

Salisbury University

# Sexual Misconduct Compliance Initiatives

As of December 1, 2015

Compiled by the Office of Institutional Equity: Fair Practices, Diversity and Inclusion

Humberto Aristizábal

*Associate Vice President of Institutional Equity and Title IX Coordinator*

*The previous version of this document reported on compliance initiatives as of January 27, 2015.*

## I. Title IX Comp

B. The Student Code of Conduct, Policies and Procedures 2015-2016 was revised most recently in August 2015 to include:

1. Reference and link to both the *Policy Prohibiting Sexual Misconduct and Other Sex- and Gender-Based Discrimination* and the *Procedure for Investigating and Adjudicating Complaints of Sexual Misconduct and Other Sex- and Gender-Based Discrimination Against a Student*;
2. Description of the prohibited behavior;
3. Contact information for the University's Title IX Coordinator; and
4. The University's Title IX Statement.

C. The Fair Practices investigation process was formalized with the development of the implementation of the Sexual Harassment Complaint Form, Complainant's Advice and Choice of Resolution Option Form, Internal Fair Practices Complaint Intake Form, questionnaires, and fair practices investigation logs.

## V. Clery Act Compliance

A. On August 14, 2014, members of the Title IX Team met with the Command Staff of the Salisbury University Police Department to address changes in the requirements of Clery report for 2014 required under the Violence Against Women Reauthorization Act (VAWA).

## VI. MOU with Local Law Enforcement and Rape Crisis Program

A. On August 13, 2014, a meeting with the Wicomico County State's Attorney's Office was convened to discuss a partnership between the University and the State's Attorney's Office. The main objectives were to improve communication in cases of Sexual Violence and to develop MOUs with local law enforcement agencies. An Assistant State's Attorney was designated as the liaison with the University. A second meeting was held on January 24, 2015, and a follow-up meeting with the designee is forthcoming.

B. A meeting with the Director of the Life Crisis Center was convened to discuss a partnership between the University and this rape crisis program, which provides services to Wicomico County and surrounding jurisdictions (i.e., Worcester and Somerset counties). A draft of the MOU was submitted to the Office of the Attorney General for legal review.

## VII. Amnesty Policy for Students

A. The University's Amnesty Policy has been broadened to reflect the requirements of HB 571 and USM Policy. It is no longer narrowly defined as a *Medical Amnesty Policy*, and it clearly states its applicability to students serving as witnesses in matter covered under the Policy.

## VIII. Training

### A. Prevention and Awareness Training Programs

1. On September 2, 2015, the OIE launched the following mandatory online training programs for all current employees (faculty, staff and student employees):
  - a) *Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Faculty and Staff*
  - b) *EEO Laws and Discrimination Prevention for Higher Education*

2) ~~Q1470187 A~~

2. The Title IX Coordinator is currently completing the online course “The Fundamentals of Clery Act Compliance for Campus Counsel and Administrators.”
3. The Title IX Coordinator provided training to fair practices/Title IX investigators, including members of the former student disciplinary board, no longer active, and the Salisbury University Police Department.
4. Six staff members attended a two-day Title IX Investigator Training offered by ATIXA:
  - a) *Associate Provost/Deputy Title IX Coordinator;*
  - b) *General Counsel;*
  - c) *Salisbury University Police Detective;*
  - d) *Complaint Resolution and Compliance Specialist;*
  - e) *Fair Practices Coordinator; and*
  - f) *Diversity and Inclusion Specialist*
5. The following staff members have completed the eight-week Title IX Coordinator course offered by NACUA:
  - a) *University President;*
  - b) *Provost and Senior Vice President for Academic Affairs;*
  - c) *Vice President of Administration and Finance;*
  - d) *Vice President of Advancement and External Affairs;*
  - e) *Vice President of Student Affairs;*
  - f) *Chief of Staff;*
  - g) *Deputy Chief of Staff, Director of Government and Community Relations;*
  - h) *Associate Provost;*
  - i) *Associate Vice President of Human Resources;*
  - j) *Associate Vice President of Institutional Equity;*
  - k) *Associate Vice President of Student Affairs;*
  - l) *General Counsel;*
  - m) *Chief of Police;*
  - n) *Assistant Vice President of Student Affairs/  
Dean of Students;*
  - o) *Assistant Dean of Students;*
  - p) *Dean of Fulton School of Liberal Arts;*
  - q) *Dean of Henson School of Science and Technology;*
  - r) *Dean of Perdue School of Business;*
  - s) *Dean of Seidel School of Education and Professional Studies;*
  - t) *Dean of Graduate Studies and Research;*
  - u) *Dean of Libraries and Instructional Resources;*
  - v) *Director of Athletics*