



Recent Steps Taken To Improve Our Title IX Process: We Have Miles To Go

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Training

- At least 3-4 times a year, Title IX Office professional staff attend conferences to learn about best practices and updates on innovations and case law, and to participate in discussions about ways the Title IX process can be improved.
- Title IX Office professional staff meet quarterly with a group of Title IX coordinators across the St. Louis region to share ideas and resources, and to talk about challenges and new ways of addressing them. (Jessica Kennedy created this group when she first came to the university in 2014.)
- In addition, Title IX Office professional staff regularly (usually monthly) participate in webinars and other interactive educational opportunities.
- The Title IX Office facilitated two training sessions during the spring 2018 semester for USAIB investigators and Title IX Office staff, focused on trauma-informed investigation.
- As part of the university's regular orientation for new faculty and staff, the Title IX Office regularly provides training sessions on our Title IX process and related topics.
- Since 2015, all first-year undergraduate students have been required to complete an online course related to sexual violence and sexual misconduct prevention, and healthy relationships. Graduate and professional students have been required to complete the course since 2017.
- All members of the University Sexual Assault Investigation Board (USAIB) receive extensive training throughout the academic year. These annual and monthly sessions focus on such topics as trauma and trauma-informed practices in investigations; how to question parties; how to question witnesses; the role alcohol and drugs play in sexual assault; the USAIB process; and prevention efforts at the university.

Increased staff and resources

RSVP

- Support services are available for students through the Title IX Office and the [Relationship and Sexual Violence Prevention \(RSVP\) Center](#). The center was established in 2015 and offers direct, confidential services including 24/7 response services, crisis intervention, counseling.
- RSVP has added three staff members in the past two years, including a prevention specialist, an administrative assistant and a counselor specializing in working with LGBTQIA and marginalized students.

TITLE IX OFFICE

- In May 2017, the university has added to the Title IX office staff an assistant director and associate Title IX coordinator. In addition to assisting with the office's mission to provide thorough, equitable and timely investigations into all Title IX complaints, this the assistant director supports education and prevention strategies related to sex discrimination, sexual harassment and sexual assault.
- The Title IX Office has hired an administrative assistant who begins work this month. This person will assist with streamlining administrative components of the process, which will help investigations to proceed in a more efficient, timely manner.

Increased transparency in process

- Information was added last fall to the [Title IX website](#), making available publicly the number of cases handled and outcomes of investigations. Information about the length of time it takes to complete investigations and the types of sanctions imposed will be added soon.

How many matters has the USAIB investigated?

The USAIB process was put into place in January of 2013. From January 2013 to July 2017, 39 investigations have been initiated and 37 have been decided by the USAIB. (Two investigations were halted by the withdrawal of the complaint by the Complainant.) Of those 37 decisions, 22 found the Respondent responsible, while 15 did not.

Decisions by year and outcome

	# of investigations	Responsible	Not Responsible	Withdrawn
Spr. 2013	3	3		
2013-14	6	3	3	
2014-15	5	3	2	
2015-16	12	7	4	1
2016-17	13	6	6	1

Oversight of reporting process and incorporation of student feedback

- The Title IX Office and RSVP Center hosted a number of listening sessions at the start of the 2017-18 academic year. These provided an opportunity for students to share feedback directly with university leaders, including the provost, vice chancellor for student affairs, Title IX Coordinator and RSVP Center director. Students also were invited to participate in listening sessions during the spring 2018 semester, resulting in additional small group conversations with university leadership.
- The Title IX Office frequently seeks input on ways to improve the process, through a variety of channels. One example is its participation in ongoing research in the university's Institute for Public Health, through its [Relationship and Sexual Violence Assessment Initiative](#). By partnering with faculty researchers, the Title IX Office is seeking scientific data that will help assess the effectiveness of the process, and determine how best to get feedback from those who have been part of it.