

Sexual Misconduct and Interpersonal Violence Education and Programming at the University of South Carolina

Campus and community collaborations address the increasing importance of an institution's role in sexual misconduct/interpersonal violence prevention and response

Prepared by the Office of the Dean of Students
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Overview

Sexual assault education and programming at the University of South Carolina originates with two offices: The Sexual Assault Violence Intervention and Prevention Office (SAVIP) and the Office of Equal Opportunity Programs (EOP). These two departments work with campus partners to create a 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, 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 also partners with Substance Abuse Prevention and Education (SAPE) Office 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.

The Office of Equal Opportunity Programs (EOP) provides University of South Carolina faculty, staff, and students 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. EOP's training includes:

- What constitutes unlawful discrimination and harassment
- How to report unlawful discrimination and harassment
- Applicable laws and university policies prohibiting unlawful discrimination and harassment
- How to support victims and 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 address reports of unlawful discrimination and harassment
- The responsibility of students, faculty, and staff members who receive reports of unlawful discrimination or harassment
- The consequences of not reporting unlawful discrimination and harassment
- The consequences for committing acts of unlawful discrimination and harassment

While there has been a focus on sexual assault and interpersonal violence education and prevention for first-year students, training has also been provided to other students by the EOP office. Dr. Carl Wells, the EOP Office Director of Training, has traditionally, on an annual basis, provided live training to student athletes (which ranges from first-year student athletes to graduate student athletes), and to

students in graduate and professional schools. Although accessibility to upper-class students for training is more challenging, departments consulted during the preparation of this document expressed a desire for repetitive messaging and ongoing education for all categories of University of South Carolina student populations. The EOP Office has noted that, since starting the online sexual assault prevention education modules, most, if not all, undergraduates on the Columbia campus have received education on Title IX topics. The overview below discusses education and outreach as it related to the most recent semesters (fall 2017, spring 2018).

Sexual Assault Violence Intervention and Prevention

SAVIP hired a new Program Coordinator in spring 2017, increasing the ability to expand Title IX outreach and programming which resulted in 183 total programs facilitated (presentations, trainings, tabling) during the 2017-2018 academic year. While most outreach was student focused, SAVIP facilitated 25 out of the 183 programs to faculty and staff, including presentations on SAVIP services and reporting obligations to all new university employees.

SAVIP's coordinators collaborated with campus partners including University Housing, Fraternity and Sorority Life, University 101, Student Conduct and Academic Integrity, Athletics, Multicultural Student Affairs, Leadership and Service Center, Substance Abuse Prevention and Education, Study Abroad, New Student Orientation, and Faculty and Staff Orientation. SAVIP's outreach also expanded to community partners like Sexual Trauma Services of the Midlands, Richland County Sexual Assault Response Team, SC Attorney General's Office, SC Criminal Justice Academy, the HIVE community circle, Midlands Technical College, and the South Carolina Coalition Against Domestic Violence and Sexual Assault.

In addition to presenting and working with a variety of groups, SAVIP also arranged education and prevention efforts through campus events, marketing collateral, and social media. The office had 32 tabling events for the year and, during Sexual Assault Awareness Month 2018, SAVIP coordinated tabling opportunities, participated in Walk a Mile in Their Shoes, hosted Denim Day with USCPD, and created the Clothesline Project to help connect students to resources and support survivors.

Some of the office's specific on campus partnerships are discussed in the data below.

SAVIP also partners with Substance Abuse Prevention and Education (SAPE) Office 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, the program titled Haven, 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 from Title IX and the Clery Act. There are several peer reviewed, published studies on the effectiveness of these programs.

The invitation to complete Haven was sent to all new undergraduate students during the summer of 2017. Students who failed to complete the training had registration holds placed on their accounts and they were not permitted to register for 2018 Spring classes until they completed the training. In 2017-2018, 7,284 students completed Haven. In 2017-2018, over 3/4 of students reported that the Haven program helped them identify characteristics of healthy and unhealthy relationships, taught them where to find campus resources, increased confidence in ability to intervene, increased skills to support a survivor, increased understanding of school policies, and provided information about sexual

consent. The company revised the program in the summer of 2018 and changed the name to Sexual Assault Prevention for Undergraduates or SAPU.

Office of Equal Opportunity Programs

During the 2017-2018 academic year, the following training was conducted at the University of South Carolina Columbia Campus by the EOP Office Director of Training and Deputy Title IX Coordinator, Dr. Carl Wells: Fifty-five (55) total in-person training sessions; a list detailing the training sessions is included as Appendix A to this document. Each of the training sessions included a presentation on Title IX related issues, including sexual misconduct. Of the 55 in-person training sessions presented, Fifty-three (53) were provided to faculty/staff and two (2) were provided to student audiences.

In July 2017, before the start of the 2017-2018 academic year, the Office of Equal Opportunity Programs, working with the Study Abroad Office, prepared a protocol/procedure for reporting sexual assaults during study abroad experiences.

In addition to the online training for new undergraduate students provided by SAVIP in conjunction with SAPE, the EOP office offered an online training program titled *Think About It* to all new undergraduate students who matriculated at the USC Columbia Campus during the 2017-2018 academic year. While *Think About It* satisfied a federally-mandated requirement that all new undergraduate students receive online training on discrimination and harassment prohibited by Title VI of the Civil Rights Act of 1964 (based on race, color and national origin), *Think About It* also covered Title IX issues such as sexual misconduct. *Think About It* is an online education program created and hosted by EVERFI and tailored for University of South Carolina students. The invitation to complete the *Think About It* online training was also sent to upper-class students during the 2017 Fall semester and it will also be offered to all upper-class students in the 2019 Spring semester. While currently the federal mandate does not require that the *Think About It* training be offered beyond the 2018-2019 academic year, it is recommended that the *Think About It* training module continue to be offered to upper class students after the 2018-2019 academic year.

It should also be noted that beginning in the 2018 Fall semester, a program was implemented by the EOP Office, titled *Sexual Assault Prevention for Graduate Students* which is offered to graduate and professional students.

In May of 2018, the Office of Equal Opportunity Programs, in conjunction with the Athletics Department, facilitated an executive crisis management exercise focusing on sexual assault. The event was attended by over 60 senior university staff members including the university president.

University Housing

University Housing coordinates training for its staff and resident mentors with SAVIP and EOP. During the 2017-2018 year, staff spent time with SAVIP and EOP to learn how to support survivors, fulfill mandatory reporting requirements, and the investigative process. New Resident Life Coordinators spent an hour with EOP and an hour with SAVIP during the first two weeks of employment to train on sexual misconduct matters. All professional and graduate staff spent an hour with EOP and an hour with SAVIP in July for refresher training for returning staff and training for new graduate staff members. During this training, there was one practical simulation for professional and graduate staff around sexual misconduct.

Resident mentors go through similar training (one hour with EOP and SAVIP) and, this year, had the option to participate in additional informational sessions offered by SAVIP to discuss bystander intervention, LGBTQ and IPV, and trauma-informed language. The general resident mentor training was split between males and females in an effort to address power differentials and facilitate a more open and productive conversation. Although not required, resident mentors can offer repeated exposure opportunities for residents with SAVIP and Housing programming. SAVIP facilitated 3 additional trainings with Housing Student Leaders during the 2017-2018 year.

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. For students, each team (there are currently 21) was required to attend a session with SAVIP to discuss types of interpersonal violence, bystander intervention, and survivor resources. Incoming freshman and transfer student athletes are also required to take SPTE 490 which uses an entire class session and partners with SAVIP to educate athletes on Title IX issues including sexual assault, sexual harassment, consent, hazing, discrimination, bystander responsibility, retaliation, reporting an incident and other relevant information. All athletes also attended a mandatory presentation from Nevin Caple and Dr. Eric Lueshen from the LGBT SportSafe Inclusion Program. The football team participated in presentations from The Office of Student Conduct, ESPN Sportscaster Rachel Baribeau, and the Office of Equal Opportunity Programs, receiving the most education efforts of any team in the department (about six hours of education vs the two that other athletes formally received).

Exit interviews are conducted by the Athletics Director, the Faculty Athletics Representative and sport administrators with most departing student-athletes after they complete their eligibility. This includes review of a comprehensive survey that asks the students about their perceptions related to Title IX issues. Title IX concerns are forwarded to Judy Van Horn, Executive Associate Athletics Director for Sport and Risk Management to make necessary changes or to discuss incidents with EOP.

During the 2017-2018 academic year, Judy Van Horn engaged student athlete representatives and coaches in the outreach efforts. In response to the Dr. Larry Nassar case at Michigan State University, John Kasik, Associate Athletics Director for Sports Medicine, and Judy Van Horn, met with the Student-Athlete Advisory Committee, comprised of student leaders from each team. Kasik shared the medical standard of care that is provided by Athletics and invited students to ask questions and provide feedback. As a follow-up to the SAAC meeting, Chris Rogers, Senior Associate Athletics Director for Administration, emailed all student-athletes with a copy to sport administrators and key administrative staff, a reminder for them to report any concerns. A listing of the applicable sport administrator and their cell phone number was included.

Each primary sport administrator shared scripted “Sport Administrator Beginning of the Year Talking Points” with their respective sports, including cheerleading and dance. The purpose was to set a tone regarding behavior expectations including NCAA rules, University policy, local/state/federal laws, respect for others, hazing, discrimination, hostile learning environment, sexual harassment, “Who to Call” information for various University resources, and Athletics Department grievance process for athletically-related issues.

Education and outreach for staff was similar to programming for students but focused specifically on their roles as coaches (about two hours of formal training/education). Athletics Director, Ray Tanner, and Judy Van Horn continue to play a large role in addressing staff requirements and used EOP as a frequent resource for education on reporting and investigating a sexual assault. Throughout the year, Tanner, Van Horn and Kasik formally addressed topics of sexual misconduct/interpersonal violence

and provided resources to staff 7 times while also continuously circulating articles on incidents throughout the year. Additionally, in May 2018 athletic staff were part of the 65 university staff members who attended an executive crisis communication exercise involving a fictitious sexual assault scenario, including staff from Athletics, the Office of General Counsel, law enforcement, Human Resources, EOP, SAVIP, Office of Student Conduct, and other student affairs professionals.

Collateral such as the Student-Athlete Handbook are given to all students and letters from head coaches are posted in the locker rooms, which discuss policies, reporting, and resources.

University 101

University 101 uses SAVIP and their peer leader program to facilitate presentations to U101 classes. SAVIP presented to 39 out of 250 U101 sections during the 2017-2018 year. Stand Up Carolina (bystander intervention program) was presented to 20 classes, which is about 8 percent of all total sections. Healthy Relationships, Communication and Consent was presented to 19 classes, which is about 7.9 percent of sections. The presentations have fairly good evaluation scores (4.5-4.61 on a 5 point scale) that indicate their value and appeal to students.

University 101 Peer Leaders are also educated on sexual assault, as well as their role as a mandatory reporter. Previously, this 30-minute program was presented to new Peer Leaders during EDLP 520, but SAVIP moved the training to a 17-minute online video which was sent to all sections of EDLP, totaling 183 students. After the video was distributed, SAVIP staff visited the classrooms for a 15 minute Q&A session with the peer leaders.

During summer 2017 at the Building Connections Conference (required for all U101 instructors), Carl Wells led a one hour training as a plenary address. Title IX specific training was not included in new faculty training during the summer of 2018, however, instructors were provided a referral matrix which gave information on reporting and resources for these matters. Dr. Sarah Wright, Clinical Psychologist and Coordinator of Human Sexuality Services, and Shannon Nix, Associate Director of Sexual Assault and Violence Intervention & Prevention, also led a one-hour session on trauma-informed responses, as an introduction to the Trauma 101 workshop. Instructors receive no other formal training/education but instead, are able to develop their knowledge and supportive skillset during community partner presentations and outreach delivered to their students and peer leaders.

Fraternity and Sorority Life

Historically, the Office of Fraternity and Sorority Life (FSL) has not spearheaded sexual assault education and programming efforts other than giving presentations at recruitment and to property managers. Instead, chapter presidents and executive team members chose to facilitate sexual assault education at their discretion. SAVIP partnered with 12 out of 47 chapters to present on topics regarding sexual assault, bystander intervention and relationship violence.

In fall 2018, FSL added Tad Derrick, Assistant Director of Harm Reduction and Compliance, to begin a new policy that requires chapters to have programming around sexual assault. The details and date to when this new policy would apply has not been determined yet.

Leadership and Service Center

The Leadership and Service Center's momentum series creates an environment where thought-provoking campus leaders can discuss difficult issues that face students and the university as a whole. In 2017-2018, activities and topics of discussions included: a solo theatre performance highlighting

how victims of sexual misconduct and interpersonal violence navigate the legal systems, a candlelight vigil honoring survivors of sexual violence (which SAVIP spoke at), a self-defense class, and a bystander workshop. All of these efforts were student lead. Organization leaders continue to rely on SAVIP for programming and presentations at their meetings, but it is not a requirement.

New Student Orientation

During the 2017-2018 year, New Student Orientation had 5,870 freshman students and 1,573 transfer students attend orientation. These students all received a "Garnet Guide" which outlined university information and resources available to them. Of these resources, SAVIP and EOP were included with information regarding sexual assault. Parents and guardians received the guide as well and were also educated on resources available to students.

In addition to this booklet, New Student Orientation performed a skit that included information on sexual assault, what to do, and how to support a survivor. The skit was performed 13 times throughout the summer for each Freshman Summer Orientation Session. New Student Orientation partnered with Jason Halterman in SAVIP to help rewrite the scene that discussed sexual assault. Additionally, EOP and the Office of Student Conduct provided handouts that Orientation Leaders shared with incoming students while debriefing the skits in small groups.

Orientation leaders also received training on sexual misconduct/interpersonal violence matters which included: 1.5 hours with EOP during spring training, 1 hour with OSC during intensive training, and 1 hour with SAVIP during intensive training. New Student Orientation also facilitated training curriculum during spring and intensive trainings with Orientation Leaders about supporting first-year students. While not directly related, this developed Orientation Leaders' skills in engaging with and supporting those students through a variety of challenges and situations.

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 2017-2018 year, professional staff participated in roughly 16 hours of training facilitated with campus partner organizations like EOP, USCPD, and SAVIP, as well as participating in trainings through the Association for Student Conduct Administration and online webinars.

Graduate assistants participated in approximately 11 hours of training facilitated through the Office of Student Conduct during onboarding and multiple trainings throughout the year such as the Carolina Judicial Council, group supervision and professional development opportunities.

It is also important to note that the Carolina Judicial Council, housed in the Office of Student Conduct, has a Title IX training process (6 hours in the fall and 3 hours in the spring) for members to be able to participate in Title IX hearings. This is in addition to the 12 hours of training new student members receive, and the 3 hours new faculty and staff members receive upon joining.

Erin Kitchell, the Title IX Liaison for the Office of Student Conduct also participated in 18 hours of additional training at ComplianceU, a comprehensive, educationally designed and sequenced continuing education resource focused upon compliance. Her knowledge regarding sexual misconduct are shared with the other members of the office and community partners who also address this type of behavior.

APPENDIX A

2017 - 2018 TRAINING. Conducted by EOP on the Columbia Campus

	<u>Date</u>	<u>Training.</u>	<u>No. of Att.</u>	<u>Faculty/Staff (F/S);Student</u>
1	8/17/2017	Illegal Harass. & Discr.	110	1st Year Phar. Students
2	8/21/2017	Anti-Harass./Anti-Discr. Trng.	72	Students
3	9/8/2017	Anti-Harass./Anti-Discr. Trng.	18	F/S
4	10/10/2017	Anti-Harass./Anti-Discr. Trng.	20	F/S
5	9/12/2017	Anti-Harass./Anti-Discr. Trng.	12	F/S
6	9/21/2017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	27	F/S
7	9/26/2017	Anti-Harass./Anti-Discr. Trng.	28	F/S
8	10/20/017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	71	F/S
9	10/24/2017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	63	F/S
10	10/26/2017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	58	F/S
11	11/2/2017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	48	F/S
12	11/3/2017	Anti-Harass./Anti-Discr. Trng.	18	F/S
13	11/9/2017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	61	F/S
14	11/9/2017	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	45	F/S
15	12/7/2017	Anti-Harass./Anti-Discr. Trng.	20	F/S

16	12/8/2017	Anti-Harass./Anti-Discr. Trng.	11	F/S
17	1/4/2018	Anti-Harass./Anti-Discr. Trng.	24	F/S
18	1/17/2018	Anti-Harass./Anti-Discr. Trng.	13	F/S
19	1/22/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	13	F/S
20	1/24/2018	Anti-Harass./Anti-Discr. Trng.	8	F/S
21	2/1/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	31	F/S
22	2/8/2018	Sexual Harass Recog. & Prevention	21	F/S
23	2/16/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	16	F/S
24	3/8/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	13	F/S
25	3/20/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	14	F/S
26	3/27/2018	Orientation Leader Trng.	53	F/S
27	3/27/2018	Sexual Harass. Recog. & Prevention	21	F/S
28	3/29/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	23	F/S
29	4/1/2018	Title IX Trng.	1	F/S
30	4/12/2018	Title IX Trng.	1	F/S
31	4/15/2018	Title IX Trng.	1	F/S
32	4/16/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	8	F/S
33	4/19/2018	Sexual Harass. Recog. & Prevention	24	F/S
34	4/20/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	9	F/S
35	4/24/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	12	F/S

36	5/3/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	14	F/S
37	5/4/2018	Title IX Trng.	23	F/S
38	5/8/2018	Title IX Trng.	1	F/S
39	5/15/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	18	F/S
40	5/16/2018	Title IX Trng.	1	F/S
41	5/22/2018	Sexual Harass. Recog. & Prevention	21	F/S
42	5/31/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	6	F/S
43	6/7/2018	Sexual Harass. Recog. & Prevention	22	F/S
44	6/11/2018	Title IX Trng.	1	F/S
45	6/13/2018	How To File a Complaint	223	F/S
46	6/13/2018	Mand. Reporter	218	F/S
47	6/21/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	7	F/S
48	6/25/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	13	F/S
49	6/28/2018	Title IX Trng.	5	F/S
50	6/30/2018	Title IX Trng.	1	F/S
51	7/9/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	18	F/S
52	7/12/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	3	F/S
53	7/20/2018	Title IX Trng.	1	F/S
54	7/26/2018	Unmuted: Mand. Illegal Discr. Trng. Prog. for Fac. & Staff	16	F/S
55	7/30/2018	Title IX Trng.	35	F/S

Faculty/Staff Sessions	53
Student Sessions	2
Total Faculty/Staff Trained	1453
Total Students Trained	182
Total Number of Attendees	1635