

To Emory Administration,

Recent changes to Title IX law by the Department of Education make it even more difficult for survivors to seek healing and safety on Emory's campus. Emory's current Title IX policies fail to support survivors of sexual assault and harassment and instead create consequences for students responsible for assault. Numerous students have published their experiences working with campus services to report sexual assault, articles which can be read [here](#), [here](#), [here](#), and [here](#). These have prompted a larger discussion surrounding sexual assault and harassment on campus, and proven that **Emory needs to support its students**. We want reform surrounding a process that is currently protecting Emory's image more than Emory student survivors. While Emory cannot change parts of the Federal Title IX process itself, **Emory can better support survivors, create more resources, and improve transparency surrounding the process**. As a student body, we are willing to work with the administration to create real reform that benefits both students and the University. We have a variety of requests for reform, as listed below:

Accountability

1. **Emory University must offer a robust alternative system of transformative justice/accountability for all survivors.** Most survivors on campus don't go to Title IX in the first place, and very few survivors are willing to go through with Formal Resolution. We need alternative systems that give survivors autonomy to seek justice in a way that works for them.
 - a. **Emory University must provide survivors with the option to pursue a transformative process of accountability.** Many students are hesitant to go through the Formal Resolution process because of the rigor of the process and the fact that it retraumatizes survivors. Many survivors want their abuser to go to therapy, or go through a transformative justice program that allows them to take responsibility for their actions and work to better themselves. The Title IX office must work with the Office of Respect to create a transformative justice process that is quicker than formal resolution, anonymous, and trauma informed for survivors to find resolution in a less traumatic way. This process should be built with professionals and student survivors. The Title IX office must ensure a transformative process is staffed by diverse practitioners with trauma-informed expertise. University **must hire transformative justice practitioners**, who have particular expertise in forms of mediation, healing, and accountability surrounding sexual violence.
2. **Faculty must be held to the same standard as students when reported for sexual discrimination or violence. Emory must create anonymous reporting forms for each department for students to submit concerns about faculty to ensure they are being held accountable.** This should happen by fall of 2023. Emory students have been told that Emory "protects its staff", and thus are less likely to follow through with a formal report, which often proves useless. Emory must hold staff accountable for their actions and treat their cases to the same level as those involving students. Creating some way for students to raise concerns about faculty to their department ensures that administration is aware of issues and can do further

investigation where necessary. This also ensures that students do not need to go through a formal reporting process that is ultimately futile when reporting faculty and staff.

Supporting Survivors

The Title IX process is an extremely taxing and traumatic process for students to endure, regardless of insufficient policies. Survivors need more emotional support from the University and be provided with resources to get the help they need:

1. **Emory University must hire more counselors that can specifically support survivors, and hire more counselors of different identities--especially Black counselors and LGBTQ+-identifying counselors. The University must invest in more diverse types of therapy available, including group therapy geared towards different communities.** This issue is exacerbated by the lack of accessibility to therapists who reflect and understand the identities of BIPOC and LGBTQ+ students.
2. **Students must be able to easily and affordably access off-campus therapy with accessible means of getting financial support.** Emory must provide resources to connect students to off-campus therapy that is financially realistic for them.
3. **The University must ensure that any students who choose to enter the Title IX hearing process are provided with a full-time social worker or lawyer on staff, to ensure equity between parties in the cross-examination phase.** Current staff advisors are not receiving enough training to adequately support survivors through the cross examination process, which is hugely challenging for them to endure. Now that students going through Title IX must face cross-examination, it is more important than ever that complainants and respondents unable to hire their own lawyers are properly supported during this process to ensure a degree of equity. This cannot be achieved without representatives trained in trauma-informed care and whose sole job it is to represent the student in question. UNC Chapel Hill, Vanderbilt University, and Harvard University are some universities whose Title IX offices provide these services to students.
4. **Students should only have to tell their story once in addition to writing a report throughout the formal resolution process.** This change should happen by fall of 2023. It is extremely traumatic for a survivor to have to retell their story over and over again. No person should experience sexual assault in the first place. Retelling not only risks retraumatization in victims but also discourages survivors from following through with their report. They should only be required to tell it once—to the investigator—to reduce emotional harm done to survivors.
5. **Emory should create a Canvas page available to all students with Title IX resources and reporting by the fall of 2023.** Emory students are lost on how to report and who to report to. Creating an easily accessible place for students to access information will ensure they know what support is available to them. This already exists for freshman orientation, so Emory should realistically be able to create this resource. The current flowchart that explains the Title IX process to complainants is not nearly elaborate enough for someone to understand what they

are agreeing to. There must be a resource that better explains the process in simple terms found on this Canvas page. This page should be updated monthly with resources.

Preventing Harm

1. **To prevent violence, all students must undergo training throughout each year of university on healthy community behaviors, consent, and the Title IX process.** Emory is currently offering no recurring mandatory training for the general student body to learn about consent and Title IX processes. Students are dangerously uninformed about healthy behaviors and the resources available to them. Emory must create a curriculum that every student must complete each year.
2. **Student leaders must undergo training on how to support their peers in reporting and going through the Title IX process by fall of 2023.** Leaders in key organizations like SGA, Greek Life, RHA, College Council, and club presidents have no education on advocacy or how to help their peers report. They must be trained in the types of resources available to students so they can advocate for their peers.
3. **Emory must expand education of Title IX in freshman Emory Edge classes for the class of 2027 and onward.** Title IX is currently covered in this curriculum, but students still feel lost as to what resources are available to them and how to report. We must make this training longer and more elaborate, and reevaluate the curriculum that currently exists to make it more accessible for students.

Thank you,
Students of Emory University