

Office of the
Sexual Misconduct
Response Coordinator

2017

Annual Report



THE UNIVERSITY OF IOWA

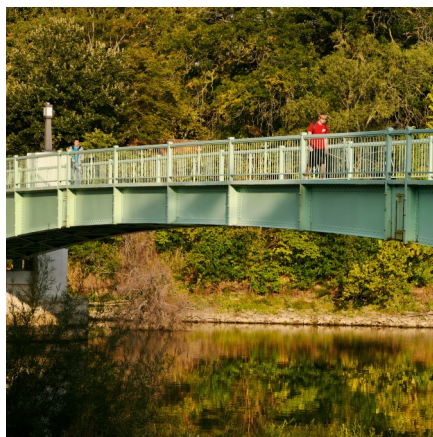
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For many years, our campus community has been at the forefront, striving to reach new audiences, transform social norms, and implement innovative responses to sexual misconduct. Our outcomes in 2017 reveal OSMRC and campus partners carried on that tradition.

Innovation is often achieved in a creative and collaborative culture that promotes shared work and vision. While introducing new ideas was scary and risked polarizing relationships, it was also invigorating and strengthened our resolve to continuously take aim at ending sexual misconduct. I remain grateful for our campus and community partners who thoughtfully asked questions, challenged assumptions, and provided feedback so that our new projects could be as effective as possible.

We leaned heavily on our colleagues' research and expert consensus to inform two new projects. In May 2017, we began working with the UI's University College and Dr. Charlene Senn at the University of Windsor to bring her Enhanced Assess Acknowledge Act (EAAA) curriculum to the UI. In a randomized controlled trial published in the *New England Journal of Medicine*, women who completed the curriculum were 46% less likely to experience a completed sexual assault and 63% less likely to experience an attempted sexual assault. Flip the Script is now a one-credit course providing an additional education resource

for students interested in learning resistance strategies.

A second project, funded by the Department of Justice, Office on Violence Against Women, included working with Dr. Erika Lawrence of the Family Institute at Northwestern University to revise her Achieving Change through Value-Based Behavior (ACTV) group curriculum for use as an individual intervention with students found responsible for a sexual misconduct violation. The curriculum was modified and is now called UI-CERB (Cognitive, Emotion Regulation, and Behavioral skills). UI-CERB increases students' awareness of internal thoughts and feelings so they can make choices about their behavior based on their values. UI-CERB facilitators started meeting with students in July 2017. We are committed to ongoing assessment for both Flip the Script and UI-CERB.

While innovative programming led to new interventions, it was our casework and the staggering accompanying data that drove us to seek new ways of working because they served as daily reminders of how sexual misconduct impacts peoples' lives. It is because of our work with these individuals that we remain dedicated to continuously enhancing campus prevention, intervention, and policy resources.

Letter from the Director



Monique DiCarlo is the Sexual Misconduct Response Coordinator and the director of OSMRC. In 2017, she was appointed the University of Iowa's Title IX Coordinator.

A handwritten signature in black ink that reads "Monique B. DiCarlo". The signature is written in a cursive, flowing style.



Overview of Campus Projects

In 2017, the University of Iowa implemented several new programs that were the first or only ones of their kind in American universities, including the UI-CERB education program for students and Flip the Script, a sexual assault resistance course. As our national conversation on these topics evolves and as federal guidelines and requirements change, we continue to draw strength from the perspectives offered through multidisciplinary collaboration with campus and community partners through the Anti-Violence Coalition.

New response coordinator at OSMRC

Alyssa Pomponio joined OSMRC as a response coordinator in September 2017. Alyssa's previous experience includes providing legal aid to sexual assault survivors through Sexual Violence Legal Services at the YWCA in Seattle, WA, and working as a defense attorney for Thurston County Public Defense in Olympia, WA.

In addition to supporting individuals engaged in the university's response process, Alyssa participates in the Johnson County Human Trafficking Coalition.



New Title IX Guidance from the Department of Education

The Department of Education Office on Civil Rights published new temporary guidance on Title IX compliance in 2017. This included rescinding the 2011 Dear Colleague Letter and the 2014 Q&As. OSMRC met with campus partners involved in the Title IX response process, representatives from confidential offices, and the Office of the President to review the new guidance and discuss its implications. It was determined that no changes would be made to UI policies based on the temporary guidance.

The Department of Education is engaged in a rule-making process to determine new requirements for university Title IX responses. The Anti-Violence Coalition will continue to stay informed and share updates about the rule-making process as it moves forward.

Anti-Violence Coalition

The University of Iowa Anti-Violence Coalition (AVC) is a multidisciplinary team focused on ensuring a coordinated community response to prevention and intervention of sexual misconduct, dating/domestic violence, and stalking.



Departments include:

- ◆ Athletics
- ◆ Center for Diversity and Enrichment
- ◆ Center for Student Involvement and Leadership
- ◆ College of Medicine
- ◆ Council on the Status of Women
- ◆ Department of Public Safety
- ◆ Domestic Violence Intervention Program
- ◆ ESL Programs
- ◆ Fraternity and Sorority Life
- ◆ Graduate and Professional Student Government
- ◆ Harm Reduction and

- Strategic Initiatives
- ◆ International Students and Scholars Services
- ◆ Iowa City Police Department
- ◆ Johnson County Attorney's Office
- ◆ Johnson County Public Health
- ◆ Monsoon Asians and Pacific Islanders in Solidarity
- ◆ Nisaa African Family Services
- ◆ Office of Equal Opportunity and Diversity
- ◆ Office of Strategic Communication
- ◆ Office of the Dean of Students
- ◆ Office of the Provost
- ◆ Office of the Sexual Misconduct Response Coordinator
- ◆ Office of the Vice President of Student Life
- ◆ President's Student Advisory Committee on Sexual Misconduct
- ◆ Residence Education
- ◆ RVAP
- ◆ SANE/SART Program
- ◆ School of Social Work
- ◆ Student Disability Services

- ◆ Student Health and Wellness
- ◆ Threat Assessment Team
- ◆ Transformative Healing
- ◆ UI Employee Assistance Program
- ◆ UI REACH
- ◆ University Counseling Service
- ◆ University of Iowa Student Government
- ◆ Women's Resource and Action Center (WRAC)

AVC Subcommittees in 2017:

Callisto Review Subcommittee

Campus Education Subcommittee

Men and Masculinities Task Force

Speak Out Iowa 2017 Survey Subcommittee

Flip the Script: A new sexual assault resistance course

In fall 2017, the University of Iowa offered a new one-credit sexual assault resistance course called Flip the Script that aims to challenge the notion that there is little women can do to protect themselves from sexual assault.

Flip the Script is open to all students who identify as women, regardless of sexual orientation and inclusive of trans women. The class is based on the Enhanced Assess Acknowledge Act (EAAA) curriculum, developed by Dr. Charlene Senn at the University of Windsor. In a randomized controlled trial published in the New England Journal of Medicine, women who completed the EAAA program were 46% less likely to experience a completed sexual assault and 63% less likely to experience an attempted sexual assault.

Students learn to recognize characteristics in the environment and in other people that increase the likelihood of sexual assault, explore personal beliefs which create emotional barriers

26%
increase in knowledge of effective resistance strategies

35%
increase in student self-efficacy for self-defense

to resistance, learn verbal and physical strategies that effectively deter perpetrators, and clarify their relationship preferences and desires in order to recognize and resist partners who don't respect those choices. The course stresses it is NEVER a victim's fault if they are sexually assaulted and reminds participants that there is no risk for sexual violence with-

"A lot of the myths that we hear about rape being attempted by a stranger are not true; it is most likely to happen to you by someone you know."

out the presence of a perpetrator.

The majority of prevention programming at the University of Iowa focuses on primary prevention, which aims to stop gender-based violence before it occurs by changing the cultural norms that allow violence to persist. While primary prevention continues to be the priority, Flip the Script provides an additional education option for students interested in learning resistance strategies.

Feedback from course partici-

pants has been positive. Students in the fall 2017 course showed a 12% increase in perceived risk of acquaintance rape. One student reflected on learning about risk of acquaintance rape, "A lot of the myths that we hear about rape being attempted by a stranger are not true; it is most likely to happen to you by someone you know." Students' self-efficacy for self-defense increased by 35%, and their knowledge of specific effective forceful verbal and physical resistance strategies they could use against an acquaintance increased by 26%. "I am capable of a lot more than I think I am," reported one student. "I want all students to have this opportunity. If I don't use these skills, I feel that I could use them to help my

friends."

Plans are in place to collaborate with Dr. Senn to create a version of Flip the Script for non-binary students. Students can register for fall sessions through MyUI.

"I am capable of a lot more than I think I am. I want all students to have this opportunity."

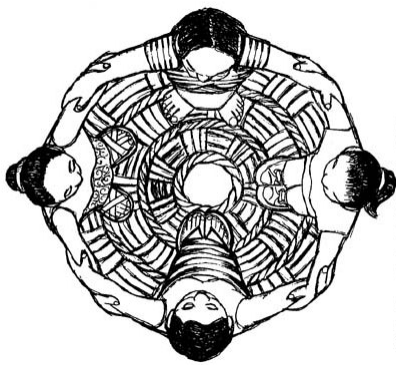


OSMRC roundtable series

OSMRC held a series of student roundtable events in 2017, co-sponsored by the Student Advisory Committee on Sexual Misconduct and the UI Student Government. Three events were held in fall 2017 with the goals of increasing understanding about campus projects and processes and improving transparency by providing the opportunity for questions and dialogue. The roundtable topics included Flip the Script, the Speak Out Iowa survey, and offender accountability and due process.

Men and masculinities task force

Mobilizing men and boys as allies in preventing gender-based violence is an evidence-based strategy endorsed by the CDC and prioritized in the 2016-2018 Anti-Violence Plan. The Men and Masculinities task force began meeting in 2017 to bring together partners from across the university engaged in working with men. Representatives from RVAP, WRAC, the Department of Public Safety, University Counseling Services, Athletics, Fraternity and Sorority Life, Multicultural Programs, the Diversity Resources Center, and OSMRC began meeting to learn about others' work, align messaging, share resources, and provide mutual support towards the shared goal of engaging men on campus.



Ongoing collaboration with culturally-specific advocacy organizations

OSMRC continued to expand collaboration with culturally-specific organizations in 2017. With translation support from Nisaa African Family Services and funding from the Department of Justice, Office on Violence Against Women, we published an Arabic translation of the UI Resource and Referral Guide. Copies of the Arabic and Mandarin translations were distributed to campus partners, including International Students and Scholars Services and ESL Programs.

OSMRC and Monsoon Asians and Pacific Islanders in Solidarity co-presented a new orientation program for incoming international students. The 30-minute program focused on raising awareness about resources on campus and in the community where students could get confidential help, ask for accommodations, make a report, or get assistance from law enforcement.

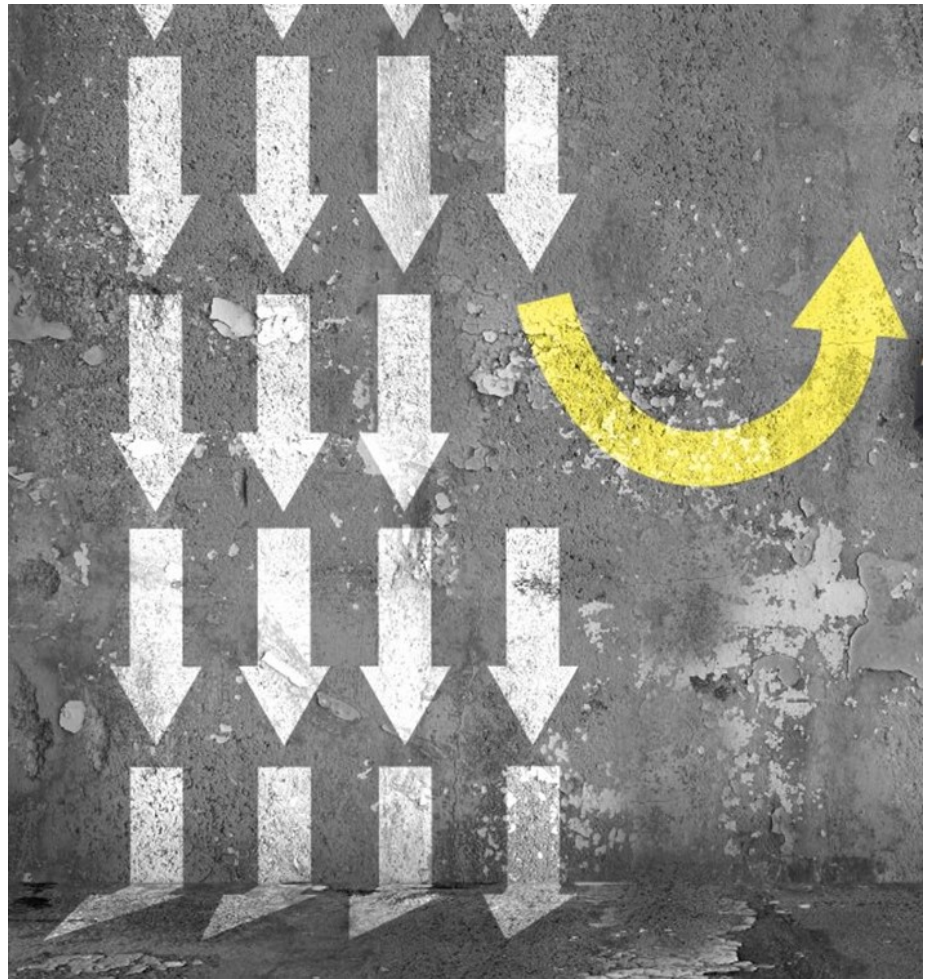
Advocates from Monsoon and Nisaa also held office hours on campus in 2017, increasing access for students seeking multilingual and culturally specific advocacy.

Educational intervention for students

The UI-CERB (Cognitive, Emotion Regulation, and Behavioral skills) program was implemented in 2017 for students found responsible for sexual misconduct, dating/domestic violence, or stalking.

CERB uses mindfulness techniques to help students develop cognitive, emotion regulation, and behavioral skills. Students meet weekly with a facilitator for 15-16 weeks. The weekly sessions include activities in which students increase awareness of their internal thoughts and feelings and learn to make choices about their behavior based on their values. "We help students differentiate between mental experiences and behaviors so they can explore possibilities for change," says UI-CERB facilitator Andy Winkelmann. "The aim is not to make students feel better, but to help them get better at feeling."

In 2014, then Vice President for Student Life Tom Rocklin charged a committee to outline evidence-based recommendations for sanctions for students found responsible for sexual misconduct, dating/domestic violence, or stalking but not separated from the university. The committee recommended that ACTV, a group intervention successful in reducing violent incidents and recidivism with adults in the criminal justice system, be adapted to an individual education program to target sexual misconduct among college students. A De-



partment of Justice grant funded the modification of the ACTV curriculum into UI-CERB. In 2017, under the Anti-Violence Plan, four facilitators were trained in the UI-CERB curriculum and began implementing the program with students.

While other programs developed for working with offenders focus on changing thoughts and feelings, UI-CERB builds on the principle from Acceptance and Commitment Therapy (ACT) that thoughts and feelings cannot be changed. "In CERB sessions, we help students learn how to make room for uncomfortable thoughts and feelings by engaging in willingness and acceptance activities," says Winkelmann. "We strive to help clients achieve

some psychological flexibility." CERB facilitators work with students to change behaviors so they align with the student's values, achieving change by focusing on what the student can control.

Eight students were enrolled in the program in 2017, and plans are in place to train additional facilitators. Program assessment was implemented to ensure that program goals were met. "CERB represents a new development in our approach to creating a safe and respectful campus," says Monique DiCarlo, the University of Iowa Title IX and Sexual Misconduct Response Coordinator. "We're excited about future possibilities for the program."

Prevention and Education

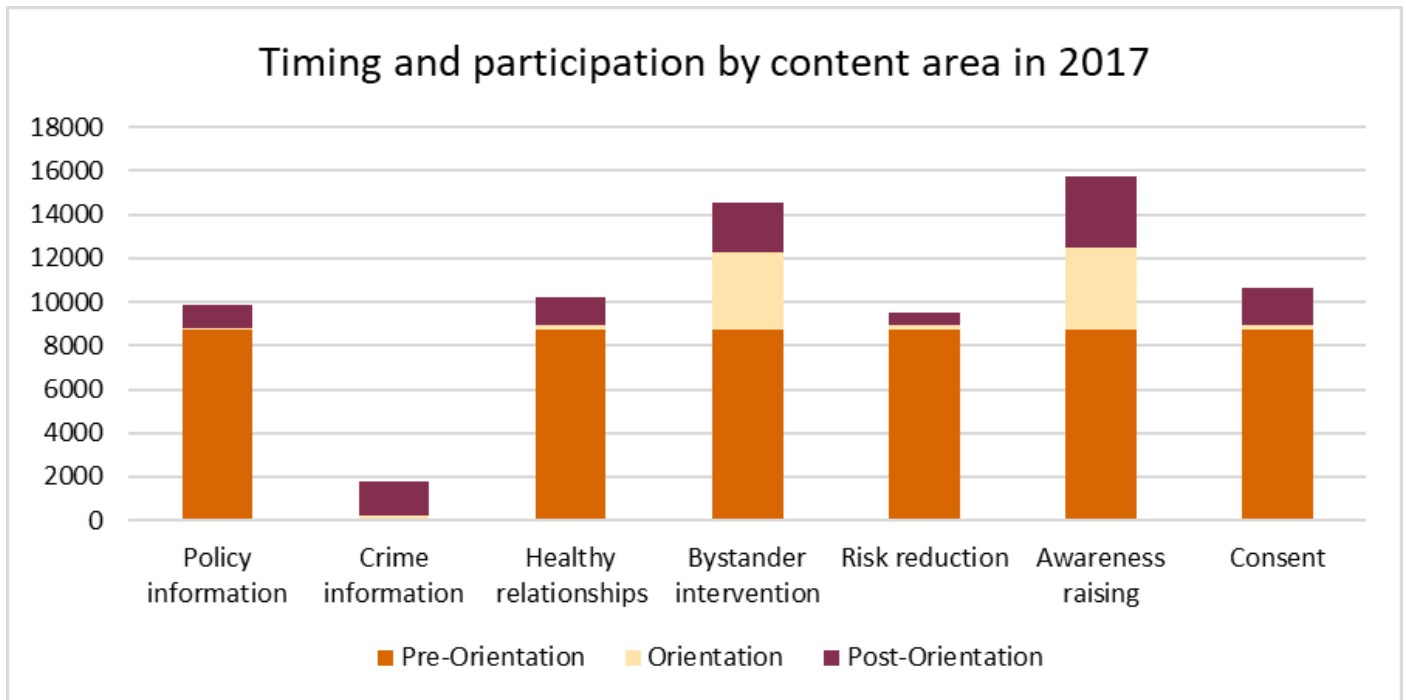


Comprehensive prevention and education efforts are one component of a multi-faceted strategy for ending gender-based discrimination and violence in our community. Many groups on campus are involved in prevention and education efforts, bringing diverse perspectives that reach a broader audience than any one group can achieve alone. The Campus Education Subcommittee brings together education providers and stakeholders from across campus to facilitate collaboration and ensure that messages are in alignment.

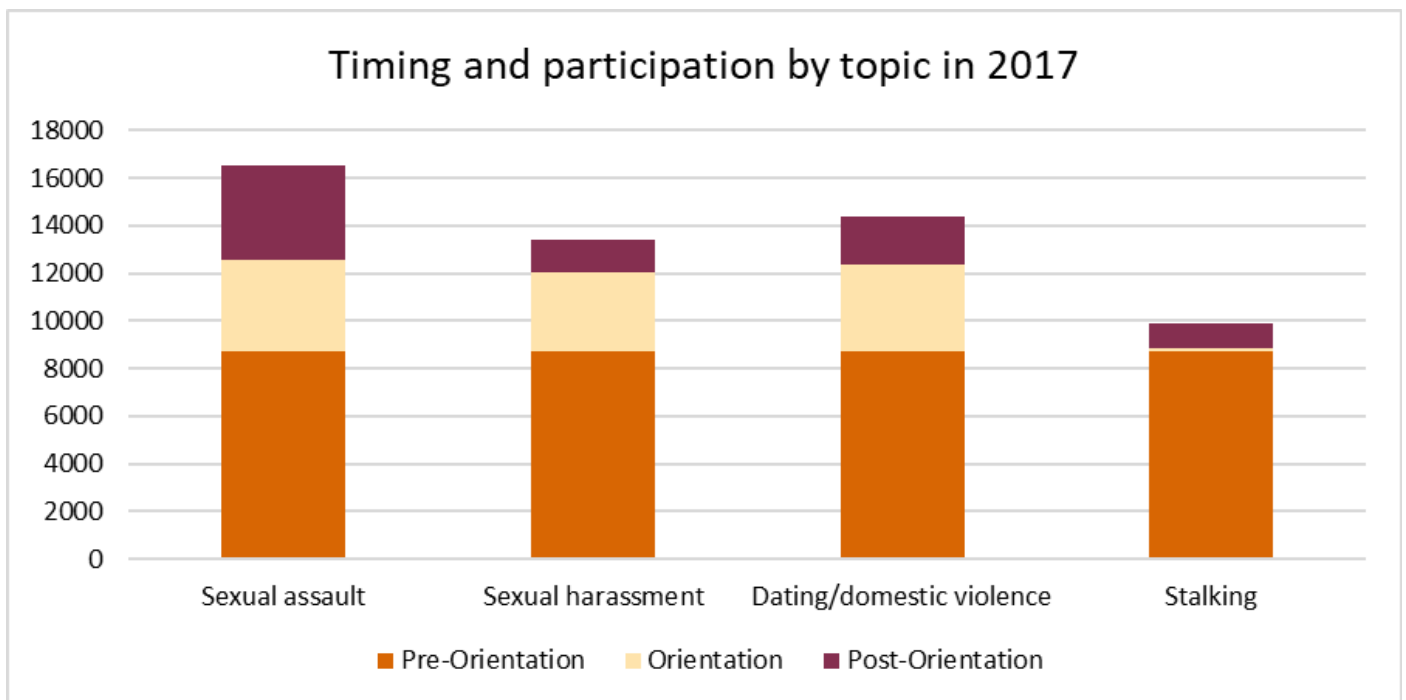


Prevention and education for students in 2017: Overview

The Department of Justice’s Office on Violence Against Women (OVW) influences UI education efforts through a federal grant and associated training and education requirements. OVW endorses approaching education in three phases: pre-orientation, orientation, and post-orientation. Pre-orientation is concerned with incoming students prior to arriving on campus. Orientation is concerned with incoming students after their arrival, but before classes begin. Post-orientation occurs after classes start and includes education activities reaching students throughout their academic career.



Unique participants are not tracked; someone attending two or more events may be counted more than once.



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Prevention and education for students in 2017: Pre-orientation education

The UI's education efforts begin prior to students arriving on campus with a mandatory online education program. All incoming undergraduate and transfer students are required to complete an online sexual misconduct prevention course called Every Choice. The Every Choice program is one part of a larger course called Success at Iowa. Students receive two credit hours for completing the entire Success at Iowa course during their first semester at The University of Iowa. The Every Choice program is an interactive online program that is designed to help students protect themselves and others from sexual assault, harassment, stalking, and dating/domestic violence. The program also focuses on bystander intervention skills to help students feel empowered to speak up and inter-

The Violence Against Women Act (VAWA) requires that universities educate all incoming students about gender-based violence. At Iowa, all new undergraduate, graduate, and transfer students are required to take an online course before coming to campus. Families of new undergraduate students attend information sessions during summer orientation.



vene to prevent potentially violent situations from occurring. All incoming graduate and professional students are required to take Not Anymore, an online course which educates students on gender-based violence and discrimination and bystander intervention. Students who do not complete the mandatory program have a hold placed on their registration until they complete the course.

The Every Choice and Not Anymore programs are coordinated by Student Health and Wellness. In addition to coordinating program implementation, monitoring completion, and providing support to students, Student Health and Wellness facilitates an alternate program option for students who are unable to complete the online course due to personal experience with the issues.

The Anti-Violence Plan identifies parents and guardians as key partners in supporting the university's prevention efforts. Parents and guardians have the opportunity to participate in pre-orientation sessions related to supporting their incoming students. The *Ensuring Student Success: Parents as Partners* session is presented by the Office of the Dean of Students, Student Health and Wellness, and RVAP. It focuses on providing parents with strategies to engage their student in difficult conversations about alcohol, sexual assault, and other aspects of college life that impact a student's ability to be successful. In 2017, the *Ensuring Student Success: Parents as Partners* session was offered 9 times and reached a total of 2,284 parents.

Prevention and education for students in 2017: Pre-orientation education (cont.)

every CHOICE



Completion rates of pre-orientation online education program:

Spring 2017			
Course	Completed	Total	Percent complete
Every Choice	457	471	97.0%
Every Choice Refresher	427	471	90.7%
Not Anymore	140	148	94.6%
Not Anymore Refresher	134	148	90.5%
Fall 2017			
Course	Completed	Total	Percent complete
Every Choice	6079	6107	99.5%
Every Choice Refresher	5971	6107	97.7%
Not Anymore	2048	2182	93.8%
Not Anymore Refresher	2019	2182	92.5%

After taking Every Choice:

- ◆ 94% of students agreed that interpersonal violence is a significant problem on college campuses, compared with 87% before taking the course.
- ◆ 94% of students understood the approaches they would want to use to intervene against interpersonal violence, compared with 77% before taking the course.
- ◆ 93% of students agreed or strongly agreed they possessed the tools to protect themselves against interpersonal violence, compared with 83% before taking the course.

After taking Not Anymore:

- ◆ 95% of students agreed that, within their abilities, they were responsible for stopping interpersonal violence, compared with 90% before taking the course.
- ◆ 93-94% of students said that they were likely or very likely to intervene against a form of interpersonal violence, compared with 74-87% before taking the course.
- ◆ 92-95% of students agreed that interpersonal violence was a moderate or big program on campuses in the U.S., compared with 64-83% before taking the course.

Prevention and education for students in 2017: Orientation education

All incoming undergraduate students are required to attend the CHOOSE session during On Iowa! During the session, students expand on what they learned in the pre-orientation online program, particularly on the topic of bystander intervention, by viewing a video illustrating various problematic situations staged on campus to show students intervening to make campus safer and more welcoming. This session engages students in a variety of hands on and interactive learning experiences to better enhance their skills, knowledge, and resources surrounding topics of gender-based violence and discrimination as they enter the University of Iowa. In fall 2016, this session was offered earlier in the week to maximize attendance; a commitment was made under the 2016 Anti-Violence Plan to retain the schedule change. In 2017, WRAC collaborated with On Iowa! staff to train over 300 On Iowa! captains and leaders to deliver the CHOOSE workshop to all incoming first-year students.



All incoming athletes receive bystander intervention training as a part of a required Athletics Transition Seminar. Individual teams can receive additional training on topics of gender-based violence and discrimination upon their request. In 2017, WRAC collaborated with Athletics staff to facilitate workshops with a total of 116 incoming athletes.

In addition to regular orientation activities, international students participate in orientation facilitated by International Students and Scholars Services

(ISSS). In 2017, ISSS invited OSMRC and Monsoon Asians and Pacific Islanders in Solidarity to facilitate a workshop titled “Setting Sail to Healthy Relationships” to incoming international students. The 30-minute workshop teaches students to recognize gender-based violence and know where to get help for themselves or a friend. In 2017, OSMRC and Monsoon facilitated 4 workshops to approximately 120 incoming students.

Summary of student education

Pre-Orientation

- Students are required to complete an online program before coming to campus
- Parents attend information sessions related to prevention and campus safety

Orientation

- Students attend a peer-led bystander intervention training during On Iowa!
- Additional workshops are offered to incoming student athletes and new international students

Post-Orientation

- A variety of workshops, curriculum infusion, community events, volunteer opportunities, and other programming provides options for continued engagement

Prevention and education for students in 2017: Post-orientation education

After orientation, students have opportunities to participate in events related to the prevention of sexual misconduct, dating violence, and stalking. Post-orientation events are varied in their format, and include workshops, awareness raising campaigns, curriculum infusion, and community events. Collaboration between the departments responsible for providing education ensures that our messaging is aligned and that our programs build upon pre-orientation and orientation programming.

Curriculum infusion

Curriculum infusion allows prevention educators to collaborate with faculty to deliver gender-based violence prevention content across the curriculum, challenging students to evaluate their beliefs about gender-based violence. In 2017, curriculum infusion in 3 classes reached 77 students. Content was provided by WRAC, RVAP, and UCS.



Campaigns, community events, and Information booklets

Campaigns play an important role in changing social norms by sharing basic facts with members of the community and raising awareness around issues of gender-based violence and discrimination.

RVAP and WRAC organized six community campaigns or events to **raise awareness about the dynamics of sexual assault** and provided information about local hotlines and resources.

RVAP, WRAC, and Student Health and Wellness hosted information tables at multiple campus events to **promote their services** and provide information about **responding to someone who discloses** being a victim/survivor.

RVAP recruited a Raise the Bar intern to build relationships with local bars to offer the **Raise the Bar curriculum**, which **trains local bar staff** on sexual assault dynamics, perpetrator red flags, the use of alcohol as a weapon, and bystander intervention skills with the goal of developing a **coordinated response to prevent sexual assault**.

Peer leaders trained by WRAC and RVAP co-facilitated workshops on campus and helped coordinate community events.

The UI Parent and Family Network provided a **safety booklet in every residence hall room** highlighting resources available on campus to ensure students knew where to get help and where to make a report.

Student Health and Wellness included information about **affirmative consent and healthy relationships** in their 2017 Healthy Hawk Challenge online survey, which was taken by 103 students, and on displays in their office.

Prevention and education for students in 2017: Post-orientation education (continued)

<i>Workshops</i>		Number of workshops	Number of participants	Policy information	Crime information	Healthy relationships	Bystander intervention	Risk reduction	Awareness raising	Consent
<p>Education workshops have been developed by providers on campus based on current best practices and campus needs. Workshop providers start with a standard plan and customize as needed for the host organization. Campus groups request workshops through the Ending Violence at Iowa site. Assessments are collected at the conclusion of each workshop to measure effectiveness and inform future programming.</p> <p>Many workshops are scheduled at the request of a campus group that has reached out directly to the workshop provider or made a request through the Ending Violence at Iowa site. Ongoing collaboration across the campus community expands opportunities for campus partners to host these educational events. In 2017, groups that hosted events included Fraternity and Sorority Life, Athletics, Orientation Services, International Students and Scholars Services, Iowa Edge, the Department of Rhetoric, the Department of Health and Human Physiology, and the College of Dentistry.</p>	Workshop title and provider									
	Bystander Intervention WRAC, RVAP	36	1367				✓		✓	
	Know the Law, Know Your Rights Student Legal Services	9	529		✓		✓	✓	✓	✓
	Relationship Remix WRAC, RVAP, Monsoon	15	492			✓	✓		✓	✓
	Enthusiastic Consent/ Queering Consent WRAC, RVAP	8	419			✓			✓	✓
	Dismantling Rape Culture WRAC, RVAP	9	401						✓	
	Sexual Health Education Student Health and Wellness	6	179			✓			✓	✓
	Violence and Trauma University Counseling Services	3	102			✓			✓	
	Better Men. Better Hawkeys. Department of Public Safety	4	49	✓	✓	✓	✓		✓	✓
	Rape Aggression Defense (R.A.D.) Department of Public Safety	4	40	✓	✓	✓	✓	✓	✓	✓
Look Once, Think Twice Student Health and Wellness	3	14				✓		✓		

Prevention and education for employees in 2017

All University of Iowa employees that hold a 50% or greater appointment are required to complete sexual harassment prevention education. This required course is designed to educate employees about prohibited conduct and the problems associated with sexual harassment, as well as inform alleged and potential victims of their rights and instruct administrators about how to address complaints. New employees complete the course within two to six months of being hired, depending on their role in the university. All employees must complete a refresher course every three years. The Office of Equal Opportunity and Diversity (EOD) provides the instructor-led version of the course and monitors compliance.

In 2017, 61 instructor-led workshops were held with a total of 2,316 participants. An additional 5,322 employees completed the online course.

The Diversity Resources Team provides in-person, application-based workshops for members of the UI community to foster an inclusive, respectful, and equitable university community.





Training

Ongoing training is provided to individuals involved in the campus response process to ensure prompt, fair, and trauma-informed proceedings. The topics for training are based on best practices recommended by national institutions, federal compliance requirements, and needs identified by campus community members. Training is accomplished through a variety of methods: national trainers are brought to campus to provide training to interdisciplinary groups; staff are supported to attend train-the-trainer events to gain skills for developing sustainable training programs for their departments; campus partners provide training related to their areas of expertise; and webinars from national providers are watched and discussed in a group setting. In addition to the training summarized in this report, individuals are supported to attend training at conferences and events offered by external organizations.



Training for Academic or Administrative Officers (A/AOs)

The University of Iowa designates certain employees Academic or Administrative Officers, or A/AOs. Under university policy, A/AOs are responsible to report incidents of sexual misconduct, dating/domestic violence, and stalking. OSMRC and RVAP offer the *Responding to Disclosures as an A/AO* workshop to ensure a car-

ing, effective, and prompt response to disclosures by clarifying A/AO responsibilities under the Policy on Sexual Harassment, highlighting our institutional obligations, and providing trauma-informed response.

In 2017, OSMRC and RVAP provided the *Responding to Disclosures as an A/AO* workshop to staff, faculty, and teaching assistants in the ESL department, University College, the Iowa Center for Higher Education in Des Moines, Human Resources, Academic Support and Retention, the College of Public Health, Communications Studies, the Upward Bound program, and professional staff in Residence Education.

A total of 337 university employees completed the workshop in

2017. Evaluations submitted following the workshop indicated that 94% of participants agreed that the training presented new information, 100% agreed that it presented valuable information. 91% agreed that their ability to respond to reports of sexual harassment, sexual assault, dating/domestic violence, and stalking improved as a result of the training, and 94% indicated that they were likely to apply the content of the training to their work.

OSMRC participates in annual training for all residence hall coordinators, resident assistants, and Hawkeye Guides to ensure that participants can identify incidents of sexual misconduct, dating/domestic violence, and stalking and respond appropriately.

337
employees completed *Responding to Disclosures as an A/AO* training

Training for law enforcement

National consultant Tom Tremblay held a two-day training for law enforcement officers in summer 2017. The training was open to UI Department of Public Safety officers and all municipal departments in the area. Topics from the first day of training included how rape myths and biases can impact investigations, the impact of trauma on behavior and victim response, and successful strategies for promoting victim empowerment. The second day of training provided specific information to improve trauma-informed interviews and investigations.

27 people attended the first day of training. 92% agreed that the training gave them a better understanding of the impact of trauma

on victims and the investigation. 88% agreed that they identified new skills and techniques that will strengthen their approach to victims. One officer who attended the training commented, "Excellent information about shifting the focus from questioning what the victim was doing to questioning the actions of the offender... My future interviews will be more trauma informed."

40 people attended the second day of training. 100% agreed that they felt better prepared to address sexual assault as a result of the training, and 94% agreed that they felt motivated to implement new approaches and investigative practices regarding sexual assault.

"Excellent information about shifting the focus from questioning what the victim was doing to questioning the actions of the offender... My future interviews will be more trauma informed."

One participant commented, "I knew rape culture existed but not to such an extreme. My eyes have been opened and I am thankful because I realized that even I was falling victim to being so accepting of it. Thank you!"

Training for judicial administrators

OSMRC collaborated with campus partners to develop and implement a 12-hour training series for investigators, adjudicators, appeal officers, and decision makers. This series is intended to provide baseline information for all individuals involved in resolving complaints of sexual misconduct, dating/domestic violence, or stalking.

The training consists of three 4-hour modules. The first module was presented by Adam Robinson of RVAP and Delaney Dixon of DVIP and provided background on the dynamics of sexual assault and dating/domestic violence. The second

module, presented by Monique DiCarlo of OSMRC and Nate Levin of the Office of the General Counsel, focused on UI policies and procedures. The final module, presented by consultant Kristal Gibson, provided an opportunity to practice application of an investigative framework. Training topics were developed through a collaborative process and were informed by best practice recommendations from national organizations as well as compliance requirements.

22 people attended the training in 2017. Plans are in place to offer the three modules regularly in future years.



Anti-Violence Coalition In-Service Training Series

The Anti-Violence Coalition In-Service Training Series provides ongoing training opportunities to decision makers and others involved in adjudicating or responding to sexual misconduct, dating/domestic violence, and stalking cases. Training opportunities are open to members of the Anti-Violence Coalition, community partners, and others in the campus community. Each training event includes time scheduled for discussion; participants critically discuss how the training content relates to their role in the university's response process, share questions and concerns, and offer multidisciplinary perspectives on the training content. Participants complete an evaluation at the end of each training session.

In-service training offered through this series in 2017 included:

Supporting LGBTQIA Survivors
Kimberly Andresen-Reed,
Transformative Healing

**Nonconsensual Pornography:
Circulating Sexual Violence
Online**
Amber Morczek, Washington
State University

**Working with Male-Identified
Survivors of Sexual Violence**
Adam Robinson, Rape Victim
Advocacy Program (RVAP)

**Working with International
Student Survivors of Sexual
Assault**

Pierre Berastain, Casa de Es-
peranza and Mira Yusef, Mon-
soon Asians and Pacific Is-
landers in Solidarity

**Campus Stalking: New Regula-
tions and the Implications for
Campus Responders**
National Center for Victims of
Crime

**“Reading” Victims and Judging
Credibility**

Wendy Patrick for End Violence
Against Women International

**ACE Study: Exposure to Child-
hood Trauma and Implications**
Dr. Tess Judge-Ellis, University
of Iowa College of Nursing

Stalking on Campus

National Center for Victims of
Crime

OSMRC Case & Outcome Data



We share our case data to increase transparency and provide insight into the university's response process. Sharing data helps us work with campus partners to identify potential action for our prevention, policy, or intervention work. OSMRC case data provides one piece of the larger picture of incidents of sexual misconduct, dating/domestic violence, and stalking impacting our campus and community. It fits together with data from the Department of Public Safety, Office of Equal Opportunity and Diversity, Office of the Dean of Students, RVAP, Domestic Violence Intervention Program, and Speak Out Iowa campus climate survey.

About our data

The data in this section reflect reports that were received by OSMRC between January 1, 2017, and December 31, 2017. The data do not reflect Clery crime statistics, which can be found in the Annual Security Report published by the Department of Public Safety.

While many of these reports refer to incidents that happened in the context of a person's affiliation to the University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.



Reporting myths and facts

Myth:

Unwelcome behavior only counts as sexual harassment if it comes from your boss.

Fact:

Any verbal, visual, or physical behavior may be considered sexual harassment if it creates a quid pro quo or an intimidating, hostile, or demeaning environment. If you've witnessed or experienced such behavior, we encourage you to contact OSMRC or a confidential resource to consult about options.

Myth:

Most people who report to a UI official move forward with a complaint.

Fact:

The reporting party has a say in what happens with their report, and not all reports result in a complaint; in fact, most do not (see page 27 for details). We work hard to balance the needs of the person harmed with the need for campus safety, and to maintain transparency with reporting parties and campus partners.

Myth:

Sexual assault is the same thing as rape.

Fact:

Under university policy, sexual assault includes nonconsensual sexual touching and nonconsensual sexual penetration. The term rape is used in some criminal jurisdictions and is not used in university policy.

Myth:

Stalking means following someone around.

Fact:

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear. While stalking may involve following someone around, many other behaviors may also be considered stalking if they create fear, including nonconsensual repeated communication, monitoring someone's online activity, threatening to harm someone's friends or pets, or posing as someone else.

Myth:

Dating violence has to include physical violence to be worth reporting.

Fact:

The university prohibits coercive, abusive, and threatening behavior toward intimate partners. This includes actions that are sexual, emotional, economic, or psychological as well as physical actions. The Domestic Violence Intervention Program (DVIP) has a 24-hour hotline at 800-373-1043 where you can seek confidential help for yourself or a friend.

Myth:

I can only get help if I make a complaint.

Fact:

It is not necessary to make a complaint to ask for help. OSMRC facilitates accommodations, provides linkage to confidential resources, and discusses administrative and criminal complaint options, regardless of whether you decide to make a complaint or not.

We are here to help. If you or someone you know has been impacted by sexual misconduct, dating/domestic violence, or stalking, contact OSMRC.

Reports can be made:

- ***In person with OSMRC: email osmrc@uiowa.edu or call 319-335-6200 to make an appointment***
- ***Over the phone: 319-335-6200***
- ***By email: osmrc@uiowa.edu***
- ***Using our online form: osmrc.uiowa.edu/report-problem-0***



What happens when a report is made?

OSMRC serves as a central place to report incidents of sexual misconduct, dating/domestic violence, and stalking. Our office receives reports from across campus, including from Academic or Administrative Officers (A/AOs), residence halls, and our online form.

When OSMRC receives a report, we reach out to the person harmed offering to meet. This initial meeting has three main goals:

1. To provide linkage with a confidential resource

We work closely with confidential offices to ensure that people know where to speak to an advocate or get counseling or other support resources.

2. To facilitate accommodations

Individuals may ask OSMRC for accommodations from the university to address safety or privacy concerns, the impact of trauma or stress, or scheduling conflicts that arise as a result of judicial or criminal proceedings. Common accommodation requests include excused absences, changes in housing, extension on assignments, and retroactive or late drops. You don't need to make a complaint to ask for help.

3. To review reporting and complaint options

OSMRC provides information about options to make an administrative complaint to the university or to report to law enforcement.

Academic or Administrative Officers (A/AOs)

Universities are required to identify responsible employees who are required to report disclosures of sexual misconduct, dating/domestic violence, and stalking. At the University of Iowa, employees in positions designated as Academic or Administrative Officers (A/AOs) are responsible employees under Title IX.

When an A/AO hears a disclosure, they are required to refer the person harmed to RVAP or DVIP and report to OSMRC or EOD within two business days.

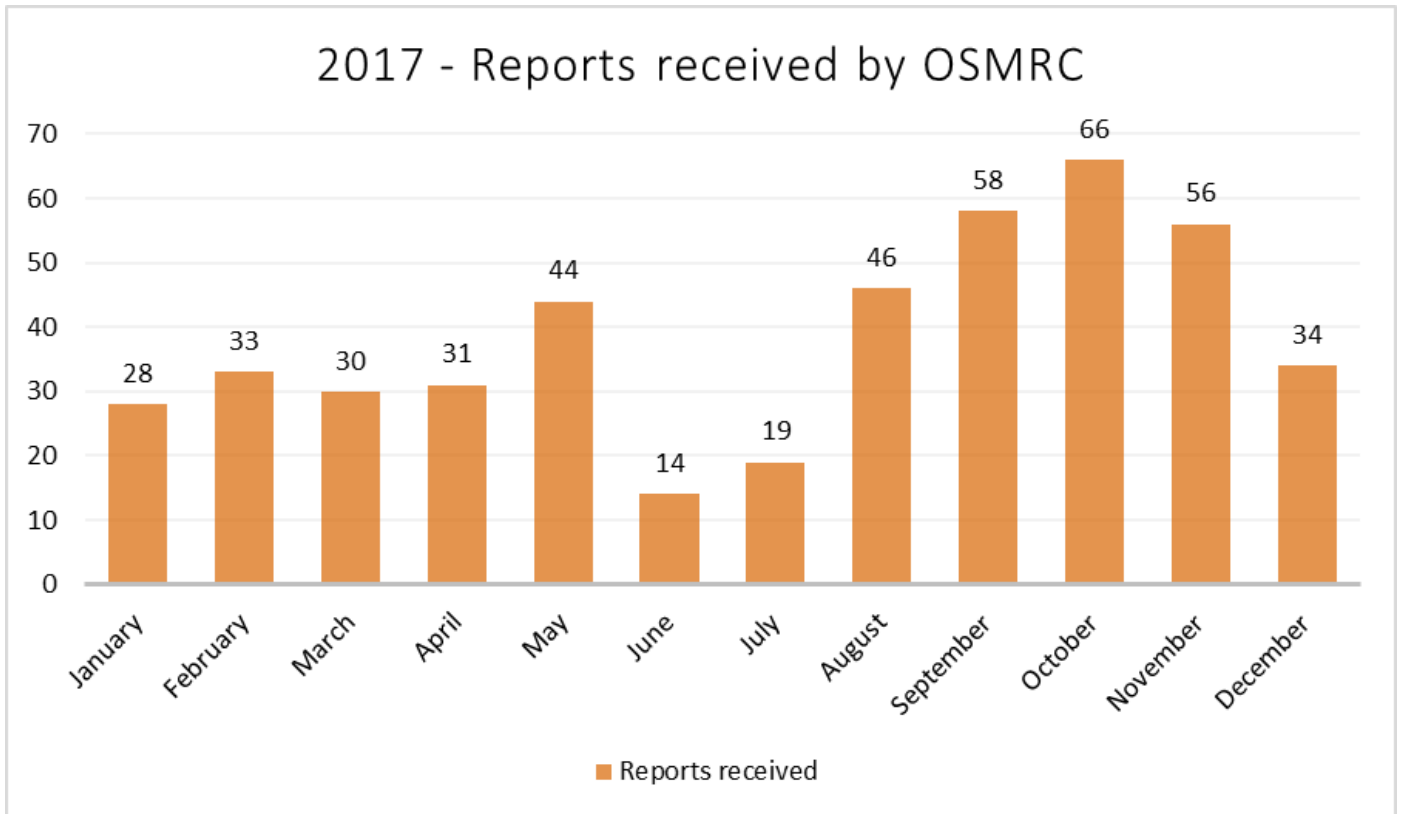
To find out if you are an A/AO, visit osmrc.uiowa.edu

We understand that talking about a traumatic incident can be hard and that options for reporting may feel overwhelming. We reach out to reporting parties because we care and we want to ensure every person harmed receives information about supportive resources, whether they choose to make a complaint or not. Our goal is to provide information, including information about making an administrative complaint or reporting to law enforcement, so reporting parties can make an informed choice.

OSMRC monitors the campus climate for patterns and take action to address a possible hostile environment. OSMRC is not a confidential office; we have a responsibility to balance the needs of the survivor with the need for campus safety. If we receive information that indicates there might be a threat to campus safety, we may be required to take action. We work closely with confidential resources to ensure reporting parties can make informed decisions about possible implications of reporting.

Reports received by OSMRC in 2017

The data in this section reflect reports that were received by OSMRC between January 1, 2017, and December 31, 2017. The data do not reflect Clery crime statistics, which can be found in the Annual Security Report published by the Department of Public Safety. While many of these reports refer to incidents that happened in the context of a person's affiliation to the University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.



Reports may contain more than one incident and/or incident type, or more than one reporting party.

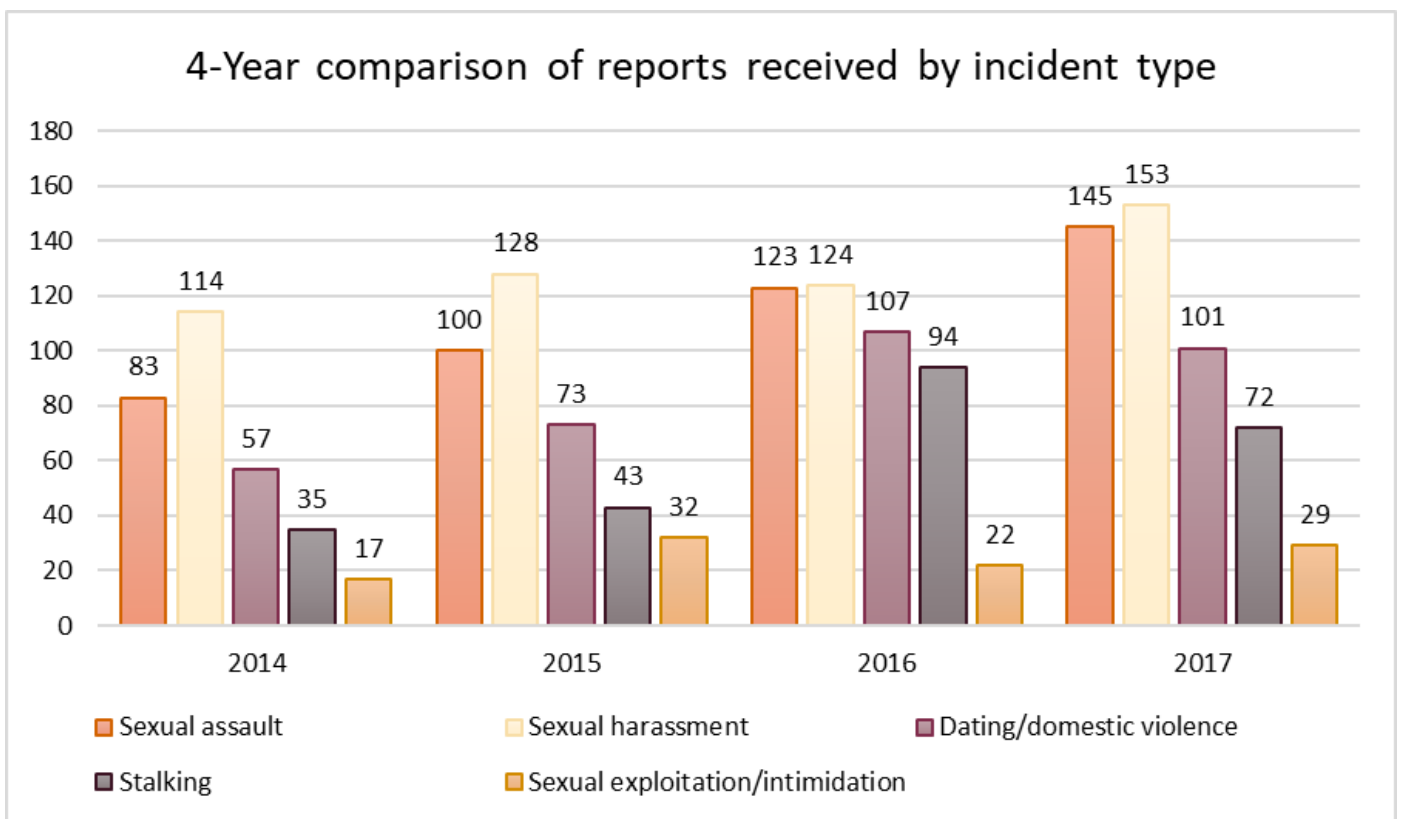
This breakdown of reports received by month reflects changes throughout the calendar year. The increase in reports received in September, October, and November is consistent with national statistics reflecting increased risk of victimization at the beginning of the academic year, especially for first-year students. Our current prevention programming includes the required completion of an online education program before students arrive on campus and bystander intervention during On Iowa!.

The decrease in reports over the summer months and in December is reflective of the smaller student and employee population on campus during university breaks. We often experience an increased number of reports in May related to student accommodation requests at the end of the academic year. An ongoing priority is to increase messaging about accommodations so all students and employees know they can ask for help without making a report.

Reports received by OSMRC in 2017: Comparison with previous years

The data in this section reflect reports that were received by OSMRC in each calendar year (January 1 to December 31) in 2014, 2015, 2016, and 2017. The data do not reflect Clery crime statistics, which can be found in the Annual Security Report published by the Department of Public Safety. While many of these reports refer to incidents that happened in the context of a person’s affiliation to the University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.

Reports are classified based on the best information we have available; reports we receive vary greatly in the level of detail they contain. A single report may include multiple incidents and/or multiple incident types. Reports including multiple incident types appear under each incident type category.



Reports may contain more than one incident and/or incident type, or more than one reporting party.

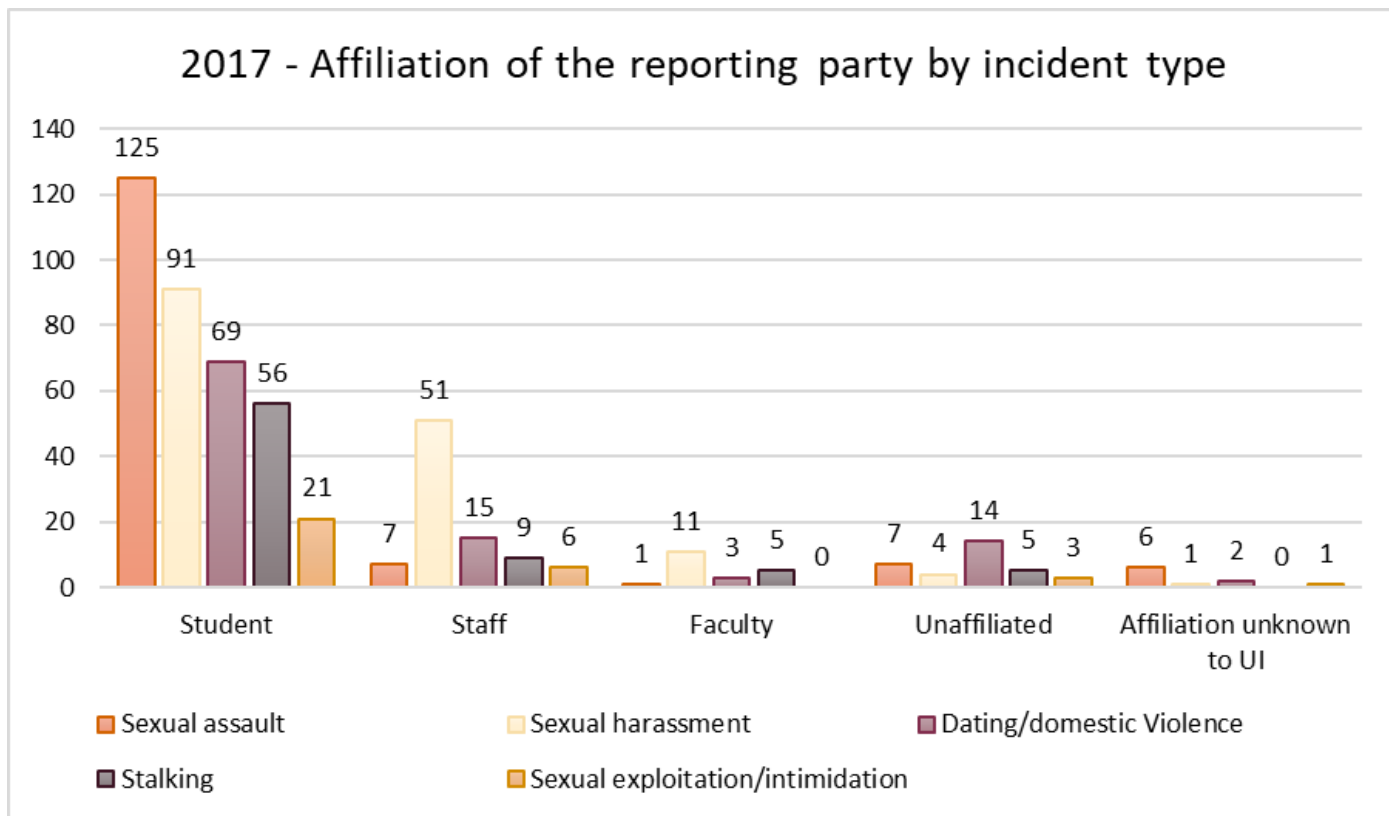
The number of reports we receive continues to increase. However, an increase in the number of reports received by our office doesn’t necessarily mean more incidents are occurring. Indeed, national data consistently suggests these incidents are vastly under-reported. The increase in reports received could instead reflect increased awareness of campus resources and reporting options, increased awareness of what constitutes a reportable offense, or the national conversation brought on by the #MeToo movement. The Anti-Violence Coalition continues to engage in ongoing collaborative efforts to raise awareness about all incident types.

Reports received by OSMRC in 2017: Affiliation of the reporting party

We use the term “reporting party” to describe the individual harmed in an incident reported to the university. Any person harmed, including those with no UI affiliation, has the option to make an administrative complaint against a UI student or employee.

OSMRC facilitates accommodations for any university student or employee impacted by sexual misconduct, dating/domestic violence, or stalking, whether or not that individual chooses to make a complaint. In cases in which the reporting party has no university affiliation, OSMRC may reach out to provide information about confidential support resources.

The “affiliation unknown to the UI” category includes reports in which the party’s affiliation was known but not disclosed to the UI. These data reflect reports in which the respondent was student, staff, faculty, unaffiliated, or of unknown affiliation.



Reports may contain more than one incident and/or incident type, or more than one reporting party.

National statistics indicate that college-aged students are at higher risk of victimization than other age groups. Our prevention programming for students continues to focus on shifting cultural norms and encouraging bystander intervention.

Increased reporting amongst students may also be related to students’ greater number of interactions with A/AOs. We are grateful to partners who have committed to training employees about their reporting responsibilities, ensuring those harmed have access to resources. The Speak Out Iowa survey results indicate that students are most likely to disclose to a peer; there is an identified need to provide training to more students about how to respond to disclosure and how to connect a friend with resources.

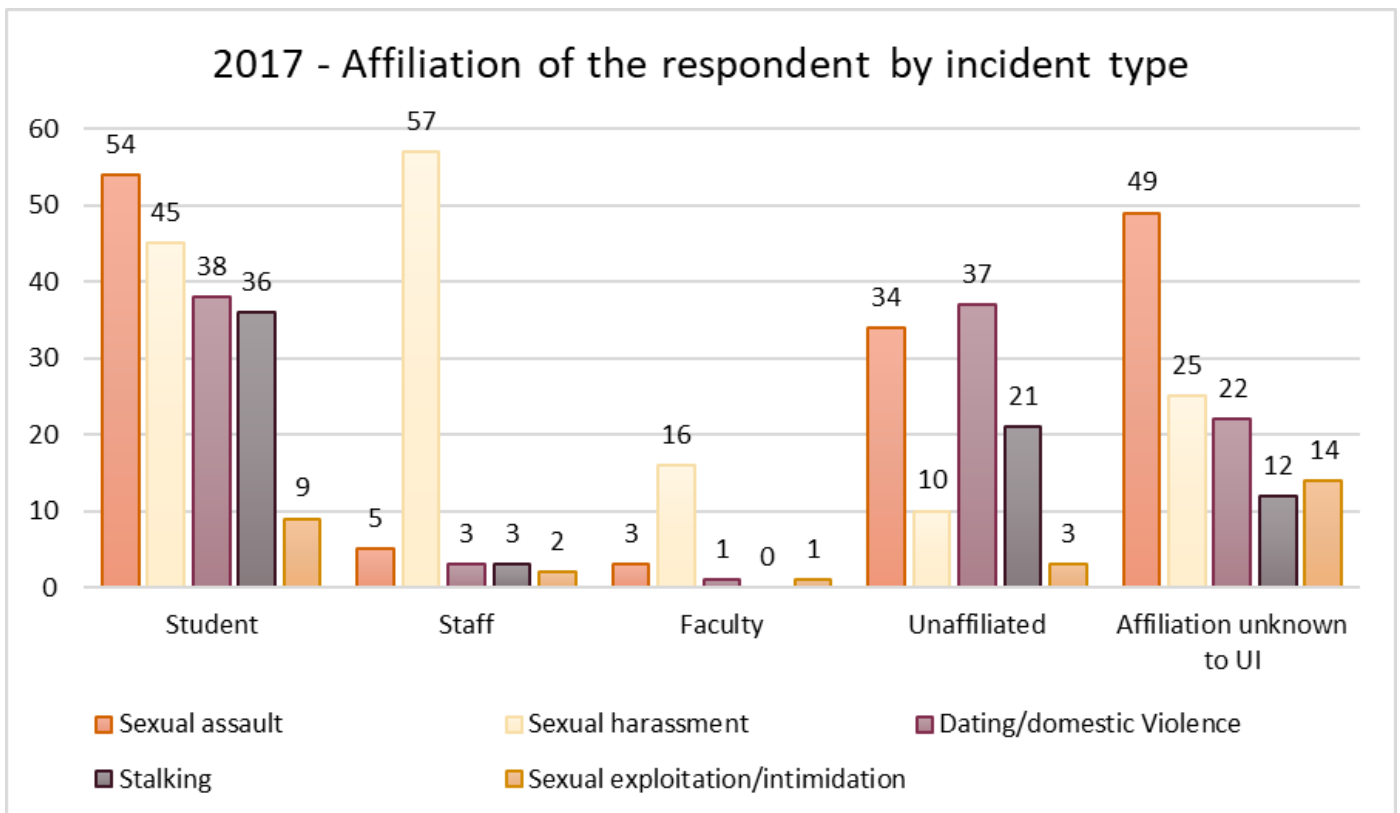
We have also identified a need to learn more about employee experiences with sexual misconduct by collaborating with the Chief Diversity Office and the Office of the Provost to conduct a climate survey for employees. We want to ensure employees feel comfortable seeking help.

Reports received by OSMRC in 2017: Affiliation of the respondent

We use the term “respondent” to describe the individual reported to have committed harm. The affiliation of the respondent determines whether the university has jurisdiction to investigate, which policies apply, and which offices might be involved in responding.

Student conduct investigations are conducted by the Office of the Dean of Students. Employee conduct investigations are conducted by the Office of Equal Opportunity and Diversity. If a respondent is not affiliated with the university, our ability to take action is limited.

The “affiliation unknown to the UI” category includes reports in which the party’s affiliation was known but not disclosed to the UI. These data reflect reports in which the reporting party was student, staff, faculty, unaffiliated, or of unknown affiliation.



Reports may contain more than one incident and/or incident type, or more than one reporting party.

Prevention programming for students continues to focus on shifting cultural norms and encouraging bystander intervention.

The high number of reports of sexual harassment involving staff relative to other incident types likely reflects an increased awareness of sexual harassment as a workplace policy. University of Iowa employees with a greater than 50% appointment are required to complete a prevention education program when they begin employment and must repeat the training every three years.

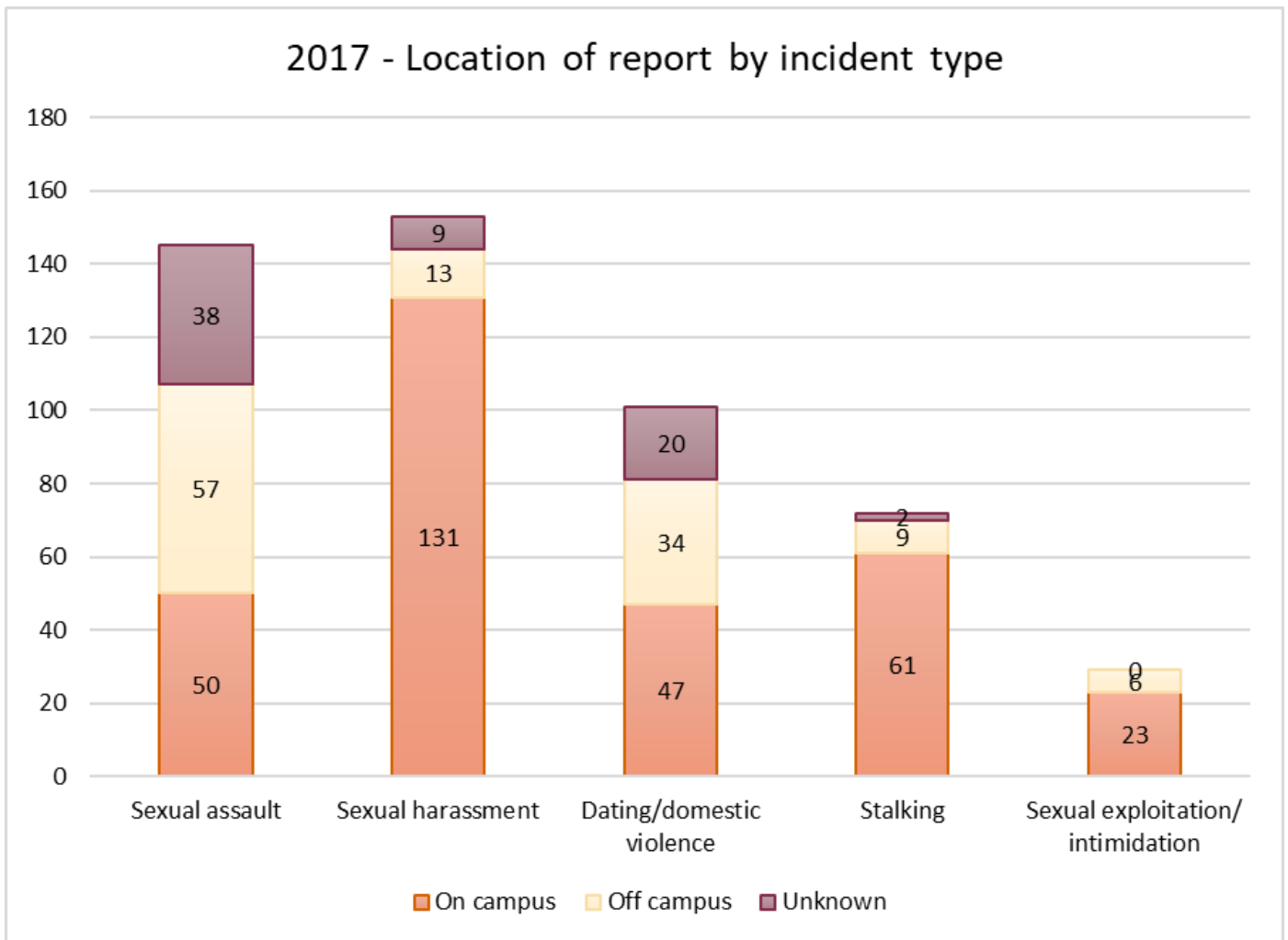
Some of the reports involving unaffiliated respondents are Clery reports and relate to incidents that occurred on campus properties, including incidents in which neither party is affiliated.

The reports in which the respondent’s affiliation was unknown includes cases in which someone was harmed by someone they didn’t know, and also includes cases in which the respondent’s identity was known but not shared.

Reports received by OSMRC in 2017: Incident location

Tracking the locations of reported incidents allows OSMRC to identify and address possible patterns. The location of incidents is also important for data collection related to the Clery Act, which requires that campuses report information about crimes committed on campus or areas adjacent to campus.

For the purposes of this report, “on campus” refers to reports in which at least one incident took place in a campus building, including academic buildings, residence halls, and the hospital; in campus parking lots and public areas; in fraternity and sorority houses; and in buildings controlled by our university, such as dorms in a university-sponsored study abroad program. “Off campus” refers to reports in which at least one incident took place at a reported off campus location. “Unknown” refers to reports in which no location information was shared.



Reports may contain more than one incident and/or incident type, or more than one reporting party.

Most reports received by OSMRC related to incidents that occurred on campus, indicating an opportunity to continue our prevention efforts by working with departments and colleges to create protective environments on campus. There also continues to be a clear need to collaborate with off-campus partners in the community through programs like Raise the Bar.

Report resolution

When OSMRC receives a report, we reach out to the reporting party offering to meet to provide linkage with a confidential resource, facilitate accommodations, and review reporting and complaint options. As much as possible, we strive to put control over the decision to make a complaint in the hands of the reporting party; however, there are certain circumstances in which the university has an obligation to move forward with an investigation in order to maintain a safe campus environment. The reporting party will always be told if this happens, and it is always the reporting party's choice to participate in an investigation.

Reports not moving forward

In the absence of an investigation, OSMRC works with the reporting party to explore their options. Sanctions are not imposed on the respondent unless an investigation has found evidence of a policy violation. However, there may be options to pursue environmental remedies that will help put an end to the unwelcome behavior in the absence of an investigation. Accommodations can be facilitated without making a complaint. A reporting party has the option to change their mind at any point; there is no time limit to making a university policy complaint.

Additional information can be found in the appendix.

Informal resolutions

An informal resolution may be an option in cases in which the respondent is a university employee. The purpose of an informal resolution is to stop the unwelcome behavior from recurring. Resolution may take many forms, including direct communication with the responding party, changes to the work or education environment, or group education of the whole work unit. The reporting party's wishes concerning notifying the responding party are taken into account. Informal resolutions are facilitated by the senior human resources representative or associate dean of the department where the behavior occurred, or by the Office of Equal Opportunity and Diversity.

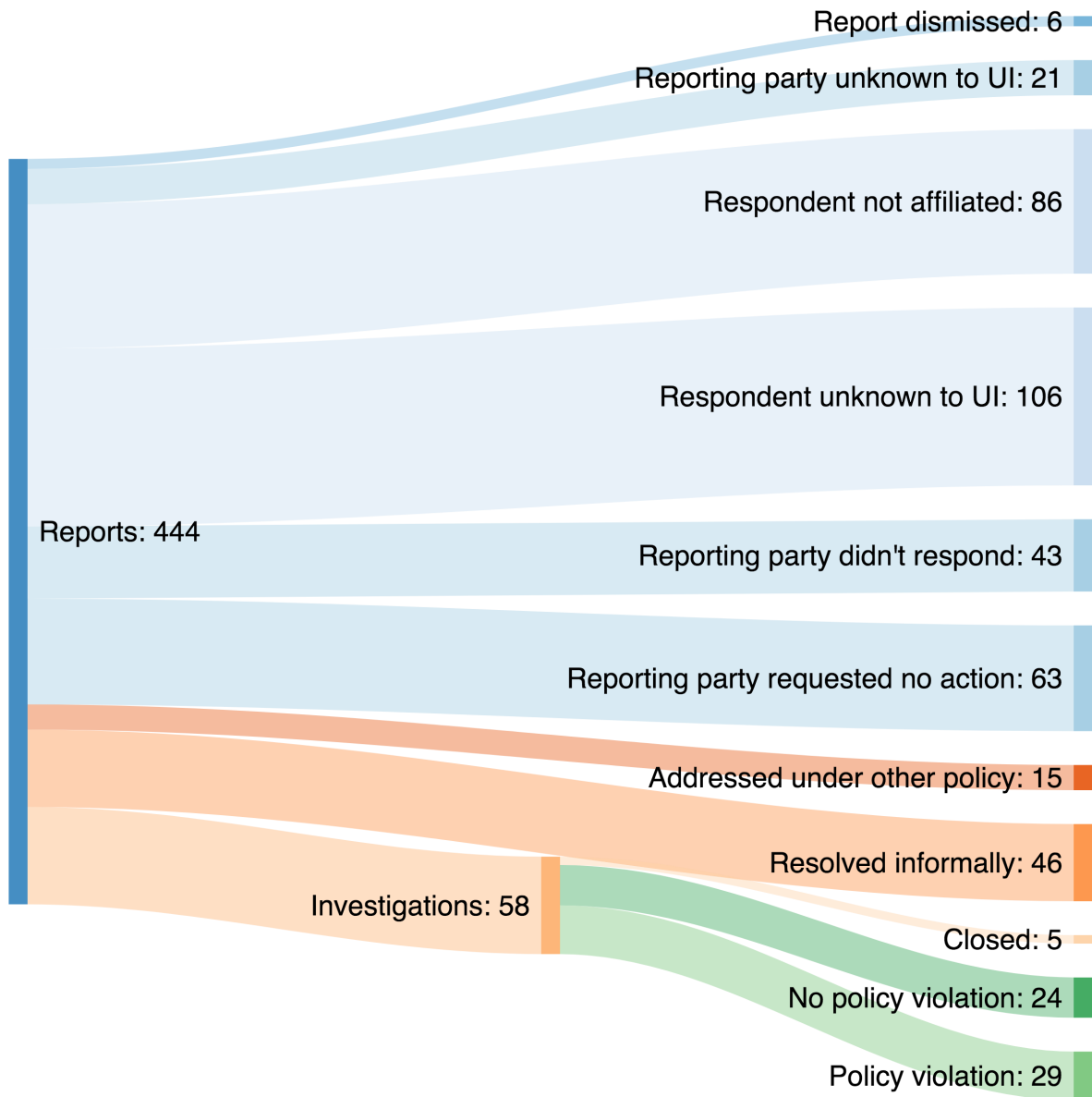
Investigations

Complaints involving student respondents are investigated by the Office of the Dean of Students, and complaints involving employee respondents are investigated by the Office of Equal Opportunity and Diversity. OSMRC is not an investigating office. Interim sanctions may be imposed on the respondent during the investigation if there is a concern related to safety or an ongoing threat of disruption to the academic process. The Anti-Retaliation Policy applies in both student conduct and employee conduct investigations.

The purpose of an investigation is to determine whether it is more likely than not that a university policy was violated. University administrative investigations are separate from law enforcement investigations, which may be pursued concurrently or not at all.

Additional information can be found in the appendix.





Approximately 19% of the overall reports received involved a respondent who was not affiliated with the university. We are grateful to have received information about these cases so that we could link the reporting parties with a confidential resource, offer accommodations, and clarify reporting options to law enforcement, even if an administrative complaint was not an option.

Close to a quarter of the overall reports received involved a respondent who was unknown to us. These include cases in which the respondent was known to the reporting party, but the reporting party chose not to share information about the respondent's identity with OSMRC.

There is always the potential that publishing information about reports not moving forward may lead to the unintended consequence of blame being directed at the reporting party. It is always the choice of the reporting party to participate in an investigation or not. Research has repeatedly found that victims/survivors of sexual assault choose not to report out of feelings of self-blame, not wanting other involved, and minimizing the seriousness of the assault. When explaining administrative complaint options, OSMRC regularly describes interim sanctions and the Anti-Retaliation Policy.

Investigation length

During an investigation, OSMRC provides regular process updates to the parties involved. We work with the investigating offices to track the length of investigations and help parties understand the anticipated length of an investigation. In 2017, 58 reports led to an investigation. The length of time between the start of an investigation (the date the reporting party indicated they would like to make a complaint) and the distribution of the investigator’s report had an average length of 81 days and a median length of 75 days.

Investigation length	
Total number of investigations in 2017	58
Average investigation length	81 calendar days
Median investigation length	75 calendar days

The length of an investigation can be affected by a number of factors. For example, investigations tend to take longer if multiple reporting parties or respondents are involved, multiple allegations are being investigated, multiple witnesses need to be interviewed, or one or more parties wishes to involve legal representation. The length of investigations can also be affected by university breaks, when fewer people are available to participate.

Appeals

An appeal may be based on the grounds that the decision was unsupported by substantial evidence when viewed as a whole; the decision was arbitrary, capricious, unreasonable, or constituted an abuse of discretion; the sanction was unreasonably harsh or lenient in light of the circumstances; the procedures were not properly followed, resulting in prejudice to the appealing party; or new evidence, not reasonably available at the time of hearing, warrants reconsideration. The appeal process is conducted in writing. The non-appealing party is given the option to respond to the appeal.

Appeals	
Total number of investigations in 2017	58
Number of findings appealed	9
Average appeal length	28 calendar days
Median appeal length	23 calendar days
Decisions overturned on appeal	0

In 2017, 58 reports were investigated and 9 were appealed by one or both parties. The length of time between the start of an appeal (the date the notice of appeal was distributed) and the distribution of the appeal officer’s decision had an average length of 28 days and a median length of 23 days. In 2017, no decisions were overturned on appeal.

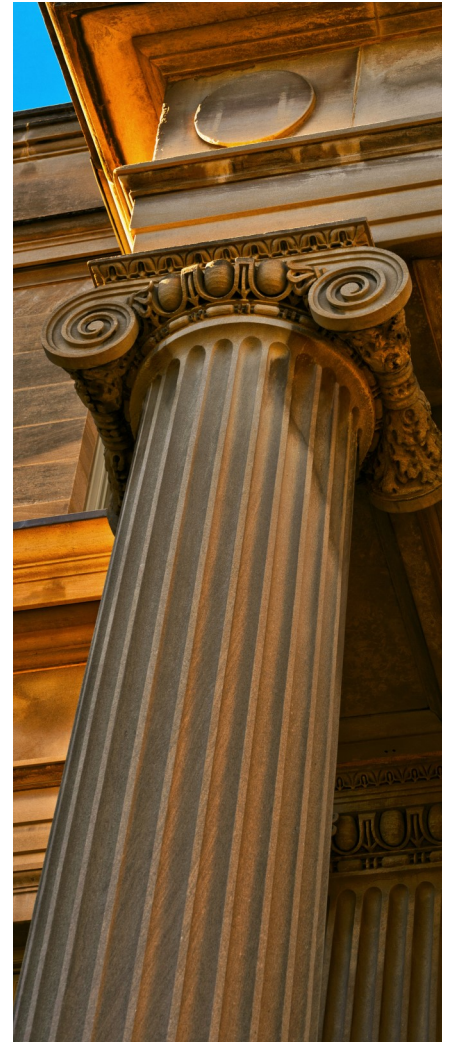
Sanctions imposed

Campus actions resulting from adjudication of complaints can include sanctions against the person found responsible, remedies for the individual or individuals harmed, one-on-one or targeted group education, or implementation of specific security measures.

There are protocols in place to ensure that intentional and appropriate outcomes, including sanctions, are imposed. When a policy violation has been determined, in either student conduct or employee conduct cases, the decision maker (the Dean of Students, the respondent's supervisor, or the Provost) must receive sanctioning input from the investigator and the Sexual Misconduct Response Coordinator. The Student Judicial Procedure allows for a victim impact statement to be provided to the decision maker before sanctions are imposed. Ongoing professional development is provided to decision makers. Outcomes are tracked to ensure fair and consistent institutional response and to decrease the effect of implicit bias.

The Anti-Violence Coalition continues to engage the campus community in conversation about appropriate sanctions which assists in our ongoing review of the sexual assault sanctioning guidelines established in 2014. We must ensure that there are no unintended side effects, such as hindrance to reporting or judicial administrators wanting to adjust a finding of responsibility in order to issue or avoid a specific sanction.

Definitions of sanctions can be found in the appendix.



Outcomes from 7 sexual assault policy violations:

18 disciplinary/safety measures
4 educational/counseling requirements
1 withdrew before resolution – registration hold placed

Outcomes from 7 sexual harassment policy violations:

8 disciplinary/safety measures
6 educational/counseling requirements
3 separations

Outcomes from 5 dating/domestic violence policy violations:

10 disciplinary/safety measures
10 educational/counseling requirements

Outcomes from 3 sexual exploitation policy violations:

6 disciplinary/safety measures
2 educational/counseling requirements
2 separations

Outcomes from 7 cases involving policy violations for multiple incident types:

23 disciplinary/safety measures
5 educational/counseling requirements
2 separations
1 suspension
1 withdrew before resolution – registration hold placed

Appendix

Report response process

Report dismissed

Reports made that were determined, on their face or following an initial review, to not constitute any form of sexual misconduct.

Reporting party unknown to the UI

Reports made anonymously and/or without enough information to allow the university to identify the potential reporting party to reach out for further investigation.

Respondent unaffiliated

Reports where the misconduct was committed by an individual determined not to be affiliated with the university. In the event the respondent is affiliated with another institution, the university may address the matter with the other institution to make them aware of the incident.

Respondent unknown to the UI

Reports where the identity of the respondent is either unknown, not disclosed to the university, and/or otherwise unable to be ascertained by the university, and therefore the university is limited in its ability to move forward with potential action. In these instances, there is no time limit placed on moving forward in the event the individual who has been harmed decides to proceed by sharing more information, or in the event the student or the university is later able to identify the respondent.

Reporting party didn't respond

Reports where the reporting party did not respond to university outreach.

Reporting party requested no action

Reports which did not move forward because the reporting party requested no further university action.

Addressed under another policy or procedure

Reports in which a response was pursued using a non-Title IX-related policy

Policy violation

It is more likely than not that the respondent violated a Title IX-related university policy.

No policy violation

The behavior reported did not rise to the level of a policy violation, or there was insufficient evidence to demonstrate whether a policy violation occurred. Respondents may also have been found responsible for violating other non-Title-IX-related university policies in a concurrent investigation; this information is not recorded in this report. A finding of no policy violation does not indicate that the reporting party was lying or not believed. Accommodations, including a no-contact directive, may still be offered following the conclusion of an investigation, even if there was a finding of no policy violation.

Closed

The respondent withdrew before a finding was issued, or the reporting party requested that the investigation cease. If a respondent withdraws before a finding is issued, the investigator compiles a report of information shared about the case and closes the investigation. No sanctions are imposed due to a lack of jurisdiction. Student respondents who withdraw in the middle of an investigation receive a registration hold to prevent them from re-enrolling until the investigation can be resolved.

Appendix

Sanctions imposed

Disciplinary/safety measures

Examples of disciplinary/safety measures that might be imposed as sanctions are listed below. More information about these sanctions can be found in the Student Judicial Procedure.

- building prohibition
- campus prohibition
- completion of all court requirements
- computer restriction
- disciplinary probation
- group education
- limited access to activities
- no classes/student orgs in common
- no contact directive
- one-to-one conversation
- permission required to graduate
- registration hold placed
- reprimand
- restitution
- work prohibition

Educational/counseling requirements

Examples of educational/counseling requirements that might be imposed as sanctions are listed below. More information about these sanctions can be found in the Student Judicial Procedure and OS-MRC's page about the UI-CERB Program.

- education mandate
- counseling mandate
- substance abuse assessment
- UI-CERB

Separation

Separation from the institution could take the form of termination (for employees) or expulsion (for students). Individuals who are separated from the institution are also issued a campus prohibition preventing them from returning to campus, and are prevented from future employment or student status at the university.

Suspension

Students who have been suspended are issued a campus prohibition preventing them from returning to campus for the duration of their suspension. Re-enrollment requirements may be imposed as a condition of returning to the university.

Withdrew before resolution

If a respondent withdraws following a finding of responsibility for a policy violation but before the imposition of sanctions, the university loses jurisdiction to impose sanctions. Student respondents who withdraw before the resolution of an investigation receive a registration hold to prevent them from re-enrolling until the investigation can be resolved.



**Office of the
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