

2017 Dartmouth Sexual Misconduct Survey

Action Plan

Introduction:

The rates of all forms of sexual violence at Dartmouth, like institutions across the country, are too high. Sexual violence is antithetical to a community of learning, development, and care. We remain committed to taking actions on our campus that move us closer to ending violence and that support the members of our community. Since the 2015 AAU Survey, we have taken a wide range of steps in three distinct areas: (1) preventing sexual violence; (2) supporting survivors of sexual violence; and (3) increasing communication and transparency. There is still more work to do. We have compiled a brief summary of completed work to date and action items that we intend to pursue.

Preventing Sexual Violence:

Work to Date:

- Expanded College staff dedicated to prevention work
 - Shifted two positions within the Student Wellness Center to focus exclusively on prevention (Associate Director; Program Manager of the Dartmouth Bystander Initiative)
 - Created one full-time, one half-time, and one temporary full-time positions within the Student Wellness Center focused mostly or exclusively on prevention (Healthy Relationships and Sexual Health Specialist; Assessment and Program Evaluation Coordinator; Sexual Violence Prevention Project Assistant)
- In January 2015, President Hanlon announced the development of the Sexual Violence Prevention Project (SVPP), a comprehensive, four-year prevention and education experience that aims to reduce sexual assault, dating violence, stalking and harassment
 - From winter 2015 through summer 2016, SVPP researched evidence-based interventions and prevention practices, explored curriculum and strategies at other institutions, constructed a logic model to guide work and evaluate efficacy, and designed a multi-year implementation plan to provide multiple educational experiences to all students every year
 - From fall 2016 through summer 2017, SVPP piloted programs, particularly first-year programs, with the Class of 2020
 - Starting fall 2017, SVPP began a soft launch with programming for the Class of 2021
 - For more information about SVPP: dartgo.org/svpp
- Hosted the first Week of Action during Sexual Assault Awareness Month in April 2017, where over 200 students pledged to take proactive action to create a culture where bystander intervention is encouraged and sexual violence is not tolerated
- Between spring 2015 and fall 2017, the Dartmouth Bystander Initiative (DBI) expanded and created multiple new programs, achieving its highest rates of student participation during the 2016-2017 academic year with 2,781 student interactions across 73 programs
- Coordinated with each of the graduate schools to deliver an annual comprehensive Title IX training during fall orientation.

- Appointed a team of Deputy Title IX Coordinators. Each Deputy Title IX Coordinator is uniquely positioned to respond to the needs of a specific population, including each of Dartmouth's graduate schools. They also assist in creation and implementation of education and prevention programs, increasing knowledge and awareness for both graduate students as well as staff and faculty

Action Items:

- Expand prevention programming for students beyond the first-year residential experience, athletics, and Greek houses (where the majority of our current programming efforts are focused)
- Per the 2016 [Action Plan for Inclusive Excellence](#), develop an undergraduate requirement on human difference
 - *Rationale:* A crucial step in decreasing sexual violence is equipping students with a strong understanding of societal factors that are the root causes of violence (e.g. racism, sexism, homophobia, transphobia, etc.) and an ability to critically analyze these issues.

Supporting Survivors of Sexual Violence:

Work to Date:

- Differentiated between private and confidential resources to align with national guidance, reduce confusion, and increase student connection to resources
- Expanded the confidential resources available to the community
 - Signed a Memorandum of Understanding with [WISE](#) to increase the visibility and accessibility of WISE as a resource, including the hiring of a WISE Campus Advocate
 - Dedicated a Counseling and Human Development (CHD) counselor position to specialize in sexual violence and trauma
- Created two full-time positions within the Title IX Office (Title IX Coordinator and Program Coordinator) to increase timeliness of response to disclosures and increase the office's ability to serve students, staff, and faculty across campus
- Created a program for first-year students about private and confidential resources, which was piloted with the Class of 2020 in winter 2017 and fully launched in fall 2017, reaching approximately 750 students from the Class of 2021
- Improved faculty and staff training regarding supporting survivors. Beginning fall 2017, *Strengthening our Response to Sexual Violence* is offered to faculty and staff each term. A collaboration between the Title IX Office, Counseling & Human Development, and WISE, this program goes beyond staff and faculty reporting responsibilities to build skills for supporting students who have disclosed incidents of sexual violence.
- Collaboration between the Title IX Office and Residential Housing to ensure that students who have reported an incident of sexual violence to the Title IX Office can choose to not share residential space with the person(s) they reported, regardless of whether the student has or will pursue a judicial process

Action Items:

- Continue to expand training offerings for faculty and staff, both in-person and online.
- Compile and disseminate easily accessible information to students about the reporting process
- Increase knowledge and utilization of WISE as a campus resource

- *Rationale:* Students who utilized WISE reported some of the most positive and helpful interaction on average compared to students who contacted other resources. Increasing visibility of WISE’s services will likely result in more students feeling supported after experiences of violence.
- Per the [2015 recommendation from the Student and Presidential Committee on Sexual Assault](#), create avenues for feedback, including anonymously, in order to continue to improve student experiences with resources and judicial processes.

Increasing Communication and Transparency:

Work to date:

- Created three websites to centralize and publicize information on sexual violence prevention, policy, and response
 - Sexual Respect (<http://www.dartmouth.edu/sexualrespect/>) - includes all policies, definitions, resources, and processes pertaining to sexual misconduct at the College
 - Consent (<http://www.dartmouth.edu/consent/>) - examples and helpful information on the definition of consent and how to communicate with a partner, including the impact of alcohol and other drug use on the ability to communicate and receive consent
 - Sexual Violence Prevention Project (dartgo.org/svpp) - overview of the prevention efforts for undergraduate students, including a detailed timeline of work to date
- In fall 2017, the Sexual Violence Prevention Project (SVPP) hired a Student Advisory Board, comprised of 19 undergraduate students from across campus, to assist in the implementation of SVPP using design thinking methodologies
- Beginning fall 2017, the Title IX Coordinator became an advisor for the Student and Presidential Committee on Sexual Assault (SPCSA) to increase communication and accountability as the two work together to implement SPCSA’s annual recommendations
- Posted all of the results of the sexual misconduct survey data publicly, following standards to protect respondents’ confidentiality

Action Items:

- Create brief and engaging informational videos to make complex policy and processes more easily accessible to community members
 - *Rationale:* Though information is already available online through the Sexual Respect website, many students have given feedback that it is not as simple and accessible as it could or should be.
- Host a town hall at least twice a year to update the community about changes to sexual violence prevention, policy, and response at the College
- Improve dissemination of aggregate numbers of sexual misconduct cases and their outcomes to the Dartmouth community through the Office of Judicial Affairs’ annual report
- Continue to post and publicize additional data online in a centralized location