



CHARTERED 1693

**THE COLLEGE OF WILLIAM & MARY IN VIRGINIA
OFFICE OF COMPLIANCE & POLICY**

**Title IX Compliance at W&M
Summary of Actions May-September 2014**

This list summarizes actions taken to enhance W&M's prevention and response efforts related to sexual harassment, including sexual assault. These are actions concluded or undertaken in summer 2014; those actions marked with an asterisk are not yet completed.

Policy Actions. *Policies are necessary for both prevention and remedy of sexual harassment. By defining institutional expectations, they are the foundation of prevention; by establishing prohibited conduct, they permit enforcement and remediation.*

- New [Discrimination, Harassment and Retaliation Policy](#), subsuming and improving current sexual harassment policy and establishing first consolidated, fully-articulated expression of university policy on discrimination and harassment. This policy was developed through an inclusive campus notice-and-comment process.
- Improvements to Sexual Misconduct Policy, including definitions of consent and relationship of intoxication and expansion to include Violence Against Women Act-mandated crimes of domestic and dating violence and stalking.*
- Improvements to Sexual Misconduct Procedure, used to investigate and adjudicate allegations of student sexual harassment (including sexual assault).*

Education and Awareness Actions. *These actions include both policy promotion efforts as well as education and outreach on issues such as safe alcohol use and healthy relationships.*

- Dissemination of [Discrimination Resources Poster](#), effectively communicating reporting options and W&M offices and entities providing services ranging from disability accommodation to criminal investigations.
- Developed [pamphlets for students](#) describing campus procedures for resolving sexual harassment allegations.
- Developing flyers providing quick information on options and resources for survivors of sexual assault, harassment, or VAWA crimes.*
- Increased participation by Title IX Coordinator and Dean of Students Office representatives in student orientation programming.
- Increased participation by Title IX Coordinator in [faculty orientation programming](#), including providing training on reporting obligations.
- Improved dissemination of [information regarding relevant policies and reporting obligations](#) to new employees.

Training Actions. *Many of the actions listed under “Education and Awareness” serve some training purpose. The items listed under this heading focus on actions designed to create or increase skills or technical knowledge.*

- Purchased training for faculty and staff on Clery Act and Title IX.
- Developed [pamphlets providing step-by-step protocol](#) for faculty and staff responding to student disclose of sexual assault.
- Developing improved training for Sexual Misconduct Hearing Board members and advisors.*

Investigation and Remediation Actions. *The improvements to the sexual misconduct procedure, described above, are designed to improve investigation and resolution of complaints. These are additional steps:*

- Contracting for incident management systems, to provide technological solution for logging, tracking, and case management of Title IX reports (as well as other discrimination and harassment complaints).*
- Established a dedicated physical space, located in the Campus Center but distinct from the Dean of Students Office space, for Care Support Services, a rebranded function equipped to help survivors of sexual assault understand their options and obtain campus support.*
- Created “rights and responsibilities” handouts and web-based informational resources for students involved in Title IX investigations.
- Providing trained administrative advisors to both (all) student parties in Title IX investigations.*
- Improved no-contact orders and other documents relating to interim steps.
- Modifying administrative resolution option to ensure that occurs only with agreement of reporting party. (This modification will be reflected in the updated Sexual Harassment and Misconduct Procedure.)

Outreach and Climate Actions.

- Convened a two-day summit meeting including various members of senior administration as well as subject-matter experts. The group reviewed current OCR guidance and our current policies, protocols, assistance for reporting party and respondent, investigation and adjudication procedures, follow up with victims, and messaging/educational efforts with the student body.
- Working group convened to review climate survey instruments and develop recommendations for W&M survey activity.
- [Presidential message to campus community](#) about sexual harassment and sexual assault and establishment of Task Force (September 4, 2014).
- Establishment and convening [Task Force on Preventing Sexual Assault and Harassment](#) to conduct a climate survey and make findings and recommendations by June, 2015, regarding prevention and education; training; and investigation and adjudication practices.