



INTERPERSONAL VIOLENCE EDUCATION AND INITIATIVES REPORT

2019-2020 ACADEMIC YEAR

Prepared by the Office of the Dean of Students

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ABBREVIATION LIST

- 1 Sexual Assault and Violence Intervention & Prevention**
 - SAVIP

- 2 Equal Opportunity Programs**
 - EOP

- 3 Office of the Dean of Students**
 - DoS

- 4 Office of Student Conduct and Academic Integrity**
 - OSCAI

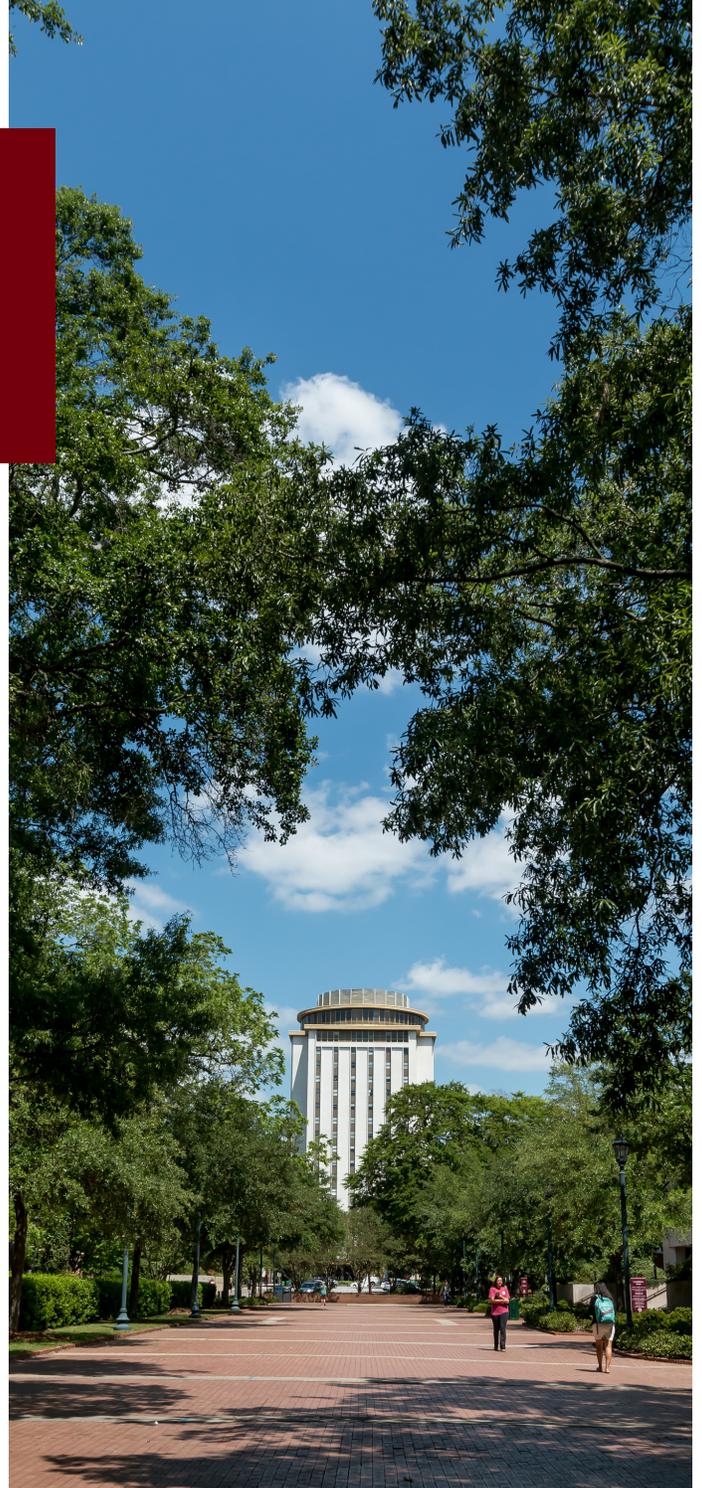
- 5 Substance Abuse Prevention and Education**
 - SAPE

ABOUT

The University of South Carolina is committed to providing a safe and healthy campus environment for all students. Campus and community partner collaborations have focused efforts over the 2019-2020 academic year to evaluate our (1) education and outreach when it comes to interpersonal violence, (2) policies and procedures for the investigation and adjudication process, and (3) an expansion of services and changes due to COVID-19. By evaluating these efforts, we aim to inform community members of outreach activity and develop goals for the upcoming year.

The following units were contacted to provide information for this report:

- Sexual Assault and Violence Intervention and Prevention
- Equal Opportunity Programs
- Athletics
- University Housing
- New Student Orientation
- University 101
- Leadership and Service Center
- Fraternity and Sorority Life
- Office of Student Conduct



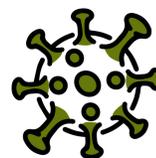
Overview

Interpersonal violence education and programming at the University of South Carolina primarily originates with two offices: SAVIP and EOP. These two departments work with campus partners to create a cross-campus and community-wide effort that addresses sexual assault with students, faculty and staff. SAVIP's programming focuses primarily on prevention and education, offering presentations that include information on healthy relationships and consent, understanding trauma, bystander intervention, interpersonal violence and the LGBTQ community, and trauma-informed language and behavior. SAVIP also educates and provides guidance to people who are responding to a disclosure, so they can learn the most appropriate way to support a survivor. SAVIP partners with SAPE to provide online sexual assault prevention training which is required for all new undergraduate and transfer students.

EOP provides faculty, staff, and students with information, resources, and tools to help identify and address allegations of unlawful discrimination and harassment, including discrimination and harassment prohibited by Title IX, such as sexual misconduct and interpersonal violence.

The overview on the following pages discusses education and outreach activities conducted during the 2019-2020 academic year.

COVID-19 Impact



COVID-19 and the transition to a virtual environment during the Spring and Summer 2020 terms made an impact on university outreach and education initiatives. Units were challenged to engage students, faculty, and staff in a new online learning environment while still producing the desired outcomes for learning objectives. Throughout the report, units provide updates as to how COVID-19 has impacted outreach efforts.

Title IX Regulations

On May 6, 2020, the Department of Education released new Title IX regulations to govern sexual harassment and assault policies on college campuses. The new rules took effect on August 14, 2020. The University of South Carolina's Office of Equal Opportunity Programs created interim guidance documents and published them on their website at sc.edu/eop.

Committees

Sexual Assault Communications Committee

The Sexual Assault Communications Committee was created during the 2014-2015 academic year to ensure a structure was in place to inform the university community of appropriate Title IX-related information concerning sexual assaults, resources and reporting. The committee was reactivated during the Fall 2019 semester to evaluate processes currently in place and make any necessary changes and enhancements to communication related to interpersonal violence resources and activities. Committee members include Athletics, Communications and Public Affairs, EOP, faculty, Human Resources, Student Affairs leadership and the student body president. This committee is currently focused on informing our community about the new regulations and rebranding the stop sexual assault website.

Respondent Resource Committee

This committee consists of trained volunteers on matters of interpersonal violence. Volunteers are assigned to respondents to support them through the investigation and adjudication process.

Sexual Assault Policy Group

The Sexual Assault Policy Group consists of Student Affairs staff, Athletics, USCPD, EOP, and General Counsel. This team of individuals provides oversight and guidance of Title IX compliance activities related to sexual assaults, including oversight of the IPV Work Group. They also review and revise policies related to interpersonal violence.

Interpersonal Violence Work Group

The interpersonal violence (IPV) work group is made up of university representatives from DoS, SAVIP, EOP, OSCAI, University Housing, USC Police Department (USCPD), the Respondent Resource Committee, and the Undergraduate Ombudsman. The committee coordinates the university's response to a Title IX concern as well as ensure proper communication and timeliness of case management and adjudication. The committee also helps provide feedback on policy and the campus environment to implement positive change.

University Office Education Initiatives

2019-2020

Sexual Assault and Violence Intervention & Prevention Office

Overview

Sexual Assault and Violence Intervention & Prevention (SAVIP) coordinated 185 presentations during the 2019-2020 academic year, totaling 5,995 attendees. This is a 14% increase from the previous year, despite COVID-19. These presentations were given for students (156) and faculty, staff, and community partners (29). SAVIP professional and student staff also facilitated 10 tabling events with 498 participants. COVID-19 significantly impacted the number of in-person outreach events held.

Staff Training and Development

The SAVIP office is staffed by an associate director, lead advocate, and two full-time program coordinators. The office also had a part-time victim's advocate until May 2020, after grant funding ended. Additionally, the staff employs graduate assistants and social work interns at the bachelor's and master's level. The office has an extensive training and orientation for all new staff and emphasize professional development for current staff. Selected training programs this year include but not limited to:

- SafeZone Training to Support LGBTQ+ Students
- NASPA Strategies
- SC Higher Education Summit on Substance Use
- Healthy Campus Summit
- SC Attorney General's Office Domestic Violence, Sexual Assault, Stalking and Harassment Training
- Victim Service Provider Certification
- Social Work Field Instructor Training
- Campus Prevention Network
- Various Trainings on New Title IX Regulations

Sexual Assault and Violence Intervention & Prevention Cont.

Presentations and Outreach

SAVIP's main presentations included Healthy Relationships; Communication and Consent; Stand Up Carolina; and How to Support a Survivor. Other presentations/trainings the office offers includes LGBTQ+ and IPV; Intimate Partner Violence Information Session (this can be geared toward specific populations and is presented to all of Student Health Services' staff annually in May); and Trauma 101, which is co-facilitated by Dr. Sarah Wright of Counseling & Psychiatry and Shannon Nix, SAVIP Associate Director. Trauma 101 was created by Dr. Wright; it is a three-series workshop, 90 minutes to two hours per session, and it covers the neurobiology of trauma, reasons trauma is difficult to talk about, and support and coping skills for survivors and support persons of survivors.

SAVIP continues to coordinate multiple events for Relationship Violence Awareness Month (RVAM), National Stalking Awareness Month (NSAM), and Sexual Assault Awareness Month (SAAM).

Responding to Student Trends: Alcohol and Consent

Research was conducted by SAVIP, SAPE, and DOS, to examine student perception on the influence of alcohol on consent. The results portrayed the need for more education to college students on incapacity and sex. A presentation was created and delivered beginning Fall 2019. In January 2020, Shannon Nix, the Associate Director for SAVIP, and Aimee Hourigan, the Director for SAPE presented at the National Association of Student Personnel Administrators (NASPA) Strategies Conference. Their presentation *Drunk Sex? Finding Common Language to Discuss Incapacity with Students*, received positive feedback from student and administrators alike.

Sexual Assault and Violence Intervention & Prevention Cont.

Campus Partner Collaboration

SAVIP collaborated with over 25 campus partner organizations to bring information regarding interpersonal violence to students, faculty, staff and the community. The offices represented are:

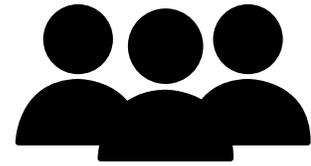
- Academic Programs including:
School of Music, Athletic Training, Criminal Justice, Mechanical Engineering, Exercise Science, Pathways, Rehabilitation Counseling, and Clinical Psychology
- Athletics
- Capstone Scholars
- Dean of Students
- Fraternity and Sorority Life
- International Student Services
- Leadership and Service Center
- Multicultural Student Affairs
- New Student Orientation
- On Your Time Initiatives
- Opportunity Scholars
- University 101
- University Housing
- Study Abroad
- Student Conduct and Academic Integrity
- Student Government Association
- Substance Abuse Prevention and Education
- UofSC Columbia Medical School
- Medical University of South Carolina



COVID-19 Impacts

- SAVIP Associate Director remained in the office during Spring 2020, but all other FTE staff returned in waves beginning in May 2020.
- Advocacy accompaniment for forensic exams were suspended in March 2020 and is expected to remain until Fall 2021.
- SAVIP coordinated in-person response with Housing and USCPD if physical distancing is permitted and staff are comfortable with response.
- Programming moved primarily to a virtual format, although some presentation still delivered in-person. Advocacy services were both virtual and in-person.

Sexual Assault Prevention for Undergraduates



SAVIP partners with SAPE to provide online sexual assault prevention training which is required for all new undergraduate students. New undergraduate students include: first-year students, transfer students, change-of-campus students, Gamecock Gateway students, and international students. Created and hosted by EVERFI and tailored to University of South Carolina students, Sexual Assault Prevention for Undergraduates (SAPU) attempts to change attitudes, perceptions, and behaviors related to healthy relationships, communication, consent, sexual assault, relationship violence, stalking, bystander intervention, and awareness of campus policies and resources. It is designed to exceed requirements for Title IX and the Clery Act.

The invitation to complete the program was sent to all new undergraduate students during the summer of 2019. Students who failed to complete the training had registration holds placed on their accounts and they were not permitted to register for Spring 2020 classes until they completed the training. During the academic year, 8,267 students completed SAPU.



Data Source: EverFi Sexual Assault Prevention for Undergraduates

Equal Opportunity Programs

The Office of Equal Opportunity Programs (EOP) facilitated 29 trainings during the 2019-2020 academic year to a total of 1,049 participants. They also facilitate Title IX training for all new employees. The trainings review:

-  What constitutes unlawful discrimination and harassment
-  How to report unlawful discrimination and harassment
-  Applicable laws and university policies prohibiting unlawful discrimination and harassment.
-  The consequences of not reporting unlawful discrimination and harassment
-  How to support survivors of unlawful discrimination and harassment
-  Understanding the immobilizing impact of trauma associated with being violated
-  Identification and contact information for university officials responsible for addressing reports of unlawful discrimination and harassment
-  The responsibility of students, faculty, and staff members who receive reports of unlawful discrimination or harassment.
-  The consequences for committing acts of unlawful discrimination and harassment

EOP staff also participated in trainings on the new Title IX regulations and facilitated an Interim Title IX policy.

Equal Opportunity Programs Cont.

Campus Partner Highlights

The Office of Equal Opportunity Programs connects with many campus partners during the course of their trainings. This includes:

- UofSC Aiken
- Athletics
- Environmental Health Sciences
- Human Resources- LEAD program
- Psychology
- School of Medicine
- University 101



COVID-19 Impacts

- EOP successfully transition their trainings to an online environment
- All investigations were completed in a virtual environment

Athletics

Athletics works with multiple departments on-campus as well as off-campus partners to address sexual assault and interpersonal violence with student-athletes and staff. All student-athletes and athletic staff are mandated to complete an online training regarding sexual assault, sexual harassment, discrimination, hazing, bullying, consent, bystander accountability, mandatory reporting, Clery Act, Title IX, Title VII and other related topics. Following NCAA suggestions for sexual violence prevention, the athletics department focuses efforts on leadership, collaboration, compliance and accountability, education and student engagement to address sexual violence among student-athletes.

All Student Athletes and Staff



All student athletes and staff were required to complete a comprehensive online training regarding sexual assault, sexual harassment, discrimination, hazing, bullying, consent, bystander accountability, mandatory reporting, Clery Act, Title IX, Title VII and other related topics.

All Student Athletes



Provided an online Student-Athlete Handbook which includes policies and information relevant for them. This includes Title IX and campus partner contact info.



A letter from the head coach to their respective team regarding sexual misconduct, sexual harassment and hazing was posted in each team locker room along with the University's Hazing policy



Each primary sport administrator shared scripted "Sport Administrator Beginning of the Year Talking Points" which included policy information and contact info. A follow up email was sent to provide an electronic version of the information.

New Student Athletes



All new student athletes attended orientation and a training from the Office of Equal Opportunity Programs on key Title IX topics.

Athletics Cont.

Football Team



(C) Scott Cunningham

In addition to the training and information received by all student athletes, the football team received additional education including:

- Training from EOP
- Presentation from Brittany Piper, a survivor of sexual assault
- Presentation from Chief of Police at USCPD

Athletic Staff

Athletic staff receive communication regarding interpersonal violence throughout the year from administration. The staff also received the following trainings/presentations:

- Training from EOP for all graduate assistant athletic trainers
- Presentation from Judy Van Horn, Deputy Athletics for Internal Operations and Risk Management
- Presentation from President Caslen
- Training with Student Conduct, EOP, and USCPD
- Presentation from EOP
- Review of current information/articles regarding Title IX and athletics

The men's and women's swimming and diving teams also received additional training from SAVIP regarding healthy relationships, consent, and bystander intervention.

University Housing



University Housing coordinates training for all staff (professional and graduate) and resident mentors with SAVIP and EOP. All professional staff were required to complete the institutional Title IX and EOP online modules at the beginning of the year. All professional and graduate staff also received two hours of training on interpersonal violence, reporting, and resources. Staff also continually receive supervision and guidance as they respond to incidents of interpersonal violence.

Resident Mentors

Resident mentors received training in crisis response involving an incident of interpersonal violence during their annual IMPACT training. They also participated in about 4 hours of training with campus partners including EOP, Dean of Students, and SAVIP.



University 101

University 101 instructors are faculty and staff at the university and are required to complete trainings regarding Title IX for their employment.

206 University 101 peer leaders received training from SAVIP that included information on sexual assault and their role as mandatory reporter.

SAVIP also facilitated 20 trainings on bystander intervention and 29 trainings regarding healthy relationships, communication, and consent to 29 classes.

- 100% of instructors agreed that the presentations were valuable
- 94% of students found the presentation on bystander intervention valuable
- 97% of students found the health relationships presentation valuable

New Student Orientation



New Student Orientation facilitates information to incoming students about interpersonal violence.

Orientation Leaders

Orientation leaders received their training with a panel of campus partners regarding policies, procedures, resources, and information for incidents of interpersonal violence. Graduate students who work with New Student Orientation also attended the training.

Freshman Students

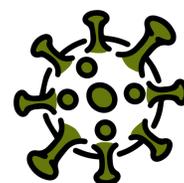
5,929 freshman students attended orientation and discussed interpersonal violence, student conduct, and Title IX during their virtual small group in Blackboard Collaborate.

Transfer Students

1,423 transfer students received this information through their online orientation modules. These modules were developed by the Office of Student Conduct and EOP. Transfer students had to complete the modules in order to attend an advising appointment and register for classes.

Garnet Guide

The Garnet Guide was distributed digitally to all incoming students. This guide includes information about campus partners like SAVIP, EOP, and Student Conduct. The Garnet Guide was reviewed and discussed during small groups.



COVID-19 Impacts

All orientation activities were delivered virtually but staff developed methods to ensure that information was shared and reviewed with students.

Leadership & Service Center

New Training

Last year, the Leadership and Service Center developed a mandatory training for student leaders to renew their organization. This training included information on harassment, discrimination, sexual violence, and reporting/support resources for students.

470 student organizations completed the training

Advisors

Although advisors are no longer required for registered student organizations, many organizations still seek assistance from trained leadership coaches, faculty, and staff at the university who have completed the required education for interpersonal violence reporting and resources.

Student Organizations

Student-led organizations such as Student Survivors for Survivors, One Love Foundation, and Individuals Respecting Identities and Sexualities (IRIS)



also partner with on-campus and off-campus partners to facilitate programming and education among peer groups.

Fraternity & Sorority Life

10 organizations completed Annual Chapter Expectations (ACE) programming that included information on sexual assault, harassment, bystander intervention, and healthy relationships. Two educational offerings were pushed to Spring 2021 due to COVID-19 and include a harm reduction series event on supporting survivors and a larger community event. Additionally, property managers for Greek Village were trained on interpersonal violence response during the previous year as part of their employment.

Office of Student Conduct



Because the Office of Student Conduct responds to Title IX investigations and often address issues of sexual assault, staff participate in training and programming facilitated by community partners. During the 2019-2020 year, professional staff completed 5-7 hours of training facilitated with campus partner organizations like EOP, USCPD, and SAVIP, as well as trainings through the Association for Student Conduct Administration and online webinars.

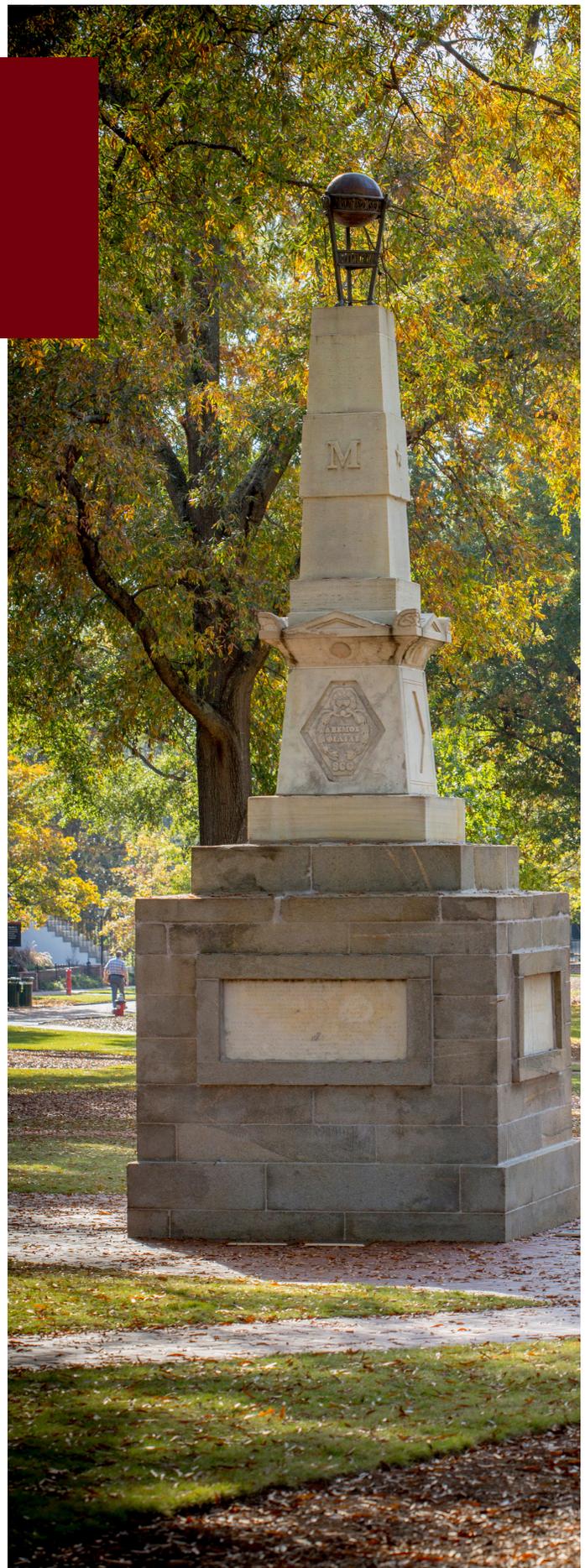
Staff also facilitated 50 presentations for "The Top Five Ways to Get Kicked Out" which mention abusive conduct and interpersonal violence. The office is also involved in presentations if faculty, staff or student groups request information on the adjudication and resolution process.

The Carolina Judicial Council also trained 16 members to adjudicate cases involving interpersonal violence. The online training modules included about 7 hours of training.

Next Steps

In the 2019-2020 academic year, the COVID-19 pandemic and the release of the Federal government's new Title IX regulations challenged university units on the best ways to reach students and conduct education surrounding sexual harassment and interpersonal violence. Although in-person education and outreach was limited over the past year, staff were able to transition into a virtual learning environment and succeeded in expanding training offered to students, faculty, and staff. This document and those data provided herein demonstrate the importance of campus collaborations involving outreach and education related to sexual harassment and interpersonal violence. Goals for the coming year include:

- Continued focus on educating the community on university processes as they relate to changes resulting from the Federal government's new Title IX regulations.
- Monitoring the 2020 presidential election as a change in administration may have a significant impact on Title IX regulations.
- Rebrand the university's stop sexual assault website to make it more user-friendly and clearly articulate policies/procedures.
- Expand partnerships with local support agencies such as Sexual Trauma Services of the Midlands and SCCADVASA to increase supportive services to students and enhance training opportunities for students, faculty, and staff.



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