



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 summarizes 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 timeliness of our investigation and adjudication processes, there is still more work to be done. As we head in to 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

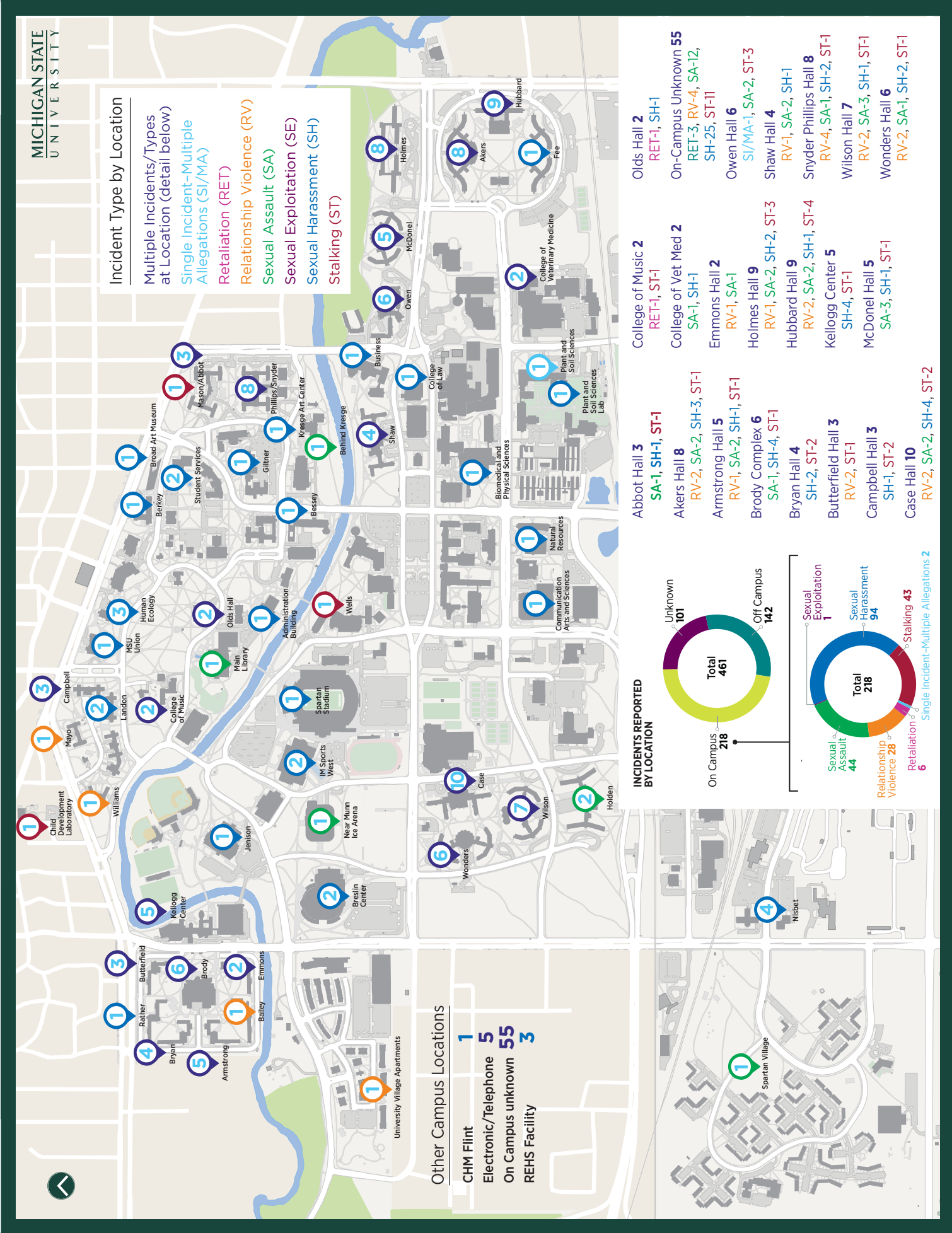
the student conduct process. We will also continue to complete periodic staffing assessments to ensure that we have the resources in place to support the campus community.

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 an online RVSM training program designed specifically for graduate students. Leveraging the past work of campus partners around the 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

RVSM Incidents Reported to OIE by Location (Sexual Harassment, Sexual Exploitation, Sexual Assault, Stalking, Relationship Violence, and Retaliation)



MICHIGAN STATE UNIVERSITY

Jessica Norris
Title IX Coordinator

OFFICE OF INSTITUTIONAL EQUITY

TITLE IX ANNUAL REPORT

2015-2016 Academic Year



OIE IN SUMMARY

12 STAFF (including one fall 2016 hire)
7 INVESTIGATORS Fall 2016
3 INVESTIGATORS Fall 2015

For the 2015-2016 academic year, OIE STAFF FACILITATED 37 IN-PERSON TRAINING PROGRAMS on MSU's Relationship Violence and Sexual Misconduct Policy for employee and student groups on campus.



FOCUS GROUPS AND OFFICE HOURS HELD in spring semester 2016: 11

OIE RVSM Investigations

COMPARISON of total cases:

AY 2015-2016: 461
AY 2014-2015: 201

Average TIME to COMPLETE INVESTIGATIONS 153 days (2014-2015)

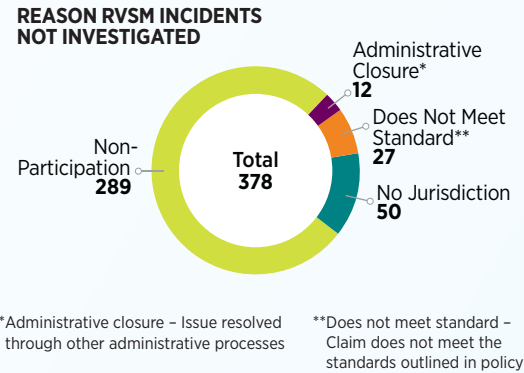
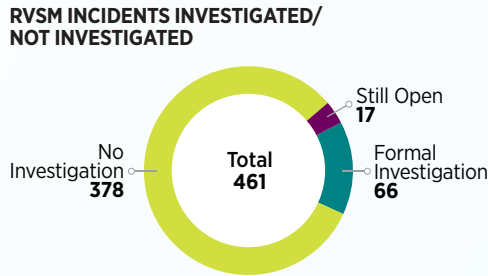
8/16/15 – 3/21/16 (Prior to new model): 104 days

3/22/16 – 8/15/16 (Current model): 78 days*

*Includes cases where timeline was extended for good cause.

Average TIME to complete STUDENT CONDUCT PROCESS:

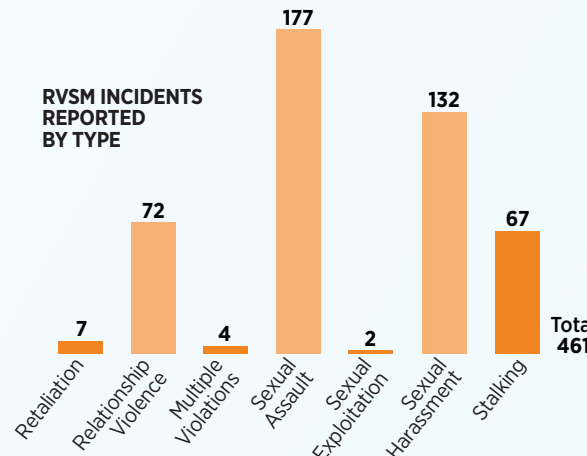
8/16/14 – 8/16/15: 88 days
8/16/15 – 8/15/16: 57 days



FORMAL RVSM INVESTIGATION OUTCOMES



RVSM INCIDENTS REPORTED BY TYPE



MSU TITLE IX PARTNERS IN SUMMARY

Sexual Assault Program



8 STAFF (including one vacant position currently posted) – Fall 2016
Fall 2015: 4 staff

PROGRAMS:



Provided Individual Counseling Services to 165 students totaling 1,241 therapy sessions

Offered:

Seeking Safety Group & Soul Speak Group
fall and winter semester

Healing Through Movement Workshops for survivors (yoga, pilates, and kickboxing)
summer semester

Self Care workshops, weekly
winter and summer semester

CLIENTS SERVED DURING VOCA GRANT (FY 10/1/15 – 6/30/16):

SERVED 426 clients

PROVIDED MEDICAL ADVOCACY



for 92 survivors at Sparrow hospital SANE exams



PROVIDED CRISIS INTERVENTION on 129 Hotline calls

Sexual Assault and Relationship Violence Prevention Program (SARV)



54 PEER EDUCATORS



1 GRADUATE ASSISTANT



1 STAFF

PROGRAMS:

SARV Workshop for all incoming freshman and transfer students, 6,121 attended.

Prevention Program for LGBTQ students 87 STUDENTS IN ATTENDANCE.
Attendance more than doubled from 2011-2015.

Launched:

Greeks Take the Lead Program in spring 2016 - facilitated 31 WORKSHOPS WITH INDIVIDUAL FRATERNITIES AND SORORITIES WITH OVER 900 PARTICIPANTS.

Prevention program for International students in fall 2015 289 STUDENTS ATTENDED.

SANCTION OUTCOMES FOR RVSM VIOLATIONS (CLOSED CASES)*

TYPE	STUDENT				EMPLOYEE		FACULTY		NOT AFFILIATED
	STUDENT PROBATION	STUDENT SUSPENSION	STUDENT SUSPENSION DEFERRED****	STUDENT DISMISSAL	EMPLOYEE DISCIPLINE	EMPLOYEE TERMINATION	FACULTY DISCIPLINE	FACULTY TERMINATION	OTHER***
Relationship Violence				1					
Sexual Assault	1**	6	3	5					
Sexual Harassment	2	1	1		1	1	2	1	1
Stalking	1	2			1	1			
TOTALS	4	9	4	6	2	2	2	1	1

*Excludes cases where disciplinary proceedings are in-process. | **Attempted groping. | ***Respondent not affiliated with MSU. Addressed through other administrative processes.
****Student suspension deferred is a suspension that has been deferred pending completion of other disciplinary sanctions.

MSU Police



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.

PROGRAMS:

SVU provides training and outreach to students, faculty/staff, campus partners and community partners in areas such as mandatory reporting, bystander intervention, and participates in law enforcement panels for training and town hall meetings. SVU ALSO ASSISTS OTHER AREA LAW ENFORCEMENT AGENCIES IN COLLABORATED INVESTIGATIONS AND RESOURCES.

MSU Safe Place

3 FTE PAID STAFF

12 INTERNS

12 VOLUNTEERS

CLIENTS:

Temporarily Emergency SHELTERED 49 22 ADULTS 27 CHILDREN

SUPPORT SERVICES for those not in shelter 101

18,953 TRAINED by our outreach and training efforts

PROGRAMS: 89

45 Resource FAIRS

24 Staff/Professional TRAININGS

3 OTHER

17 General PRESENTATIONS



Office of Institutional Equity
MICHIGAN STATE UNIVERSITY