



Response to the Recommendations of the Students' Association Task Force to Review Sexual  
Misconduct Policy  
April 24, 2018

### **Overall**

1. We agree that information about offices that provide support for victims of sexual misconduct could be shifted to the front of the Student Sexual Misconduct Policy. While we already include this information later in the document and it is prominently displayed on the sexual misconduct website, we do see the value in including this information at the front of the document. This change can be made in the next iteration of the policy. Morgan Levy and her group will take the lead on this and it will be in place by fall 2018.
2. We agree to conduct periodic reviews of student knowledge related to sexual misconduct policy and will use the findings to improve access to policies as appropriate. Morgan Levy will take the lead on this item and in consultation, will identify the best process for this review. The review process will be developed by the end of the fall 2018 semester.
3. We have recently published a flowchart on the Respect website. We will distribute this more widely after it is updated, including at orientation. Morgan Levy's office will coordinate this and it will be in place by fall 2018.

### **Amnesty**

1. The medical amnesty policy as stated in the student sexual misconduct policy utilizes language required by NYS Education Law Article 129-B §6442(1) "Policy for alcohol and/or drug amnesty". The law requires the exact language included in the policy. While we don't have much leeway with the required language, we can add another clarifying sentence after the required sentence. Morgan Levy and her group will take the lead on this update. This will be in place by fall 2018.

### **Complicity**

1. We are open to making changes but have noted that our language seems stronger than the provided University of Connecticut example. The College will review this policy and consider a revision of the policy. Deans Runner and Burns will take the lead on this review and will include students in the process. The review will take place over the summer and will be concluded by the start of the fall 2018 semester.
2. On the recommendation about group complicity policy, we agree to work on clarifying the language and incorporating examples of complicity for sexual misconduct. We also agree to include likely outcomes for violating the policy. As this policy is part of the University code of conduct, Dean Burns, Kyle Orton and the Office of Counsel work on

this revision in consultation with students. This review will be complete by the end of the fall 2018 semester.

### **Training**

1. We agree to conduct a review of training received by undergraduate students. The Title IX Office is hiring an Assistant Director for Programing and Outreach (the position will begin July 1) who will be responsible for assessing the effectiveness of all training programs and will partner with undergraduate students to review the current training offerings. Many of the topics listed as suggested trainings are covered multiple times throughout any given academic year via both online and in person offerings (see the attached document outlining all of the 2016-2017 trainings provided).

This review will begin in the 2018 fall semester and should be concluded by the start of the spring 2019 semester. Moving forward, reviews will continue to be conducted annually at regular safety meetings, with students included. Morgan Levy's office will take the lead on the requested reviews.

2. If we are to offer a mandatory course for first year students, we think it should be expanded beyond the topic of sexual misconduct to include other issues critical to ensuring a safe and healthy culture on our campus. Other possible topics could include discussions around topics of diversity (ability, race, gender, implicit bias, etc.), mental and physical health, academic support and time management.

This course for undergraduates is a matter for the College Curriculum Committee to consider. It should be noted that adding a required course is a complicated matter. Dean Runner will work with the College Curriculum Committee and will take the lead on this recommendation. This work will occur in the 2018 fall semester.

3. Training for D'Lions and Freshman Fellows can be added. Dean Runner will work with Laurel Contomanolis in Residential Life to extend the appropriate training, with the goal of having this in place starting in August 2018.

### **Interim Measures**

1. We can repeat the information about Active Avoidance Orders in the student sexual misconduct policy portion of the overall standards of student conduct. We can also include a statement that indicates that University will not require a student who moves from one residence hall room to another residence hall to incur an increase in fees without agreeing to the change for changes implemented as part of an accommodation for a title IX complaint. Morgan Levy, in consultation with Dean Burns and Laurel Contomanolis will make the proposed revisions. This will be in place by the start of the fall 2018 semester.
2. We will look into this issue and will make updates as needed. Generally, students can utilize UHS and UCC as well as RESTORE and other community partner resources at no

cost. Morgan Levy's group will take the lead on this review and will consult with students. This will be in place by the start of the fall 2018 semester.

### **Intimate Relationships**

The nature of the Intimate Relationships policy is complex and raises important issues that need to be addressed at the University level. The Faculty Senate has been working on revisions to the policy as it pertains to faculty/student relationships, but it will be important to clarify what already exists, how information on the policy is shared with students, and what happens when someone violates the policy.

We will appoint a committee comprised of students and administrators from across the University to review and make recommendations on this University policy. This committee will conduct its work in the fall 2018 semester. Specific comments are included below.

1. We can include a statement in the Student Sexual Misconduct Policy that makes clear students are protected from sexual harassment at the hands of anyone affiliated with the University, including their professors, employers, or students in positions of power (such as student teaching assistants, student supervisors). Morgan Levy's group will take the lead on this revision.
2. The development of a process for students to disclose relationships in incidents of academic authority will require quite a bit more thought. The identified committee will make recommendations on the development of a process.
3. We can add some examples to the Student Sexual Misconduct Policy to articulate this concept further. Morgan Levy will take the lead on this initiative.
4. The intimate relations policy is complex and is not explicitly student misconduct. The identified committee will review the policy and the channels through which it is communicated.
5. We agree that a comprehensive review of standards and expectations regarding staff-undergraduate relationships is warranted, and in addition believe perhaps it should be expanded to include graduate students as well. The identified committee will conduct the review.
6. We will ask the identified committee to make recommendations on adopting a policy that requires teaching assistants to read and sign a document discussing the implications of the academic authority inherent to their position.
7. We will ask the identified committee to consider and make recommendations about disclosure of relationships with those who have academic authority.
8. This seems like a good general practice that would need to be considered and supported by our faculty.
9. We will ask the identified committee to review and make recommendations about how to make Intimate Relations policies accessible for all members of the University community.

### **Regular Review of the Policy**

1. We agree that the policies related to student sexual misconduct should be regularly reviewed. We would also like to expand to include graduate students as well. Morgan Levy's group will take the lead on establishing a plan for this regular review. This plan will be in place by the start of the spring 2019 semester.