

**Demand One – TRAINING:** A more comprehensive, trauma-informed training program for all persons involved in the Title IX process so that they have an adequate understanding of the dynamics of sexual violence, the effects of trauma, and how to interact with survivors.

This includes, but is not limited to: Title IX Office staff and contractors, WUPD, USAIB, Habif Health and Wellness Center, Office of Student Conduct, and Residential Life Staff.

- Rigorous, trauma-informed and evidence-based training required before joining the University Sexual Assault Investigation Board (USAIB), with retraining immediately prior to becoming a member of a Title IX case panel
  - Training must be on par with RSVP/LIVE training requirements in terms of topics covered and hours trained.
  - USAIB member training must be reviewed and approved by the Oversight Committee (see Demand 5) in regards to intersectionality training (LGBTQ, race, class, ability, etc), and all members must receive training in all topics covered before serving on a panel.
- Implicit-bias training should be required of all individuals trained in the Title IX process.
- All SHS providers and staff need extensive training on trauma-informed practice broadly, and specifically as it is related to sexual and interpersonal violence, especially administrators within SHS
  - Currently SHS has only 1 counselor with significant experience dealing specifically with sexual violence trained in DBT (dialectical behavioral therapy), 1 counselor trained in EMDR (Eye-movement desensitization and reprocessing), and only 2 trained in transgender care.
- Title IX coordinator should be updated on research literature involving sexual violence (e.g. correlations between sexual assault/violence and later physical violence/murder)
  - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2573025/>
  - [http://www.who.int/violence\\_injury\\_prevention/violence/global\\_campaign/en/chap6.pdf](http://www.who.int/violence_injury_prevention/violence/global_campaign/en/chap6.pdf)

**Demand Two – SURVIVOR SUPPORT:** A stronger investment into the support of survivors of sexual assault and intimate partner violence at WashU, including the expansion of survivor accommodations and support resources, stronger requirements for student group training, and identity-specific support and programming.

- No contact orders need to extend beyond the classroom and residential life, specifically in regards to student groups
  - Social suspension should be instituted for the respondent in student groups of which the complainant is a member
  - The respondent should be required to leave social settings when the complainant is present
- Requests for accommodations need to be met in a timely manner (1 day, not 1 week)
- There should be methods for survivors to receive free therapy outside of the 9 free sessions/16 total sessions in SHS
  - There should be long-term care available on campus, rather than students being referred to off-campus resources that may not be accessible to students of all classes, race, gender, ability, etc.
- There should be a 24-hour on call trained counselor available for students who need that support immediately

- o Uncle Joe's/SARAH is not enough, as they are student volunteers and not trained professionals
- On campus medical care, including but not limited to: rape kits, drug testing, and access to free emergency contraceptives
- Require that all Category 1 student groups on campus have an annual facilitated dialogue about sexual violence prevention in conjunction with LIVE, SARAH, and/or the RSVP Center.
  - o Programming can include, but is not limited to: Green Dot, LIVE Facilitations, SARAH Safe, facilitated group dialogue, co-programming about sexual violence or intimate partner violence.
- Create more culturally-informed prevention programming for both administrators and student group leaders
  - o Marginalized communities are especially prone to and have nuanced cultural forces surrounding sexual violence. Cultural humility must be incorporated into programming; St. Louis-based identity-specific support/advocacy groups must be consulted when creating programming in dialogue with the above resources to ensure prevention programming is created by and for marginalized communities.
    - e.g. The LEAD Institute – education and advocacy for sexual assault in disabled communities
    - e.g. South Asian Women's Empowerment Regional Association (SAWERA)
    - e.g. Metro Trans Umbrella Group (MTUG)
  - o Increased publicity of the on-campus and off-campus groups and resources available to specific identity groups and ensure all responders (RAs, WUPD, SARAH, SHS, etc.) have this information available.
- Recruit summer-specific USAIB members, including students, so that complainants don't have to choose between a speedy process and a fair panel.
- Survivors who are also in a "Responsible Employee" position should be able to receive support from survivor-specific spaces without the obligation to report
  - o e.g. Take Back the Night allows "Responsible Employees" to be relieved of their reporting duties in that time and space

**Demand Three - TRANSPARENCY:** More transparency in the execution of Title IX, along with the processes of all other relevant campus programs, including, but not limited to, Habib Health and Wellness Center (SHS), WUPD, OSC, ResLife, and CDI.

- More accurate and comprehensive information on the Title IX website - specifically about length of process.
  - o A detailed, annotated step-by-step mock case should be available online for students.
  - o The protocol for filing reports and what exactly that entails for different reporting processes should be clearly detailed and easily accessible
- RSVAI in the Institute for Public Health should perform a system dynamics evaluation of the Title IX process in order to identify evidence-based mechanisms to shorten and improve the process
- There should be a published and easily accessible list of specific recommended repercussions for specific violations in order to provide transparency on how decisions are made.
- Create, publish, and maintain consistent policy for the length of time to submit witnesses, the length of time to review/respond to their report, and the process to receive extensions

- o This process must fit in the 60-90 day framework as recommended in the Dear Colleague letter
  - o These deadlines and extension request details should be readily available on the Title IX website
- Transparency in how USAIB panelists are selected and trained
  - o Selection should be an open application that will be reviewed by the Oversight Committee (see Demand 5) rather than students, faculty and staff “appointed by the Chancellor”
  - o Required yearly releases of the USAIB training to maintain accountability to update trainings regularly
- Easily accessible FAQ that includes statistics for all types of reporting, not just to WUPD, which includes the number and type of reports WashU has received, consolidated from all reporting systems, and number of individuals with more than one report.
- Habif must widely publicize the already available medical and mental health services and coverage that it provides for survivors including on-call counselors, prophylaxis treatment, etc.
- Habif must be more transparent about their billing processes and procedures in order to ensure that survivor confidentiality is being kept throughout patient interactions
- There should be transparency, publicity, and education on who is and who isn’t a “Responsible Employee”, what being a “Responsible Employee” means, and what the consequences of reporting will be.
  - o It has come to our attention that some “Responsible Employees” force survivors to go through the reporting process, rather than simply educating the survivor about all of their possible options
- WUPD should be transparent in protocol for responding to reports of sexual assault and other dangers to students.

**Demand Four - STAFFING:** Additional staff must be hired in order to both handle cases of sexual and intimate partner violence with more nuance and to expand current resources for survivors.

- Hire a new Title IX director to begin to rebuild trust between the student body and the Title IX office, specifically replacing Jessica Kennedy.
- Hire more investigators in the Title IX office to make sure that things can be done quickly.
  - o Removal of investigators that have failed to appropriately respond in a trauma-informed manner during investigation interviews
  - o Ensuring trauma-informed training of these investigators before they are placed on a case
- Trained survivor advocates should be provided to support students through the process. These can be modeled after DV Court advocates.
- The school should provide legal assistance at no cost to the student for any party continuing throughout the case
  - o In the event of retaliation through litigation, legal assistance should be available after a case has closed.
- Hire additional staff at the RSVP center who identify as and who have professional experience working with marginalized communities, including but not limited to: people of color, LGBTQIA\* communities, disabled identities, male survivors

**Demand Five – ACCOUNTABILITY:** Accountability in the form of creating an Oversight Committee for the reporting process that prioritizes student feedback about how the school handles sexual assault and intimate partner violence.

- The committee will be formed by a yearly open application process with members chosen by a panel including representatives from RSVP, CDI, ResLife, and Campus Life
  - Hire staff whose main role will be to coordinate and manage the Oversight Committee
  - This committee should be made up of mostly student representatives, besides the staff members
- The committee should ensure that requests for accommodations are met and that approved accommodations are actually provided.
- Complainant and Respondent can complete surveys about their investigator and/or USAIB Panel's conduct during the process, which will be sent to and reviewed by the committee.
  - If a member in the process receives too many negative reports, the committee will have the power to remove them from the process.
  - Transcripts of interviews with the investigator and panel should be available to participants for the purposes of filling out surveys
- The committee will address any issues brought to them regarding the handling of a case by the Title IX office or its affiliates
  - This includes, but is not limited to: amount of time being taken, information about one side not being shared to the other, policies not being applied consistently or being applied inappropriately
- This committee should work closely with administration and WashU's various programs in the implementation of all of our demands.
- This committee should be chartered and contain bylaws.