



CULTURE OF RESPECT

NEWSLETTER

Message from the Co-Chairs

It's hard to believe we are into February! Since our last CORE All-Campus Leadership Team meeting with our NASPA program coordinator in November, we have all been working to eradicate sexual violence at Emory. This newsletter outlines what we've done to move the needle.

Read more for an update on our progress and please bring questions and ideas to our virtual meeting on **Friday 2/21**.



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Director,
Office of Respect



Nicole Babcock

Director and University
Title IX Coordinator

Six-Pillar Framework: A Team Approach to Change



Pillar 1

Survivor Support



Pillar 3

Multi-Tiered
Education



Pillar 5

Schoolwide
Mobilization



Pillar 2

Clear Policies



Pillar 4

Public Disclosure



Pillar 6

Ongoing Self-
Assessment

Pillar 1

Survivor Support

Baseline Evaluation Score
136/212

- Encourage and facilitate reporting of sexual violence.
- Respond to reports;
- Provide advocacy, mental health, and medical services;
- Offer accommodations/supportive measures to promote survivors' health and academic success;
- Fulfill obligations under federal law, including Title IX and Clery Act.

Top Goals

Review peer institutional data and conduct a clinical load and needs assessment in support spaces (to include local SANE programs, FSAP, Oxford Campus supports, Office of Respect, and other survivor support resources) to determine additional staffing needs. Identify current staff at Oxford campus to serve as the liaison with the Office of Respect.

Reviewed the current protocol and accompanying flowchart for informing survivor/survivor resources prior to releasing timely warning related to sexual/relationship violence provided by Pillar 4 lead.



Pillar 2

Clear Policies on Misconduct, Investigation, Adjudication, and Sanctions

Baseline Evaluation Score
132/212

- Policy Statements that provide an overview of sexual misconduct policies, including definitions of prohibited behaviors; investigations procedures, adjudications procedures, and sanctioning guidelines;
- Provision of respondent accommodations/supportive measures; and
- How our institution fulfills its obligation under state and federal law, including Title IX and Clery Act.

Top Goals

Form subgroup for researching informal resolution options this semester (and eventually creating a proposal in the future).

Form subgroup for creating a list of all university policies related to sexual misconduct (and eventually creating a policy review schedule).



Baseline Evaluation Score 158/326

- Sexual violence prevention training provided to campus employees;
- Primary prevention and awareness programming for incoming students as well as for continuing students and employees;
- Ongoing prevention and awareness campaigns provided for the entire campus;
- Compliance with education and trainings requirements as explicated in Title IX guidance and VAWA amendments of the Clery Act.

Pillar 3

Multi-Tiered Prevention Education

Top Goals

Identifying questions about student experiences and attitudes that can be answered by existing survey (WISHES, Healthy Minds, NCHA) data.

Utilize Title IX data to identify a department or program focused on developing training for student workers.

Identifying communities that are either under or over represented in Title IX data in order to assess if information is inclusive to the student population.



SUPPORTED
BY PILLAR 6

Baseline Evaluation Score 47/89

- Communication with key partners;
- Data collection about the institution's response and prevention efforts;
- Required disclosures via the Clery Act; and
- Voluntary disclosure of other sexual violence data.

Pillar 4

Public Disclosure of Campus Violence Statistics

Top Goals

In the final stages of rolling out Bystander Intervention Tips onto our Timely Warnings (Public Safety Notices).



Making sure webpages throughout the institution that have interconnected resources are all linked together so that it is easier on students, parents, and staff to find related resources on and around campus.

Creating easily digestible resources on sexual violence and university resources for students, parents, and staff that will make it easier to communicate with our community.

Pillar 5

Schoolwide Mobilization

Baseline Evaluation Score
42/117

- Institutional support for student groups;
- Inclusion of students in decision-making and programming;
- Engagement with faculty, parents/families, and alumni; and
- Use of a multidisciplinary task force.

Top Goals

Creating flowcharts outlining information available to survivors and respondents.



Advancing work related to training for peer educator programs and bystander prevention.

SUPPORTED
BY PILLAR 3

Baseline Evaluation Score
27/71

- Use of campus climate surveys;
- Other tools for evaluation of campus efforts to respond to and prevent sexual violence.

Pillar 6

Ongoing Self-Assessment

Top Goals

- Identify short-term options to integrate sexual misconduct climate questions into existing assessments.
- Meet with senior leadership to explore options for funding and timing the ARC-3 Climate Survey.
- Partner with HR to develop rosters and training for student workers in collaboration with Pillar #3.

- Administer ARC-3 Climate Survey including communication plans, focus groups, and support.
- Populations include undergraduate students, graduate/professional students, post docs, faculty, and staff
- Expand to Emory Healthcare, if able.

Rankin & IRDS partner to develop dashboards and reports that support the other Pillars, Title IX, the Office of Respect, and other key stakeholders across campus.

