during the 2013-2014 academic year. During the academic year, the university determined that all faculty and staff were responsible employees required to report instances of sexual violence and sexual harassment to the Title IX Coordinator. All employees received training on this obligation in January 2015. This policy clarification and increased training contributed to the sizeable increase in reports this academic year. The chart below indicates the type of incidents reported and the percentage difference between the 2013-2014 and 2014-2015 academic years.

Type of Incident	2013-2014	2014-2015	% Difference
Assault	23	53	130%
Exploitation	0	0	No Change
Harassment	5	31	520%
Harassment/Assault	6	5	-16%
Intimate Partner Violence (IPV)	1	5	400%
Stalking	0	4	400%
<b>Total</b>	<b>35</b>	<b>98</b>	<b>180%</b>

Of the 98 cases reported during the 2014-2015 academic year, 41 cases took place off-campus. There was an increase in the number of incidents taking place on-campus in a residential property. The chart below indicates the incident location of reported cases for the 2013-2014 and 2014-2015 academic years and the percentage difference between the two academic years.

Incident Location	2013-2014	2014-2015	% Difference
Adjacent Public Property	0	0	No Change
Off-Campus	17	40	135%
Off-Campus RSO Property	1	1	No Change
On-Campus Residential	12	26	116%
Online	0	5	500%
University Grounds	2	13	550%
Unknown	3	13	333%

Of the 98 total cases reported during the 2014-2015 academic year, **47 cases** were investigated by a Title IX investigator, or **47.95% of cases** reported. Inquiries were made in the 51 remaining cases but a full investigation was not conducted.

**Inquiry Cases.** Inquiries were made in **51 of the 98 cases** reported during the 2014-2015 academic year, or **52.04% 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 **6 cases**, the reports made were not related to potential violations of Title IX; therefore a Title IX investigation was not necessary. In **7 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 **3 cases**, the respondent was a non-Virginia Tech student meaning an investigation was not required; however, appropriate support resources were provided to the complainant. In **3 cases**, all reported through third parties, the complainant was not a student at Virginia Tech. In **26 cases**, after meeting or speaking with a Title IX Investigator, complainants chose not to pursue or participate in a Title IX investigation and no information regarding respondent information was provided. In **5 cases**, involving harassment, cases were resolved to the complainant's satisfaction prior to a full investigation. These interim measures included housing changes, class and schedule changes, as well as university No Contact Orders. In **1 case**, the complainant was unable to identify the respondent; therefore, only limited information could be gathered, but the complainant was provided with appropriate support resources.

**Investigations.** The average days between the date the incident occurred and the date the incident was reported was 108.7 days, with a median of 12 days. The average days between the date the incident was reported and the date the investigation began was 10.8 days, with a median of 5 days. The average length of an investigation conducted by a Title IX investigator from start to end was 58.5 days, with a median of 43 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.

The time period between the time of a report and the time of the investigation start date, as well as the overall time span for the completion of investigations increased since the 2013-2014 academic year. This increase is likely due to two contributing factors. First, the overall number of reports involving sexual violence and sexual harassment more than doubled this academic year, increasing the caseload of investigators significantly. Second, due to the university's policy and training surrounding mandatory reporting, third party reports made up for the large majority of reports. In these cases, extra time was spent at the outset of investigations contacting complainants and allowing complainants to make decisions regarding participation in investigations.

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) has been made. On average cases took 73.7 days from the time of a report until the case completion date, with a median of 63 days.

**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 83 or 84.69% of total cases. The total number of cases with a male complainant was 14 or 14.29% of total cases. In 1 case, or 1.02% of cases, the complainant was a transgender man.

**Respondents.** The average number of respondents per case was 1.03 with a median of 1 respondent per case. The total number of cases with a female respondent was 7 or 7.14% of total cases. The total number of cases with a male respondent was 81 or 82.65% of total cases. The total number of cases with both male and female respondents was 1 or 1.02% of total cases. The total number of cases with an unknown respondent was 9 or 9.18% of total cases.

**Witnesses.** The average number of witnesses per case was 2.02 with a median of 1 witness per case.

**Adjudication.** Of the 47 cases investigated during the 2014-2015 academic year, 46 cases were submitted to Student Conduct for adjudication or 97.8% of investigated cases. Of the cases submitted to Student Conduct, 42 cases were adjudicated through a formal hearing process and 5 cases were adjudicated through conduct conversations. Of the 46 cases adjudicated in a formal hearing, 12 cases were appealed.

### **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. In April 2015, two dedicated Title IX Investigators and Gender Based Violence Prevention Specialists were hired. In the 2015-2016 academic year, those individuals will be tasked with the management of all case records.

#### **Title IX Case Management Spreadsheet**

The annual report for the 2013-2014 outlined a goal of developing a Case Management Spreadsheet for improved tracking and management of Title IX cases. During the 2014-15 academic year that spreadsheet was developed and implemented. This tool gathers data related to investigations, adjudications and appeals. On an ongoing basis, it allows Title IX Investigators to monitor the number of days between each stage of an investigation and adjudication. 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. Longer term analysis of the spreadsheet allow for the identification of trends, such as student groups with high risks of sexual violence. The Title IX Investigator responsible for case management maintains the spreadsheet.

#### **Documenting Cases in CHARLIE.**

Another goal stated in the 2013-2014 annual report was to begin entering case details into a secure online database. This year, Title IX investigators began using CHARLIE, or Conduct Housing and Residence Life Incident E-system. This secure online database is located within the HokieSpa information system and requires investigators to authenticate their identity with a personalized VASCO DigiPass device before accessing the system for data entry or look-up. Through CHARLIE, investigators have been better able to cross reference cases with other Title IX cases, Student Conduct cases, and Residential and Housing Life incident reports. This cross referencing helps investigators to better understand the context of a report and to assess potential safety issues- for instance, investigators will be aware when a respondent has been involved in a prior Title IX Investigation or other Code of Conduct violation involving interpersonal violence.

#### **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), Bruce Hayden (Assistant Dean of Students), Lt. Tony Haga (Virginia Tech Police Department, Ennis McCrery (Title IX Investigator & Gender Based Violence Prevention Specialist), and Katie Polidoro (Title IX Investigator & Gender Based Violence Prevention Specialist).

### **Case Management Trends**

Regarding the management of the Title IX cases during the 2014-15 academic year, several trends emerged from the data. With an **average of 10.8 days and a median of 5 days** between the date the incident was reported and the date the investigation began, we are spending adequate time reviewing and assigning cases to investigators. However, with an **average of 58.5 days and a median of 43 days** from the start to end of an investigation, there is a need for improvement. Due to the dramatic increase in reports this academic year, two new, dedicated Title IX positions were created. We foresee improvement in the prompt handling and completion of investigations with those additions.

### **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 invested in the Title IX process. The university is also committed to providing comprehensive to faculty, staff, and student employees to support their roles as responsible employees/mandated reporters.

### **Title IX Investigators**

During the 2014-15 academic year, three additional professional staff members were trained and certified as a Title IX investigator, which increases the total number of trained investigators to eight staff members. All investigators are trained and certified by ATIXA, the Association of Title IX Administrators. Six investigators, as well as several other student affairs professional staff, participated in an additional on site Title IX training provided by Margolis-Healey. Six investigators hail from various departments within student affairs and perform investigations in addition to their regular duties- five do so on a voluntary basis. During the spring 2015 semester, two additional full time investigators were hired and were certified by ATIXA.

### **Title IX Retreat**

On August 13, 2015, a full-day Title IX Retreat was convened, bringing together, the Deputy Title IX Coordinator, Title IX Investigators, and representatives from the Women's Center, Student Conduct, and the Dean of Students office. We had two major goals for this retreat: 1) explore necessary changes to our process based on feedback received from students, parents, and colleagues; and 2) provide training on common issues seen in cases over the past year. The first part of our discussion led us to new action items aimed at a more streamlined, equitable process. Those action items included better and more frequent communication between Title IX Investigators and Student Conduct Officers, as well as a detailed plan to avoid conduct hearings that run long and into the evening. Fulfilling our training goal, two main subjects were covered: the group received training on collecting and evaluating evidence of traumatic experience, as well as training to help better understand incapacity due to alcohol use.

### **Faculty/Staff**

Virginia Tech faculty and staff play an important role in reporting and responding to sexual violence on campus. In an effort to provide the best possible training, the Department of Equity and Access in Human Resources offers Title IX training programs to all employees. These courses 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 during 2014-15 included:

- Policy 1025 and Sexual Harassment
- Policy 1025 Anti-Discrimination and Anti-Harassment
- Title IX – Preventing Sexual Harassment of Students
- Title IX and Retaliation (replaced the preceding three listings) as of November 2014. This workshop was designated as mandatory as a result of the Voluntary Resolution Agreement with the OCR
- Title IX and Sexual Abuse of Minors (Policy 4815)
- Traveling on University Business: Prevent Sexual Harassment

Note: As of July 1, 2015, the listing of these workshops changed to the following:

- Compliance Workshop: Policy 1025; Title IX and VAWA (instructor-led)
- Compliance Workshop: Policy 1025; Title IX and VAWA (instructor-led via WebEx)
- Compliance Workshop: On-Demand Module (Title IX and VAWA)
- Engaging with Minors (Policy 1025)
- Traveling on University Business: Prevent Sexual Harassment
- Understanding VAWA: Sexual Assault; Stalking; Domestic and Dating Violence (this is offered to those who elect to learn more about VAWA).

### **PREVENTION AND EDUCATION INITIATIVES**

Virginia Tech is committed to providing comprehensive prevention and education initiatives for students on issues of sexual harassment, sexual assault, stalking, and intimate-partner violence. In addition, the university offers a suite of training opportunities for faculty and staff on Title IX and VAWA in order to help foster an inclusive and supportive environment. Our efforts reflect the university's approach to primary prevention, bystander intervention, and risk reduction. Programs and initiatives are provided through the collaborative efforts of the Division of Student Affairs and the Virginia Tech Women's Center. For the purposes of this report, initiatives are presented under the division or department providing leadership; however, the efforts are coordinated and communicated across functional areas.

#### **Division of Student Affairs**

In spring 2015, the Division of Student Affairs (DSA) added two positions--Title IX Investigator and Gender-Based Violence Prevention Specialists—to manage investigations and incident response and to broaden prevention and education efforts. DSA leads investigations in student-on-student cases and, with the additional staff, will contribute significantly to prevention and education across campus in 2015-2016.

Efforts led by DSA in 2014-2015 include the following:

#### **Orientation Resource Fairs and Trainings.**

In an effort to educate incoming students about their rights under Title IX and to increase transparency and build relationships across campus, the DSA Title IX investigators participated in orientation resource fairs during summer 2015 for incoming first-year and transfer students. In addition, investigators

collaborated with the Women’s Center to provide training for transfer orientation guides and orientation leaders around Title IX and sexual violence.

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

Beginning with the fall semester of the 2014-2015 academic year, all incoming first year undergraduate students were 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 did not complete the online initiative within the requested timeframe, the student was required to attend in-person training on sexual harassment, sexual assault, stalking, and interpersonal relationship violence.

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

Prior to move-in during fall 2014, a letter from the Senior Associate Vice President for Student Affairs and Deputy Title IX Coordinator, Dr. Frank Shushok, was placed on each on-campus resident’s bed. The letter brought awareness to sexual harassment and sexual assault and encouraged students who have experienced either type of violence to report what happened and to seek help. The letter also included contact information for the following: advocacy and support resources, medical treatment facilities, police, and university reporting. The letter also advertised Virginia Tech’s *Stop Abuse* website.

#### **Stop Abuse Website.**

The new *Stop Abuse* website, which was overhauled in spring 2014, was unveiled during the fall semester of 2014. The site is designed to 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.

#### **Campus Assessment.**

As part of the university’s agreed resolution with OCR, and in an effort to assess the prevalence of and attitudes about sexual violence on campus, DSA spent the 2014-2015 academic year developing an extensive survey for students. The survey will be conducted in fall 2015, with data analysis complete in spring 2016. The results will be used to inform campus-wide prevention and response efforts.

In addition to the climate survey, DSA worked throughout the past academic year to develop and recruit student and employee focus groups to assess the community’s understanding of Title IX, including definitions, rights, resources, and reporting. The focus groups will be conducted in fall 2015, with results available in spring 2016. The results will be used to develop orientation programs and materials for incoming students, per the university’s agreed resolution with OCR.

#### **Women’s Center**

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.

Efforts led by the Women's Center include the following:

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

The Women's Center regularly collaborates with DSA, including the Corps of Cadets, and the Athletics Department, 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 and coordinated by the Women's Center.

**Summer Academy.**

The Women's Center collaborated with the Virginia Tech Summer Academy to offer "Healthy Relationships" seminars in July 2015 for student enrolled in Summer Academy and living on campus.

**White Ribbon Campaign.**

The 2014-2015 White Ribbon Campaign, an initiative led by men working to end men's violence against women, collected 569 signatures from men across campus. This campaign is part of an ongoing partnership between the Women's Center and the Virginia Tech Corps of Cadets' Echo Company.

**"The Invisible War" Screening.**

The Women's Center screened the documentary, "The Invisible War," which chronicles sexual assault in the United States Military, for the Virginia Tech Corps of Cadets Company Commanders (Resident Advisors within the VTCC). Following the film, the Women's Center facilitated a discussion with the cadets about 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.

**Red Flag Campaign.**

For the eighth year, the Women's Center participated in the statewide Red Flag Campaign (RFC), which promotes outreach and awareness around relationship violence. The 2014-2015 RFC Photo Project had 29 participating groups. In addition, the RFC continued the designation of a specific week "Red Flag Week" and recognizing "Wear Red Day" (sponsored and supported by SAVES) during that week.

**Join The Conversation Dialogue Series.**

As a result of high profile news and media around gender-based violence, the Women's Center received increased inquiries from the campus community regarding supportive responses to survivors in the new climate of mandatory reporting on campuses. In response, the Women's Center developed and offered a series of three dialogues under the title "Join The Conversation" in spring 2015 and advertised these as open format programs where faculty, staff, and students could come to learn more and ask questions. These dialogues were designed to address three areas of interest. "How Do I Support?" focused on supporting survivors who disclose gender-based violence while managing the role of mandated reporter. "How Do I Prevent?" focused on bystander action to prevent sexual harassment and other forms of gender-based violence. "How Do I Create Change?" focused on understanding and challenging



the elements of culture that contribute to the silencing of survivors and enable perpetration of gender-based violence.

### ***The Hunting Ground* Support and Dialogues.**

The Women's Center partnered with the College of Liberal Arts and Human Sciences Faculty Council to offer support resources at showings of the documentary film *The Hunting Ground*, which was shown at the Lyric Theater for one week. The center also hosted two open dialogues about the film, including available resources and support for survivors.

### **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.

The group had approximately **12** members at the start of the fall semester, approximately half of whom were new. The group assisted with the Red Flag Campaign and Wear Red Day in the fall. After some member ship turnover, SAVES was able to launch a successful recruitment and selection process and bring on **10** new members, who then spent **24** hours in training this spring. At the end of spring, the group consists of **15** active members, most of whom plan to return in fall 2015. SAVES facilitated **9** presentations to **240** participants in 2014-2015.

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

The Department of Athletics at Virginia Tech is a key collaborator in gender-based-violence-prevention work, as reflected in its extensive work with student-athletes, coaching staff, and department staff on sexual harassment and sexual violence through a variety of means.

Prevention and education efforts include:

- Sexual discrimination focus group with athletics staff to examine internal processes and to discuss the athletics Sexual Discrimination Response Plan (SDRP) to affirm compliance with federal and institutional guidelines
- Departmental meeting, led by Director of Athletics Whit Babcock, to discuss SDRP and responsible employee obligation
- Departmental memo from Director of Athletics Whit Babcock and distributed via email by Senior Director of Compliance and Athletics Title IX to the department, reiterating responsible employee obligations and distributing the SDRP and University policy 1025
- Student Conduct meeting with the football team to review conduct policy and procedure, including Title IX
- Address to the football team by former football player accused of sexual assault about healthy behaviors and choices
- Title IX orientation presentation for new student athletes on definitions and resources
- Title IX presentation to all student athletes by sports attorney Janet Judge to review definitions, statistics, and federal law

- Title IX presentation to Athletics department by sports attorney Janet Judge to review definitions, statistics, and federal law
- Mentors in Violence Prevention (MVP) bystander training facilitated by the Women’s Center with new student athletes on alcohol and consent
- Title IX Investigator training for some staff
- MVP Facilitator training for some staff
- Title IX meeting with Women’s Center and Athletics to discuss support services and advocacy, as well as how to work collaboratively to comply with university policy and processes
- Football team meeting with Coach Frank Beamer to discuss the Florida State sexual assault case, including the coaching staff’s expectations for players and a discussion of the consequences of unhealthy choices
- Video production of “It’s On Us” campaign from VT Athletics
- Title IX and Clery presentation for departmental staff by HR, the Women’s Center, and Virginia Tech Police
- Title IX and non-retaliation meeting with football coaches and staff
- MVP bystander training with junior student athletes
- Pilot mentoring program for football team and men’s basketball team with strength and conditioning mentors who will work with student athletes. Topics will include alcohol and consent, “locker room talk,” social responsibilities, bystander intervention, and Title IX resource information.
- Student-athlete handbook distributed to all student athletes, which includes Title IX resource information
- Law-enforcement programming initiative with Blacksburg and Virginia Tech police chiefs, which included meetings with each VT sports team to discuss conduct, safety, and sexual discrimination.

### **PLANNED GOALS FOR THE 2015-2016 ACADEMIC YEAR**

Goals for the 2015-2016 academic year include assessing our campus climate and the awareness of resources among students, faculty, and staff. We also have plans for expanding prevention education programs. Finally, as in past years, we will continue efforts to ensure that all university personnel who handle Title IX cases receive proper and ongoing training.

#### **Climate survey**

A comprehensive survey on sexual violence will be distributed to all full-time students on the Blacksburg campus in September 2015. Results and analysis will be available in spring 2016.

#### **Focus Groups**

Three focus groups (student leaders, general student body, and faculty/staff) will be held in fall 2015, with data analysis complete by spring 2015. The results will be used to develop orientation programs and materials for incoming students, per the university’s agreed resolution with OCR.

#### **Educational Strategic Plan for the Division of Student Affairs**

The Title IX Investigator and Gender-Based Violence Prevention Specialists will collaborate with colleagues across the division and campus community to create a comprehensive educational plan for gender-based violence prevention that will complement and enhance current campus efforts by expanding the scope, reach, and approaches used to involve students.

### **Sexual Violence Prevention Council**

In response to a recommendation of the governor's task force on campus sexual violence, the university is instituting a multi-disciplinary team approach to develop comprehensive prevention efforts. A standing council, the Sexual Violence Prevention Council (SVPC) has been identified as meeting that need. SVPC, which previously reported to the Women's Center, serves as a multi-disciplinary, multi-stakeholder team to oversee the coordination, implementation, and assessment of a comprehensive plan for gender-based-violence-prevention efforts. To address the task-force recommendation, SVPC will be centralized and formalized in 2015-2016 to bring a campus-wide focus and accountability to prevention efforts.

### **Haven Expansion**

Starting in 2014-2015, incoming first-year students were required to complete Haven, an online education module on sexual violence. In 2015-2016, transfer students will also be required to complete the course. The university also plans to evaluate the use of Haven Plus, a module tailored for graduate students.

### **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: best practice investigation techniques, investigation timeliness, and accurate case management.

### **Trauma Informed Training**

Ensuring that a wide array of university personnel are trained in understanding and responding to sexual violence is an essential goal for the 2015-2016 academic year. Together, the Department of Student Affairs, the Virginia Tech Women's Center, and the Department of Human Resources will plan a two-day training to take place in January 2015. The training will focus on trauma reactions to sexual violence. Day one will include a keynote speaker and will be open to a broader audience, with particular emphasis on university leadership. Smaller workshops on day one and two will be attended by faculty and staff responsible for responding to sexual violence on campus and will focus on incorporating the training into our daily work. Our goal is that at all levels, the university's response to sexual violence will be trauma informed and student focused.