

Ferris State University

# Sexual Misconduct Task Force Report - 2018

Final Report - 8-27-2018

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## Sexual Misconduct Task Force Executive Summary

Changes in Title IX, Clery Act, Campus SaVE Act, Violence Against Women Act (VAWA) and other federal compliance, the recent introduction of new legislative mandates in the state of Michigan and the nationwide public movements such as *Its On Us*, *#MeToo* and *Time's Up* have all contributed to heightened expectations in the United States and on college campuses regarding the prevention and response to sexual misconduct (American Bar Association, 2017; Clery Center, 2017; Jackson, 2017; U.S. Department of Education; 2016; Lhamon, 2015 & 2014; White House Task Force, 2014; Campus SaVE Act, 2013; Ali, 2011). In response to this climate and the revelations exposed in recent high profile cases, Ferris State University's President Eisler commissioned a Task Force on Sexual Misconduct. The scope of the Task Force included a review of campus policies and procedures, benchmarking against federal and state compliance mandates and professional best practices to identify where gaps existed regarding: 1) sexual misconduct, 2) minors on campus, and 3) clinic practices. In addition, the scope included a review of evidence regarding our campus climate to assess how it does or does not support a culture of prevention, timely reporting and effective response.

### Sexual Misconduct Work Group

This team reviewed current compliance, legislation and best practices they were aware of to create a tool and complete a subsequent review of Ferris policies, practices and processes. The work group also held several focus groups with current students on the Big Rapids, Traverse City, Grand Rapids and Kendall College of Art and Design campuses to better understand their perceptions.

The Work Group members identified the following gaps, areas for further conversation and best practices:

- Policy and procedure gaps:
  - Organizational structure of Title IX.
  - Processes and procedures in Housing and Athletics to ensure compliance with Campus SaVE (2013) Act and 2017 Dear Colleague Letter. Specifically regarding involvement of law enforcement and application of interim measures.
  - Annual Security Report lacks a definition of consent (part of the 2016 Clery Requirements).
  - Nondiscrimination Grievance procedures lack a statement referring questions to the Title IX Coordinator and the inclusion of a statement noting that complaints should be resolved in 60 days should be reviewed, per the 2017 Dear Colleague Letter.
- Training gaps
  - Training for those responsible for Title IX investigating or adjudicating is not consistent nor well-documented.
  - Training for responsible employees has been a part of new employee orientation for the past year; however, there is no apparent evidence that training has consistently reached employees who began their position prior to 2017.
- Other gaps
  - Resources for complainants are student focused and not all relevant for those who are non-students.
- Areas that need further discussion
  - In light of rescinded OCR Guidance, review Student Code of Community Standards regarding how questions are submitted for cross-examination and those regarding past sexual history in conduct hearings.
  - Although it is currently being addressed, the passing of numerous Michigan legislative compliance mandates will require many employees at Ferris to address these numerous requirements.

- Best Practices to consider:
  - Explore offering more prevention education in varied formats inclusive of sexual misconduct and alcohol and drugs.
  - Broaden deputy Title IX coordinator appointments to be more inclusive.
  - Implement an annual campus-wide notification introducing the Title IX Coordinator, providing information regarding confidential resources and highlighting prevention programming.
  - Include a consistent statement on course syllabi inclusive of whom students can speak with about sexual misconduct and the role of their professors as responsible employees.
  - Ensure that all orientation formats include expectations of the campus community regarding prevention, reporting and responding to sexual misconduct.
  - Create poster campaigns to notify the campus community of responsibilities to respond to complaints.
  - Establish annual training and documentation processes for Title IX Coordinator, deputy coordinators and law enforcement.
  - Host meetings on a consistent frequency with Title IX Coordinator, deputy coordinators, campus and community law enforcement, General Counsel and other relevant parties.
  - Review relevance of incorporating best practices regarding adjudication including the creation of a single policy and process to address all discrimination complaints; the use of investigator teams; recording hearings; use of restorative justice sanctions, inclusion of mediation as a way to resolve cases, managing cases where the complainant is not attending a conduct hearing and/or an impact statement is used, and the level of evidence considered in conduct hearings.
  - Create a frequency in which Ferris policies and procedures will be reviewed.

### **Minors on Campus Work Groups**

In 2011, a Title IX Ad Hoc group was established and later the focus was expanded to include minors on campus. The work of this group resulted in the development of a policy, but the members of the task force were challenged with how to implement aspects of the proposed policy. Additionally, training of those working with minors was identified as lacking. In response, Gary Wendlowsky was provided with a plethora of current resources and created a brief online training designed to be used by anyone working with minors. During July of 2016, a group of 12 individuals were appointed to a Minors on Campus Policy and Procedures team. The group met to discuss how to implement the proposed minors on campus policy (Appendix B). Through this team, a set of operating procedures for programs involving minors was developed and although the policy was not formally adopted at that time, the procedures were implemented.

The following gaps were identified regarding minors on campus:

- A formal minors on campus policy is not currently in existence. (*This has recently been adopted*)
- Training for those working with minors was built many years ago.
- Procedures for implementing the policy should be updated and the review should be inclusive of but not limited to the following:
  - The scope and modality of training.
  - Record-keeping regarding those completing training.
  - Background check processes and record-keeping.
  - Determining how minors in the classroom are or are not relevant to this policy.

### **Clinic Practices Work Group**

Dental, optometry and the Birkam student health clinics reviewed their patient rights and responsibilities and accreditation and compliance standards currently used. In addition, a survey of those studying in the dental and

optometry clinics was conducted (Appendix C). The results yielded that student users were primarily satisfied with services received and overall did not identify the existence of sexual misconduct issues during their appointments; however, some believed they could have been better prepared to manage sexual misconduct. At the same time, most students studying in the dental and optometry clinics felt prepared to manage or knew where to find resources to assist with managing sexual misconduct issues they encountered in the clinics. A pending survey will be administered to athletes in order to assess their perceptions of the trainer clinics and to student patients who receive services in Birkam Health Center to assess their delivery of care from the health care providers at the health clinic.

Based on the information reviewed, the following gaps were identified:

- Generally, sexual misconduct training was lacking for those working in clinics.
- Assessments to understand clinic user perceptions, feedback from patients regarding point of care treatment and patient rights during care delivery and experiences of students studying in the clinics regarding the existence and handling of sexual misconduct was lacking.

### **Campus Culture**

Overwhelmingly, the members of the Task Force believed that Ferris State University had done well to comply with mandates, develop policy and address reports regarding sexual misconduct. Internally, there were many surveys that highlighted elements of campus culture including the student campus climate surveys, a diversity and inclusion survey, an employee satisfaction survey and the graduating senior surveys. In addition, former task force reports, general reports and complaints all illustrate an understanding of elements of our campus culture. However, the only survey that asks direct questions about culture is the student campus climate survey (Appendix D). The other surveys resulted in high levels of satisfaction with the campus environment. Although one can infer that high levels of satisfaction are indicators of a healthy campus culture, the Task Force members believed stronger evidence was needed to truly assess the culture. Ultimately, although available evidence highlights some characteristics of our culture, the Task Force members were unable to determine if our campus does or does not have a culture of prevention, timely reporting and effective response.

Given this finding, the gaps identified are:

- No overall campus climate evidence could be found (outside of the current student campus climate survey).
- The current employee consensual relationship policy has not been reviewed since 2004.  
<https://ferris.edu/HTMLS/administration/adminandfinance/human/Forms/HRPPs/ConsensualRelationship.pdf>

### **Conclusion**

The Task Force members worked diligently to review, understand and discuss numerous aspects of our campus culture and specifically how we prevent, report and respond to sexual misconduct issues. The outcome of the work was a gap analysis documented in Appendix E. Overall, the members believe Ferris State University has developed strong policies, procedures, prevention programs and responses to address sexual misconduct, and continues to strive to maintain an environment that is safe and free from obstacles that hinder the success of our students, faculty, staff and visitors. The significant shifts in legislation, popular movements, and heightened sensitivity to how campuses are responding to current issues of sexual misconduct provides us with additional opportunities to continually improve, and work toward sustaining an environment that fully supports the prevention and reporting of, and response to, sexual misconduct and success of all of its members.

## Sexual Misconduct Task Force Final Report

Changes in Title IX, Clery Act, Campus SaVE Act, Violence Against Women Act (VAWA) and other federal compliance, the recent introduction of new legislative mandates in the state of Michigan and the nationwide public movements such as *Its On Us*, *#MeToo* and *Time's Up* have all contributed to heightened expectations in the United States and on college campuses regarding prevention and response to sexual misconduct (American Bar Association, 2017; Clery Center, 2017; Jackson, 2017; U.S. Department of Education, 2001 & 2016; Lhamon, 2015 & 2014; White House Task Force, 2014; Campus SaVE Act, 2013; Ali, 2011). Additionally, commonalities expressed in the current literature are the significant impacts of sexual misconduct on a survivor, due process for the accused, difficulty inherent in reporting structures, perceived low levels of discipline for those found responsible, high frequency of cases that involve alcohol and drug use and barriers surrounding reporting same gender cases (The Chronicle of Higher Education, 2018; Investigatewest, 2018; NSVRC, 2018; RAINN, 2018; American Bar Association, 2017). The literature also outlines the frequent occurrence of sexual misconduct against women across the nation and especially on college campuses; noting that one in four to one in six women experiences a sexual assault in their lifetime (RAINN, 2018; NSVRC, 2018; Cantor, Fisher, Chibnall, Townsend, Lee, Bruce, & Thomas, 2015).

The Rape, Abuse & Incest National Network (RAINN) documents that the rate of sexual assault and rape has fallen 63% in the past 25 years; from 4.3 to 1.6 per 1000; however, a vast array of national statistics illustrate the significant impact acts of sexual misconduct have on college campuses across the nation (RAINN, 2018; NSVRC, 2018; U.S. Equal Employment Opportunity Commission, 2016). Some of those are highlighted below:

- A sexual assault occurs in America every 98 seconds.
- Traditional college-aged women (18-24 years of age) are three times more at risk of being sexually assaulted and those not attending college are four times more at risk than the general population.
- College women are twice more likely to be sexually assaulted than robbed.
- Seventy-eight percent (78%) of college-aged males are more likely than nonstudents of the same age to be a victim of sexual assault.
- Only one in six college-aged females reported receiving assistance from a victim services agency.
- Twenty percent (20%) of female students and 32% of female nonstudents (18-24 years of age) reported incidents to law enforcement.
- Less than 10% of victims on college campuses report incidents.
- On college campuses, over half of the sexual assaults occurred in the first four months of the term and a higher risk exists throughout the first and second years.
- Incidents do not typically involve strangers as in eight out of ten sexual assaults, the survivor knew the accused; intimate partners comprised over half (51.1%) of those responsible for assaults and 40.8% of assaults were reported to be perpetrated by acquaintances of female survivors.
- The U.S. Equal Employment Opportunity Commission published a Task Force report on harassment in the workplace in June 2016 that noted of the approximately 90,000 federal EEOC cases filed in 2015, approximately 28,000 involved harassment.
- The EEOC report estimates that 60% of women experience some level of sexual harassment.
- Sexual harassment is often not reported externally (85%) or internally (70%), and the most common reason cited for not reporting was fear of retaliation.
- College students reported a high rate of experience with sexual harassment, almost two-thirds.

An awareness of these statistics, heightened scrutiny and high profile media attention to cases have created an institutional call for action to review how higher education responds to concerns of sexual misconduct. In response to this climate and the revelations exposed in high profile cases, Ferris State University's President David Eisler commissioned a task force on sexual misconduct. The charge of the task force is outlined in the excerpt below from his message to campus.

*“At our University, we take all sexual assault claims very seriously and carefully investigate all cases of sexual assault with special concern for the survivor. We also highly value an ethical community on our campuses. It is one of our core values. This means we must actively promote the safety, respect and well-being of our students, our employees and our visitors to campus.*

*So there is no misunderstanding, we will continue to afford due process to those accused of sexual assault. At the same time, we are firmly committed to creating and maintaining a safe campus for all of our community members. Much significant work has already been accomplished, including a university-wide review in 2014.*

*At Ferris State University, we will continue to build a culture of sexual assault prevention and provide immediate response and support for survivors of sexual assault. To that end, I have asked Vice President for Student Affairs Jeanine Ward-Roof to convene and chair a task force that will take a hard look at our current processes, thoroughly examine and review our policies and procedures, and make certain that unequivocally – and without hesitation – we are committed to:*

- (1) Preventing sexual assault.*
- (2) Investigating and responding to allegations of sexual assault.*
- (3) Supporting survivors of sexual assault and ensuring that their rights are protected.*
- (4) Educating our campus community on sexual assault prevention, investigation and response, and support for survivors of sexual assault.”*

The Scope of the Task Force included a review of campus policies and procedures, benchmarking against federal and state compliance mandates and professional best practices to identify where gaps existed regarding: 1) sexual misconduct (student, employee and visitor), 2) minors on campus, and 3) clinic practices (dental, optometry, pharmacy, Birkam student health, and athletic training). In addition, to review evidence regarding our campus climate to assess how it does or does not support a culture of prevention, timely reporting and effective response.

The members of the Sexual Misconduct Task Force included the following individuals:

- Lindsay Barber (Director of Health and Personal Counseling Centers)
- Bruce Borkovich (Director of Public Safety)
- Nicole DeKraker (Director of Student Engagement, Kendall)
- Kevin Carmody (Title IX Coordinator)
- Jocelyn Goheen (Director of Student Services, EIO)
- Annette Jackson (Dental Hygiene Clinic Operations Supervisor)
- Arrick Jackson (College of Education and Human Services Dean and Minors on Campus Work Group Chair)
- Lisa Ortiz (Assistant Director of Residence Life Programs)
- Victor Piercey (Associate Professor, Math)
- Kylie Piette (Director of Equal Opportunity)
- Joy Pufhal (Dean of Student Life and Title IX Work Group Chair)
- Lisa Roach (Optometry Clinic Operations Supervisor and Clinic Work Group Chair)
- Cami Sanderson (Professor, Humanities)
- Jeanine Ward-Roof (Vice President for Student Affairs and Task Force Chair)
- Perk Weisenburger (Director of Athletics)
- Gary Wendlowsky (Senior Coordinator of Camps/Conferences)

The Task Force members accomplished the work by dividing into three groups 1) Title IX sexual misconduct students, employees and visitors, 2) Minors on campus, and 3) Clinics practices, and focused on assessing campus climate to determine if it did or did not support a culture of prevention, timely reporting and effective response as a whole group.

The following questions were considered in each of the smaller groups.

- 1) What are the state, federal and accreditation standards we are required to meet regarding sexual misconduct (Title IX), minors on campus and clinic practices?
- 2) What policies and procedures do we have in place to ensure we are meeting our state, federal and accreditation compliance mandates regarding sexual misconduct (Title IX), minors on campus and clinic practices?
- 3) What best practices exist that should guide our policies, procedures and accreditation compliance regarding sexual misconduct (Title IX), minors on campus and clinic practices?
- 4) What evidence exists that Ferris State University does or does not have a culture of prevention, timely reporting and effective response?

Several full Task Force group meetings were hosted where the members were educated about Title IX processes, work of the former Minors on Campus ad hoc group and operations of the Optometry, Dental, Birkam Health and Athletic clinics. Minutes of these meetings are included in the Appendix A of this document. In addition, numerous work group meetings occurred to explore their respective topics.

### **Sexual Misconduct Work Group**

The following individuals were members of the group formed to lead the efforts of the task force surrounding sexual misconduct: Bruce Borkovich, Kevin Carmody, Nicole DeKraker, Jocelyn Goheen, Lisa Ortiz, Kylie Piette, and Joy Pufhal (Chair)

The team worked to identify a tool or checklist that would allow them to review policies and procedures for gaps in Title IX. A search for such a tool resulted in a finding that none existed. Given this, the team reviewed current compliance, legislation and best practices they were aware of, to create a tool and complete a subsequent review of Ferris State University policies, practices and processes.

Additionally, the work group held several focus groups with current students on the Big Rapids, Traverse City, Grand Rapids and Kendall College of Art and Design campuses to better understand their perceptions. The themes that arose from these groups were a generally positive perception of prevention and responses to sexual misconduct, an overwhelming agreement that additional training should be available and required and an unawareness of resources including prevention and reporting.

The Work Group members identified the following gaps, areas for further conversation and best practices:

- Policy and procedure gaps:
  - Organizational structure of Title IX.
  - Processes and procedures in Housing and Athletics to ensure compliance with Campus SaVE (2013) Act and 2017 Dear Colleague Letter. Specifically regarding involvement of law enforcement and application of interim measures.
- Training gaps
  - Training for those responsible for Title IX investigating or adjudicating is not consistent nor well-documented.



- Training for responsible employees has been a part of new employee orientation for the past year; however, there is no apparent evidence that training has consistently reached employees who began their position prior to 2017.
- Other gaps
  - Annual Security Report lacks a definition of consent (part of the 2016 Clery Requirements).
  - Nondiscrimination Grievance procedures lack a statement referring questions to the Title IX Coordinator and the inclusion of a statement noting that complaints should be resolved in 60 days should be reviewed, per the 2017 Dear Colleague Letter.
  - Resources for complainants are student focused and not all relevant for those who are non-students.
- Areas that need further discussion
  - In light of rescinded OCR Guidance, review Student Code of Community Standards regarding how questions are submitted for cross-examination and those regarding past sexual history in conduct hearings.
  - Although it is currently being addressed, the passing of numerous Michigan legislative compliance mandates will require many employees at Ferris to address these numerous requirements.
- Best Practices to consider:
  - Explore offering more prevention education in varied formats inclusive of sexual misconduct and alcohol and drugs.
  - Broaden deputy Title IX coordinator appointments to be more inclusive.
  - Implement an annual campus-wide notification introducing the Title IX Coordinator, providing information regarding confidential resources and highlighting prevention programming.
  - Include a consistent statement on course syllabi inclusive of whom students can speak with about sexual misconduct and the role of their professors as responsible employees.
  - Ensure that all orientation formats include expectations of the campus community regarding prevention, reporting and responding to sexual misconduct.
  - Create poster campaigns to notify the campus community of responsibilities to respond to complaints.
  - Establish annual training and documentation processes for Title IX Coordinator, deputy coordinators and law enforcement.
  - Host meetings on a consistent frequency with Title IX Coordinator, deputy coordinators, campus and community law enforcement, General Counsel and other relevant parties.
  - Review relevance of incorporating best practices regarding adjudication including the creation of a single policy and process to address all discrimination complaints; the use of investigator teams; recording hearings; use of restorative justice sanctions, inclusion of mediation as a way to resolve cases, managing cases where the complainant is not attending a conduct hearing and/or an impact statement is used, and the level of evidence considered in conduct hearings.
  - Create a frequency in which Ferris policies and procedures will be reviewed.

### **Minors on Campus Work Groups**

The members of the Minors on Campus workgroup were: Bruce Borkovich, Arrick Jackson (Chair), Cami Sanderson, Jeanine Ward-Roof and Gary Wendlowsky. The members focused on reviewing the work of the earlier task forces to determine gaps and how to best move forward.

Gary Wendlowsky, shared the history of the minors on campus work that had been completed several years ago. He noted that in 2011, a Title IX Ad Hoc group was established and later the focus was expanded to include minors on campus. The work of this group resulted in the development of a policy, but the members of the task force were challenged with how to implement aspects of the proposed policy. Additionally, training of those working with minors was identified as lacking. In response, Gary Wendlowsky was provided with a plethora of current resources and created a brief online training designed to be used by anyone working with minors. To his knowledge, this still exists and is the campus standard. During July of 2016, a group of twelve (12) individuals were appointed to a Minors on Campus Policy and Procedures team. The group met to discuss how to implement the proposed minors on campus policy (Appendix B). Through this team, a set of operating procedures for programs involving minors was developed and although the policy was not formally adopted at that time, the procedures were implemented.

The following gaps were identified regarding minors on campus:

- A formal minors on campus policy is not currently in existence. (*This has recently been adopted*)
- Training for those working with minors was built many years ago.
- Procedures for implementing the policy should be updated and the review should be inclusive of but not limited to the following:
  - The scope and modality of training.
  - Record-keeping regarding those completing training.
  - Background check processes and record-keeping.
  - Determining how minors in the classroom are or are not relevant to this policy.

### **Clinic Practices Work Group**

The members of the work group were Lindsay Barber, Bruce Borkovich, Annette Jackson, Victor Percy, Lisa Roach (Chair), Jeanine Ward-Roof and Perk Weisenburger.

Dental, optometry and the Birkam student health clinics reviewed their patient rights and responsibilities and accreditation and compliance standards currently used. In addition, a survey of those studying in the dental and optometry clinics was conducted (Appendix C). The results yielded that student users were primarily satisfied with services received and overall did not identify the existence of sexual misconduct issues during their appointments; however, some believed they could have been better prepared to manage sexual misconduct. At the same time, most students studying in the dental and optometry clinics felt prepared to manage or knew where to find resources to assist with managing sexual misconduct issues they encountered in the clinics. A pending survey will be administered to athletes in order to assess their perceptions of the trainer clinics and to student patients who receive services in Birkam Health Center to assess their delivery of care from the health care providers at the health clinic.

Based on the information reviewed, the following gaps were identified:

- Generally, sexual misconduct training was lacking for those working in clinics.
- Assessments to understand clinic user perceptions, feedback from patients regarding point of care treatment and patient rights during care delivery and experiences of students studying in the clinics regarding the existence and handling of sexual misconduct was lacking.

### **Campus Culture**

Overwhelmingly, the members of the Task Force believed that Ferris has done well to comply with mandates, develop policy and address reports regarding sexual misconduct; especially given the rate of change all of these areas have experienced in the past seven years. Internally, there were many surveys that highlight elements of

campus culture including the student campus climate surveys, a diversity and inclusion survey, an employee satisfaction survey and the graduating senior surveys. In addition, former task force reports, general reports and complaints all illustrate an understanding of elements of our campus culture. However, the only survey that asks direct questions about culture is the student campus climate survey (Appendix D). Some of the highlights from the survey include:

- One thousand five hundred and eighteen students (1,518) completed the survey in 2017.
- Eighty-seven percent (87%) of the respondents indicated they *strongly agreed* or *agreed* that the university would take a report of sexual assault seriously.
- Eighty-one percent (81%) of students *strongly agreed* or *agreed* that the university would take corrective action to address the factors that may have led to the sexual assault.
- Eighty-three percent (83%) reported that they *strongly agreed* or *agreed* the university would take corrective action against the offender.
- Eighty-two 82% reported that they *strongly agreed* or *agreed* the university would take steps to protect the person making the complaint.

The other surveys resulted in high levels of satisfaction with the campus environment. Although one can infer that high levels of satisfaction are indicators of a healthy campus culture, the Task Force members believed stronger evidence was needed to truly assess the culture. Ultimately, although available evidence highlights some characteristics of our culture, the Task Force members were unable to determine if our campus does or does not have a culture of prevention, timely reporting and effective response.

Given this finding, the gaps identified are:

- No overall campus climate evidence could be found (outside of the current student campus climate survey).
- The current employee consensual relationship policy has not been reviewed since 2004.  
<https://ferris.edu/HTMLS/administration/adminandfinance/human/Forms/HRPPs/ConsensualRelationship.pdf>

## **Conclusion**

The Task Force members worked diligently to review, understand and discuss numerous aspects of our campus culture and specifically how we prevent, report and respond to sexual misconduct issues. The outcome of the work was a gap analysis documented in Appendix E. Overall, the members believe Ferris State University has developed strong policies, procedures, prevention programs and responses to address sexual misconduct, and continues to strive to maintain an environment that is safe and free from obstacles that hinder the success of our students, faculty, staff and visitors. The significant shifts in legislation, popular movements, and heightened sensitivity to how campuses are responding to current issues of sexual misconduct provides us with additional opportunities to continually improve, and work toward sustaining an environment that fully supports the prevention and reporting of, and response to, sexual misconduct and success of all of its members.

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## **Appendices**

## Appendix A – Sexual Misconduct Task Force Meeting Minutes

### Sexual Misconduct Task Force Meeting Summary 2-15-18

Task Force Members in Attendance: Lindsay Barber (phone), Bruce Borkovich, Nicole DeKraker (phone), Kevin Carmody, Jocelyn Goheen, Annette Jackson, Arrick Jackson, Lisa Ortiz, Victor Piercey, Kylie Piette, Joy Pufhal (phone), Lisa Roach, Jeanine Ward-Roof (Chair), Perk Weisenburger, and Gary Wendlowsky. Not in attendance: Cami Sanderson

Members were thanked for the willingness to serve on the Task Force and introduced themselves.

Charge and Scope were discussed.

Chair suggested group accomplish work through three committees (1) Title IX sexual misconduct students, employees and visitors; (2) Minors on campus; and (3) Clinics (optometry, dental, pharmacy, Birkam and athletic training) practices. In addition, she suggested that the focus on campus climate to assess how it does or does not support a culture of prevention, timely reporting and effective response should be addressed as a whole group; everyone agreed and indicated their interest in a particular group.

1. Title IX sexual misconduct students, employees and visitors  
Joy Pufhal (Chair), Kevin Carmody, Jocelyn Goheen, Kylie Piette, Perk Weisenburger, Lisa Ortiz, Jeanine Ward-Roof and Bruce Borkovich
2. Minors on campus  
Arrick Jackson (Chair), Gary Wendlowsky, Cami Sanderson, Jeanine Ward-Roof and Bruce Borkovich
3. Clinics (optometry, dental, pharmacy, Birkam and athletic training) practices.  
Lisa Roach (Chair), Perk Weisenburger, Annette Jackson, Lindsay Barber, Victor Piercy, Jeanine Ward-Roof and Bruce Borkovich

The Task Force members considered the following questions to guide our work.

- What are the state, federal and accreditation standards we are required to meet regarding sexual misconduct (Title IX), minors on campus and clinic practices?
- What policies and procedures do we have in place to ensure we are meeting our state, federal and accreditation compliance mandates regarding sexual misconduct (Title IX), minors on campus and clinic practices?
- What best practices exist that should guide our policies, procedures and accreditation compliance regarding sexual misconduct (Title IX), minors on campus and clinic practices?
- What evidence exists that Ferris State University does or does not have a culture of prevention, timely reporting and effective response?

The types of information need to move forward with our conversations included:

- Policies and practices for sexual misconduct (Title IX), minors on campus and clinic practices.
- Past committee and task force reports from Ferris regarding sexual misconduct (Title IX), minors on campus and clinic practices.
- Best practices regarding sexual misconduct (Title IX), minors on campus and clinic practices.
- Student Climate Survey
- Recent Employee Satisfaction survey

- Other surveys at the institution including COEHS Quality Initiative Satisfaction Survey, EIO Satisfaction survey

Other resources discussed were:

- Title IX website
- Clinic resources
- Minors on campus resources

Other discussion points included:

- Hosting focus groups to assess the climate, obtain student and employee voices and learn about campus regarding our scope.
- Need to ensure our culture supports reporting
- Training
- Climate survey for students (#2)
- Sometimes numbers squelch conversations
- Conversations should be culturally relevant
- In student sexual misconduct cases, most often alcohol is involved
- This Task Force will only be able to preserve a snapshot in time as this work will never be completed (policies will have to be updated, laws will change, compliance will change, etc.)
- Believe that Minors on Campus policy was not completed or is waiting on an approval. This was discussed as a possible Gap.
- Admissions process and how do we know if someone is coming on campus as a perpetrator. Discussed the process with the misconduct committee and how it reviews cases. Important to note that the applicant must disclose. When we find out later if someone did not we can (if they are not enrolled already) rescind their admission and if they are enrolled, charge them with a violation of the Code of Student Community Standards.
- Athletics noted that they pledged to be fully transparent with any information needed and acknowledged the heightened sensitivity around these issues given what occurred at MSU.
- Athletics noted that they recently became aware of a group called the coalition against violent athletes.
- Acknowledged how technology (social media) is a challenge for sexual misconduct on college campuses

Assignment was given to everyone to gather and share resources they believe would be helpful for the committee to better understand to understand the facets of our Task Force scope --1) Title IX sexual misconduct students, employees and visitors; (2) Minors on campus; and (3) Clinic (optometry, dental, pharmacy, Birkam and athletic training) practices.

Chair shared the ideal timeline and future meetings - once a week in small groups to focus on work of each subgroup and every third week as large group for updates. She will send out doodle requests for the large meetings thought April 29<sup>th</sup> and schedule the first set of small group meetings

- Week of Feb 18 and 25 - small groups
- Week of March 11 - large groups
- Weeks of March 18 and 25 - small groups
- Week of April 1 - large group
- Weeks of April 8 and 15 - small group
- Weeks of April 22 and 29 - large group



- Week of May 6 - Complete work and compile report Week of May 20 - report completed and reviewed by consultant

Next full Task Force meeting will focus on our campus experts sharing information regarding the three areas in our scope 1) Title IX sexual misconduct students, employees and visitors; (2) Minors on campus; and (3) Clinic (optometry, dental, pharmacy, Birkam and athletic training) practices.

## **Sexual Misconduct Task Force Meeting Summary 3-12-18**

Task Force Members in Attendance: Lindsay Barber, Bruce Borkovich, Nicole DeKraker, Kevin Carmody, Jocelyn Goheen, Annette Jackson, Arrick Jackson, Lisa Ortiz, Victor Piercey, Kylie Piette, Joy Pufhal (phone), Lisa Roach, Jeanine Ward-Roof (Chair), and Gary Wendlowsky. Not in attendance: Perk Weisenburger and Cami Sanderson

### *Focus Group Updates*

Kevin, Nicole and Jocelyn volunteered to continue to work on focus groups to gain the perspective of students.

### *Minors on Campus*

Gary shared an overview of the work done prior regarding minors on campus. Powerpoint slides provided an overview of history, what actions had been taken and perceived next steps.

### *Dental Clinic*

Annette shared a power point reviewing the dental clinic practices and policies as well as licensure information. They serve about 4000 patients a year.

### *Birkam Health Center*

Lindsay presented a power point reviewing the practices, policies and staffing at Birkam Health Center as well as she provided discussed several regulations and ethics statements to which they adhere.

### *University Eye Clinic*

Lisa shared a power point focusing on the University Eye Clinic including their role, accreditation and staffing.

### *Athletics*

Perk was not in attendance but shared electronically responses to what types of clinics they offer and who is served as well as how they safeguard the clinics from issues such as sexual misconduct.

We discussed having information available on campus so people would know who to contact should they need assistance.

Next meeting will be April 5<sup>th</sup> and Kylie and Kevin will present on Title IX.

**Sexual Misconduct Task Force Meeting Summary  
4-5-18**

Task Force Members in Attendance: Lindsay Barber, Bruce Borkovich, Nicole DeKraker, Kevin Carmody, Jocelyn Goheen, Annette Jackson, Arrick Jackson, Lisa Ortiz, Victor Piercey (phone), Kylie Piette, Joy Pufhal, Lisa Roach, Jeanine Ward-Roof (Chair), and Gary Wendlowsky. Not in attendance: Jocelyn Goheen, Perk Weisenburger and Cami Sanderson

*Title IX for students, employees and visitors*

Kylie and Kevin reviewed a power point regarding Title IX processes and policies. Shared Title IX federal info, roles and outreach materials.

*Focus Groups*

Nicole, Jocelyn and Kevin discussed planned focus groups for Big Rapids, Kendall College of Art and Design and Statewide sites.

*Additional student feedback*

Discussed how to gather additional feedback through surveys from clinics. Reviewed questions that were being considered to ascertain students' thoughts about their experiences in the clinic settings.

*Next Steps*

Discussed having each small group share or write their gap analysis report for the larger report. Discussed how to address assessing the climate change and what we need to include in the final report. Lastly, discussed if we addressed our scope (members believed we were doing this well) and what else we might need to consider.

Next meeting is April 23.

**Sexual Misconduct Task Force  
Meeting Minutes  
4/23/18**

Members Present: Joy Pufhal, Kevin Carmody, Lisa Ortiz, Kylie Piette, Jocelyn Goheen, Lisa Roach, Lindsay Barber, Annette Jackson, Arrick Jackson, and Cami Sanderson

Members Absent: Jeanine Ward-Roof, Bruce Borkovich, Nicole Dekraker, Victor Piercey, Gary Wendlowsky, and Perk Weisenburger

Focus Groups Updates:

Sexual Misconduct: Ashley Schulte and Andy Slater ran student focus groups on the Big Rapids campus from two different sessions. Four major points established from those sessions are as follow:

1. There were generally positive perceptions of what Ferris is doing in terms of responding to Title IX issues.
2. There is an overall agreement there should be more educational opportunities (both voluntary and mandatory) for both faculty and staff in terms of defining Title IX, how to respond to a complaint, etc.
3. There is a lack of knowledge across the board about the resources available.
4. Students were unaware of bystander intervention.

Jocelyn had attempted to facilitate a student focus group in Grand Rapids, but did not have any participants. She will try again. There is a student focus group tomorrow in Traverse City, with currently five students signed up to participate. Flint has one scheduled for May 1; however currently there are no students signed up to participate. Jocelyn hopes to have something to report next time from the focus groups that are scheduled.

Progress Report by Work Group:

Clinic: The focus of this work group, consisting of Birkam Health Center, College of Optometry, the Dental Clinic, and Athletics has been on educating students. The college of Optometry has facilitated a presentation to every student. The Birkam Health Center is trying to gather information from their patients regarding services. They are asking students to complete a short satisfaction survey at the end of their visit. Lindsay plans to add to the survey, incorporating new questions that the work group has developed for all clinical services to use. Each member of the group created questions specific to their area of service. An example of a question asked on the survey is, "Were you treated respectfully?" The full list of questions asked to students who receive clinical services was shared with the group. Athletics was encouraged to comprise their own questions, but the group members present today were unaware of whether or not this has been done. The work group also shared that a separate set of questions will go to students who are continuing education in clinical/internship opportunities on and off campus. These questions were shared as well. All questions created for the student surveys are currently at the General Counsel's office awaiting for approval/feedback. The survey is drafted, but has not yet been implemented. The work group hopes to have the survey out this week. If not, they will use it in the Fall. It was shared that Perk communicated in their last work group meeting his concern to have a consultation between Ferris and Spectrum Health's legal representatives before any survey implementation could take place since the athletic trainers are affiliated with Spectrum Health, and was going to check into it

Minors on Campus: The policy is currently with the Provost and ready to take to the President's Council for approval. Once approved, work will begin on procedures of how to implement it on campus.

Sexual Misconduct: This work group has been developing a document that goes over all requirements, best practices, and the evidence that shows Ferris is doing what is required. Gaps identified are coming

together. The work group is unsure that they will be able to hit the timeline of two weeks, but will continue their work through the summer, hoping to wrap up by the new fiscal year.

Work Group Reports:

If it makes sense for your work group to start/keep writing your report and can share updates at the next meeting, please plan to do so.

Campus Climate:

Kevin will share data from the campus climate at the next meeting.

Next Task Force Meeting:

The next meeting is scheduled for May 1, 11:00 am – 12:30 pm. The question was asked if there was anyone who would not be able to attend the next meeting. No conflicts were announced.

Submitted by: Angela Palmer, Administrative Assistant, Dean of Student Life.

**Sexual Misconduct Task Force Meeting Minutes  
University Center 211 - May 1, 2018**

(In attendance): Lindsay Barber, Kevin Carmody, Annette Jackson, Victor Piercey, Kylie Piette, Joy Pufhal, Lisa Roach, Cami Sanderson, Jeanine Ward-Roof and Gary Wendlowsky

(Phone): Bruce Borkovich, Nicole DeKraker and Jocelyn Goheen

(Not in attendance): Arrick Jackson, Lisa Ortiz and Perk Weisenburger

*Title IX Group Update* – Joy reported that the workgroup had created and was working through an audit tool that captured current mandates and best practices. This was a little more difficult to create than they first expected as many of the mandates and guidance have changed and continue to be in flux. They anticipate having the process completed and information for a report by June 29<sup>th</sup>. She also noted that there are some situations they have uncovered that we need to decide how to address such as the process that Housing uses when reporting an alleged sexual misconduct situation.

*Updates regarding student focus groups and Campus Climate Survey.*

Nicole stated that on April 11, she hosted a student focus group at Kendall College of Art and Design. The groups discussed numerous issues and noted that the processes currently used were identified as good by the students. The suggestions made centered on communicating to students about resources and helping them understand where to start with a report. They also suggested that photos of those with whom they would meet to make a complaint be available.

Jocelyn indicated that four students attended a focus group in Traverse City. They stated that they wanted to have more communication regarding Title IX resources but not through email, as they receive too much already. They suggested posters would be a good option for advertising. The conversation included a number of perspectives as the students all had different experiences with this topic.

Kevin shared some preliminary results from the latest climate survey. He noted that according to the survey disclosures were down but was not surprised given the number who responded. He also indicated that following from the survey results:

- 239 of the 1500 of those who responded indicated they had unwanted sexual contact, or 1-5 women and 1-12 men
- 367 women reported relationship abuse or 1-4 women
- 437 women reported stalking or 1-3 women
- He believes our numbers are similar to other institutions' numbers.
- A high percentage of those who responded (90%+) noted that they believed the University would respond to a report.
- A majority (54.7%) indicated that they received policies but not about how to intervene (bystander training).
- The results were not surprising but did illustrate that we need to create a bigger impact with prevention.
- Kevin noted he would share all of the results as soon as he completed the analysis.

*Discussed the aspect of our charge regarding climate-- "review evidence regarding our campus climate to assess how it does or does not support a culture of prevention, timely reporting and effective response."*

The evidence we believe exists that supports and does not support this climate is: President's comments when the charge of this Task Force was made, Employee and Student Dignity policy, Student Culture surveys, focus

group results, uptick in reports to Title IX Office and EO Office, current culture nationally, conversations within the Task Force about those who did and did not know they were a Responsible Employee, training that has occurred and that no mandatory training exists on campus. We also discussed that climate is based on the people who comprise it and therefore there are always differences throughout because of the human factor.

*Discussed what else we need to do and what timeframe is needed to accomplish our work.* Jeanine requested that each workgroup reconvene to ensure that they have completed their work (review campus policies and procedures benchmarking against federal and state compliance mandates and professional best practices to identify where gaps exist regarding: 1) sexual misconduct (student, employee and visitor), 2) minors on campus, and 3) clinic (dental, optometry, pharmacy, Birkam, and athletic training) practices.

*Committee discussed what could be in the final report.*

The following was suggested.

- I. Introduction with charge, member (including overall Task Force members and subsequent workgroup assignments), and overview of the process.
- II. Chapters on each workgroup (Clinics, Minors on Campus, Title IX, and Climate) inclusive of evidence of how we meet mandates, laws, and best practices, identify gaps and recommendations.
- III. Conclusion with gaps and recommendations
- IV. Appendix with meeting agendas and minutes, copy of evidence, and other pertinent materials.

*Other issues.*

Discussed need for Athletics to be better represented at the table. Discussed ways to make that occur and agreed that work would occur in all of workgroups. Jeanine also indicated that she would reach out directly.

*General Discussion about gaps and ways to better educate campus.* Ideas generated were to use FSUS class time as a tool, make this conversation part of our regular language, that we always need more education, to make training mandatory, that we believe there are gaps with knowledge and responsibility, need more training and outreach, work toward building a sexual misconduct “commercial” conversation into each College meeting, more uniformly education student employees on expectations, go where we are invited to offer training but we also need to ask to be a part of the conversation. Lastly, noted that sometimes our structures inhibit training from occurring (bargaining units, lack of meeting, etc.).

*Next Full Task Force Meetings.* The next full Task Force meeting will occur at the end of June. In the meantime, small groups would continue to move toward completing their work.

**Sexual Misconduct Task Force Meeting Minutes  
University Center 217 – June 7, 2018**

(In attendance): Lindsay Barber, Kevin Carmody, Jocelyn Goheen, Annette Jackson, Victor Piercey, Kylie Piette, Joy Pufhal, , Cami Sanderson, Jeanine Ward-Roof and Gary Wendlowsky

(Phone): Bruce Borkovich, Nicole DeKraker

(Not in attendance): Arrick Jackson, Lisa Ortiz, Lisa Roach and Perk Weisenburger

Kevin shared results of the student culture survey and the Task Force members discussed the findings. A few of the statistics he shared were:

- 1518 responded to the survey (240% increase since 2016)
- Participants were mostly women, mostly White and mostly heterosexual
- Fairly even division by class standing
- Mostly from Big Rapids campus
- 17% of participants reported unwanted sexual behavior (1-5, similar to National trends)

Melissa Henderson presented a class project from Professor Steve Hundersmarck's course. The presentation focused on using Routine Activity Theory to analyze and come up with solutions to criminal sexual misconduct on campus. The participant numbers were small but the power point offered additional perspectives to consider. The power point is copied below.

The Task Force members provided updates on their work, timelines and a potential format of the final report. Discussed charge and scope and group believed we were covering what we were originally asked to review. Ideal would be to complete the final report by late July/early August and then have someone review Task Force work in September or October.

Format of the report will include an introduction (inclusive of charge, members and their roles and overview of the process), reports from each small group, conclusion with gaps and possible recommendations and appendices.

Kevin informed the group that he was leaving Ferris to being a similar role at his alma mater, Alma College.

Jeanine indicated we would not meet again but that she would share a draft report with the members for their review.



## Appendix B – Minors on Campus Information from the Original 2016 Ad Hoc Group on Title IX and Minors on Campus

Ferris State University

Minors on Campus Policy – Procedures Team

### Meeting Notes

Thursday, July 7, 2016 · 1:00 – 2:30 pm – ALU 121

Committee Member	Representing
Brenda Sipe	Kendall College of Art & Design
Sierra Casanova	Kendall College of Art & Design
Cheryl Cluchey	Extended & International Operations
Cindy Horn*	Student Recreation
Gary Wendlowsky	Athletic Camps
Jennifer Hegenauer	Extended & International Operations
Jennifer Kailing Wallace	Human Resources
Jessica Walsh	Academic Camps & Youth Conference
Jody Gardei	Staff Center for Training & Development
Kevin Carmody	Title IX
Mike McKay (absent)	Risk Management
Kale Tissue	Academic Camps

**Meeting Purpose:** To identify the procedures that need to be developed in response to the pending minors on campus policy, and begin to plan for implementation. One outcome of the meeting could be the identification of sub-groups to specifically address each of the major procedural areas.

#### 1. Status of Policy Approval Update

Cluchey gave an update on the status of the policy which was that the Provost is in the process of taking the draft policy to the President's Council for review. The next meeting of that group is August.

##### a. Overview of the draft policy (**emailed with meeting invitation**)

Several suggestion for edits were made. These were noted and will be forwarded to the Provost for consideration.

#### 2. Membership of Procedures Team

Interest in adding faculty involved with camps. Suggestions were Chris Cospers and Dan Wanick. Student Employment would a good addition. Also mentioned were representatives from Multicultural Student Services. Representatives from FLITE (Melinda Isler) and the University Center (Mark Schuelke) should be considered for the continuing oversight team. Hegenauer will contact and invite the additional procedures team members prior to the next meeting.

#### 3. Discussion of Procedural Areas (**draft document emailed with agenda**)

##### a. Event Registration and Documentation

Subcommittee: Hegenauer, Casanova, Tissue

##### b. Minors on campus training for staff and volunteers

Subcommittee: Gardei, Horn, Wendlowsky, Walsh

##### c. Background Check Practices (New Hires and Volunteers)

Subcommittee: Wallace, Wendlowsky, Sipe, Student Employment, Carmody

##### i. Service Fees

##### d. Website Launch and Maintenance

Discussion of best place to house a website included ideas of under the Academic Affairs and

Student Affairs sections. Safety and security of minors is a high priority, therefore it may be appropriate to include under the President's pages.

#### 4. Planning for Announcing Policy and Procedure Implementation

##### a. Training for Policy Compliance

Mirroring the process used for the Responsible Employee sessions sponsored by the Title IX office was suggested. Those that supervise programs that involve minors or staff who coordinate such programs should be strongly encouraged to participate. Tracking those who complete the introductory training could be done through the SCTD registration system.

#### 5. Next Steps

The next steps for this group include subgroup meetings to go over the sections of the procedure manual and suggest updates. A next meeting will be schedule during the fall semester.

## Minors on Campus Coordination Teams

### Policy Team

<b>Committee Member</b>	<b>Representing</b>
Cheryl Cluchey	Extended & International Operations
Gary Wendlowsky	Athletic Camps
Jennifer Hegenauer	Extended & International Operations
Ken Plas	General Counsel
Kevin Carmody	Title IX
Mike McKay	Risk Management
Paul Blake	Provost

### Procedures Team

<b>Committee Member</b>	<b>Representing</b>
Brenda Sipe	Kendall
Cheryl Cluchey	Extended & International Operations
Cindy Horn*	Student Recreation
Gary Wendlowsky	Athletic Camps
Jennifer Hegenauer	Extended & International Operations
Jennifer Kailing Wallace	Human Resources
Jessica Walsh	Academic Camps & Youth Conference
Jody Gardei	Staff Center for Training & Development
Kevin Carmody	Title IX
Mike McKay	Risk Management
Kale Tissue	Academic Camps

### Continuing Oversight Team

<b>Committee Member</b>	<b>Representing</b>
Brenda Sipe	Kendall
Cheryl Cluchey	Extended & International Operations
Cindy Horn*	Student Recreation
Gary Wendlowsky	Athletic Camps
James Cook	Public Safety
Jennifer Hegenauer	Extended & International Operations

Jennifer Kailing Wallace	Human Resources
Jessica Walsh	Academic Camps & Youth Conference
Jody Gardei	Staff Center for Training & Development
Ken Plas*	General Counsel
Kevin Carmody	Title IX
Lisa Ortiz*	Housing
Mike McKay	Risk Management
Mike Ryan*	Faculty
Nicholas Campau*	Student Life
Shana Beiseigle*	University Center
Kale Tissue	Academic Camps

*\*Member of original committee*

## Ferris State University

### Operating Procedures for Programs Involving Minors (from the Original 2016 Ad Hoc Group on Title IX and Minors on Campus)

#### Introduction

This procedure document is the companion to the *University Programs and Activities Involving Minors Policy* ([link](#)). These procedures have been created with a commitment to provide a safe environment for minors who participate in University programs, or programs held in University facilities, or on University property. These procedures must be followed for any camp, clinic, conference, workshop, program, or any other activity that involves participation of minors who are not Ferris State University registered students and where the sponsor or co-sponsor is a college, school, department, office, organization or another unit of the University, regardless of the program location.

#### Contacts

Questions regarding the interpretation of these procedures should be directed to:

Questions regarding the event registration system should be directed to:

#### Program Registration

Before a program is advertised (or at least 45 days before the event), the following steps and safeguards must be in place for any program with minors. During the process of registration the following information will be collected:

- Details about the program or event including date, time, location, and sponsoring unit.
- A complete list of adults – faculty, staff, students, and volunteers – who will be in direct contact with minors during the program or event. Background checks and completion of the minors on campus training will be required for each adult listed (see following sections for details).

#### Background Checks

Human Resources will conduct background checks of adults who will have direct contact with minors. All authorized adults must pass, at a minimum, a sex and violent offender registry check, which is verification that the individual is not listed as having any convictions of certain sex and violent crimes.

**Background checks must be repeated within the 36 month period preceding the start of the program.**

#### Education/Training

All adults who will have direct contact with minors must complete training on youth safety and the requirements for mandatory reporting. Training will be coordinated by the Staff Center for Training and Development.

**Training must be repeated within the 24 month period preceding the start of the program.**

- Define scope of training for the policy:
  - Three levels of training
    - University awareness

- Compliance training for administrators of departments that oversee events
  - Those who interact directly with minors: prevent, recognize, & report. Currently it appears the same PowerPoint (provided by Gary) is being used for all departments
- Discuss how often training needs to be completed
  - Initial training upon employment
  - Update campus when the policy is updated
  - Let departments determine how often training needs to be repeated
- Training assessment / testing
  - None currently being done
  - It is something to consider, but needs further discussion
- Tracking completion of training
  - Each department keeps training of training
  - Staff Center can track the compliance training for administrators (Ferris employees)
- Who should be responsible for monitoring training?
  - This group does not have the authority to determine this
  - Risk Management has asked for proof in the past
  - Who owns this?

### Mandatory Reporting

Anyone 18 years of age or older is required to report known or suspected child abuse or neglect to Child Protective Services (CPS) or local law enforcement. Reports may be made anonymously.

Complaints of child abuse or neglect involving University faculty, staff, students, volunteers, contractors or other covered parties may be made by contacting one of the contacts in the “Reporting and Contact Information” above.

It is imperative that you first notify the police, then your direct supervisor, should you witness, experience, or receive information related to the abuse or neglect of a minor participating in a University program.

- To report **emergencies** in the local Big Rapids area, the Ferris Department of Public Safety or the local law enforcement agencies by **DIALING 911**
- To report an **on-campus non-emergency**, security, or public safety matter, dial Ferris Department of Public Safety (DPS) at **231-591-5000 or Ext. 5000 on-campus**
- To report an **off-campus non-emergency** in the Big Rapids area, security, or public safety matter, dial the Big Rapids Department of Public Safety at **231-527-0005** or the Central Dispatch Authority at **231-592-0150**.
- To report a **non-emergency in the Grand Rapids area**, security, or public safety matter, dial City of Grand Rapids Dispatch Center at **616-336-3113**.
- To report incidents or observations of abuse or neglect of a minor at a **Ferris state-wide** location, contact the Michigan Department of Human Services. Child Protective Services can be reached at **855-444-3911**.

*Title IX Office involvement?*

### Third Party Programs on University-Owned Property

Third Party Programs using any University facility will be responsible for ensuring the safety of minor participants. Contracts with these groups will include confirmation that they have read and understand the *University Programs and Activities Involving Minors Policy* ([link](#)).

Groups using University facilities must conduct background checks on any adult having direct contact with minors.

*See Data Collection.*

### Exclusions

Events and activities excluded from the registration process include:

- Events open to the general public and not targeted to minors (athletic events, concerts, plays, etc.)
- Regularly scheduled classes, including dual-enrollment, or activities designed primarily for enrolled students of the University
- Student recruitment activities, including open houses and admissions visits and tours that last no longer than one day and do not include an overnight stay.

- National tests offered by a University testing center
- Programs for which an RSO is the sponsor
- University research involving minors as human subjects (dental clinic, Optometry, etc.)

**Documentation**

The following information must be documented and retained for \_\_\_\_\_ years for each registered program or event. Who maintains?

- Document that all individuals who interact with minors as part of their job responsibilities have completed the University’s online training program.
- Database Administrator?

From Gary:

- Procedure doc lines 25-28 – most camp staff is determined well ahead of time, but because of the short nature of camps, and because camp registration can sometimes swell toward the end, camp staff often times needs to be added or replaced within a few days of the start of camp. Often times these late additions have little contact with the minors, such as a referee. When this has happened in the past, we had still required everything be completed by that new staff member (child protection training, concussion training, background check, etc.). Question....can there be some allowance for these late changes which are unavoidable?
- Procedure doc lines 34-36 – how quickly will HR be able to turn around those background checks? If a camp worker has already had a background check within the last three years that wasn’t through HR, such as through Student Employment, will that still count as being within the last three years, or will they need to repeat with HR? In other words, will all camp staff need to complete the background check this year, or the first summer these procedures are implemented? Will current FSU staff, such as coaches, also need this background check?
- Procedure doc lines 73-78 – will third party programs simply be affirming, by signing the contract, that they have read the policy and have done the background checks? And is that all that is required by the third parties?

**Data Collection (NEW)**

The type of information available about minors participating in events and programs on University property varies by the type of

<i>Data Collected</i>	<b>Individual Registration</b>	<b>Group Registration</b>	<b>Third-Party Contracts</b>
<i>Name</i>	Yes	Yes	With client
<i>Birth Date/Age</i>	Yes	Yes	With client
<i>Medical Release</i>	Yes	Yes	With client
<i>Address</i>	Yes	Yes	With client
<i>Emergency Contact</i>	Yes	Yes	With client
<i>Gender (for housing)</i>	Yes	Yes	With client

What information does housing need about each group and when?

## Ferris State University

### University Programs and Activities Involving Minors Policy (from the Original 2016 Ad Hoc Group on Title IX and Minors on Campus)

#### Scope

This policy applies to all Ferris State University campuses and locations and includes all faculty, staff, students, guests, volunteers, vendors, contractors, consultants, and others who do business with the University or participate in University programs.

Any program involving minors operated by outside parties on Ferris State University property must be operated consistent with the guidelines of this policy. All contracts for the use of University facilities by outside parties for programs involving minors must reference this requirement and provide a link to this policy.

#### Policy

Ferris State University is committed to providing a safe and healthy University environment for children who participate in University programs, or programs held in University facilities or on University property. This policy reaffirms that commitment and addresses the obligation to report known or suspected abuse or neglect of a minor under applicable law. Abuse or neglect in any form, within the University environment or during a University program or activity, is unacceptable. Incidents or observations of abuse or neglect of a minor cannot be ignored by any member of the University community and must be reported immediately.

Any form of abuse or neglect of a minor by a member of the University community will be cause for disciplinary action consistent with the applicable University policies and collective bargaining agreements as unacceptable personal conduct and may also result in criminal prosecution if federal, state, or local laws are violated.

This policy is not intended to supersede or conflict with the law or collective bargaining agreements. Abuse and neglect committed against a minor by any member of the University Community will be appropriately handled by the University's Department of Public Safety (DPS) or Child Protective Services and sent for a referral to available legal processes where necessary.

#### Registering and Planning Events and Activities Involving Minors

All University programs involving minors must be registered with the University and developed and administered so as to:

1. Provide safe and protective environments for the participation of minors.
2. Establish a procedure for the notification of the minor's authorized parent/legal guardian in case of emergency.
3. Maintain a list of all University sponsored program participants. The list shall include each participant's name, local room assignment (if applicable), gender, and phone number(s) of authorized parent or legal guardian, as well as emergency contact information. This list should be maintained by the leadership of the University sponsored program and be readily available for five years after the participation end date.
4. Provide information to an authorized parent or legal guardian detailing the manner in which the minor participant can be contacted during the University program.
5. Obtain all media and liability releases as part of the University program registration process. All data gathered shall be confidential, is subject to records retention guidelines, and shall not be disclosed, except as provided by law.
6. Provide a list of all high-risk activities associated with the University program for review to the appropriate divisional Vice President or designee. In consultation with General Counsel and Risk Management, the supervisor will determine approval of the University program. A list of approved activities that have been assessed to determine the level of risk to minors will need to be included along with other details of the University program when registering the University program. The goal is to minimize the risk to minors participating in the University program.

### **Training of Authorized Adults**

Appropriate training for all authorized adults that come in direct contact with minors during University programs is required, and will include training:

- on protecting participants from abusive emotional and physical treatment
- appropriate or required reporting of inappropriate incidents to proper authorities
- Ferris State University policies regarding interaction with minors, and other appropriate topics.

Training maybe expanded depending upon the program activity and the person's role in the program or activity.

Non-University organizations and entities that wish to operate programs or activities involving minors on campus must provide documentation to the University indicating that all individuals who will be interacting with minors (and anyone who supervises such individuals) have received training that meets or exceeds the minimum requirements of this section.

### **Background Checks of Authorized Adults**

Background checks for authorized adults must be repeated every four years. These criminal background checks will be conducted by an agency selected and approved by Human Resources or Student Employment, as appropriate. If a criminal record history is revealed;

**If a criminal background check reveals adverse information or unfavorable results, the University will conduct an individualized assessment using criteria designed to identify potential risk to minors. A prior conviction shall not automatically disqualify a person from participating in a program or activity. Except where required by law, criminal background checks of University faculty, staff and students that are conducted pursuant to this Policy will be used only for purposes consistent with this Policy and will otherwise be kept confidential. Records of background checks will be maintained separately from an individual's personnel or student file.**

the divisional Vice President or designee will need to address the matter following appropriate University procedures. If the background check indicates a record of sexually based offenses or crimes against minors, that individual may not participate in the University program.

Conducting a criminal background check on authorized adults will include but not be limited to faculty, staff, students, and volunteers who work with a supervising adult otherwise come into contact with minors. The sponsoring program must ensure and provide verification that background checks are completed before the start of the program or activity.

**Non-University organizations and entities that operate programs or activities on campus involving minors must conduct criminal background checks of their employees, volunteers, and representatives that meet University standards. The University may request any additional information it deems necessary to meet the requirements of this Policy.**

### **Duty to Report Abuse & Neglect of a Minor**

Anyone, including a child, who suspects child abuse or neglect, can make a report by calling (855) 444-3911 and, at the appropriate time, alert the Title IX coordinator. Also, the Child Protection Law requires certain professionals to report suspected child abuse or neglect.

Anyone who suspects that a minor has been subject to child abuse or neglect must **IMMEDIATELY** report the incident to the Ferris Department of Public Safety or the local law enforcement agencies by **Dialing 911**.

There are also persons on campus who are defined as Campus Security Authorities, who have an obligation to report crimes as defined in the Cleary Act Compliance policy and Ferris Reporting Requirements. See related policies section to link to the policy.

### **Allegations Made Against Authorized Adult**

If any allegation of inappropriate conduct is made against an authorized adult participating in a University program, s/he is required to discontinue any further participation in that program and any University program involving minors unless, or until, such allegation have been satisfactorily resolved by the divisional Vice President or designee.

### **Compliance**

Failure to comply with this policy could lead to disciplinary action up to and including termination.



## Related Policies (Cross Reference)

- Subpart 8-6 Sexual Assault Policy (Board Policy): <http://www.ferris.edu/HTMLS/administration/Trustees/boardpolicy/Part8/Subpart-8-6rev5-8-15.pdf>
- Business Policy, Sexual Assault Policy: <http://www.ferris.edu/HTMLS/administration/buspolletter/publicsafety/Sexual-Assult-Policy.pdf>
- Business Policy, Clery Act Compliance Policy: <http://www.ferris.edu/HTMLS/administration/buspolletter/publicsafety/clery-act-compliance.pdf>
- Business Policy, Overnight Visitation Program: <http://www.ferris.edu/HTMLS/administration/buspolletter/RLP-overnightvisitation.pdf>
- Title IX Policies: <http://www.ferris.edu/title-ix/policy.htm>
- Ferris Reporting Requirements <http://www.ferris.edu/title-ix/policy.htm>

## Definitions

- **Minor** – a minor, for the purpose of this Policy, is any person regardless of enrollment at Ferris State University, under the age of 18 years.
- **University Environment** – any facilities owned by or under the control of Ferris State University, which includes on campus grounds, housing, and off-campus locations.
- **University Community** – all faculty, staff, students, guests, volunteers, vendors, contractors, consultants and others who do business with the University or participate in University programs and activities.
- **University Program** – events and activities offered by any academic or administrative department of the University, registered student organizations events using University facilities that involve minors (which may include camps, sports lessons, workshops, residential, organizations, teams, projects, practices, tours, open houses, research activities, recruiting activities, clinical settings, etc.).
- **Sponsoring Unit** – academic or administrative department, as well as registered student organizations of the University that offer a University program.
- **Authorized Adult** – an individual who is 18 and older, paid or unpaid, who is authorized to interact with, supervise, chaperone, or otherwise oversee minors in University program activities or recreational and/or residential facilities.
- **Direct Contact** – a position that exercises direct supervision, guidance, or control of minors.
- **High-Risk Activities** – activities that may involve travel, overnight experiences, bathing or shower facilities, locker/changing rooms, the operation of power tools/machinery, water activities, laboratories, or animal facilities.
- **Campus Security Authority** – an official of an institution who has significant responsibility for student and campus activities.
- **Child Abuse** – harm or threatened harm to a child's health or welfare that occurs through nonaccidental physical or mental injury, sexual abuse, sexual exploitation, or maltreatment.
- **Child Neglect** – harm or threatened harm to a child's health or welfare that occurs through either of the following:
  - Negligent treatment, including the failure to provide adequate food, clothing, shelter, or medical care.
  - Placing a child at an unreasonable risk to the child's health or welfare by failure to intervene to eliminate that risk when that person is able to do so and has, or should have, knowledge of the risk.

## Appendix C – Clinic Survey Data

### University Eye Clinic Results

N= 23 completed the survey (68%)  
(34 individuals began the survey)

#### Question 1

*Have you been made aware of resources you can use to manage any sexual harassment or misconduct issues within your current clinic assignment?*

Yes – 9 people – 39%  
No – 14 people – 61%

#### *If so, how?*

- Yes - "Dr. Durkee "
- Yes - "During class"
- Yes - "Talk to a dean or honor's council"
- Yes - "Mandatory meeting with Dr. Taylor that informed us of sexual harassment and what to do about it "
- Yes - "Through school"
- Yes - "Seminar"

#### Question 2

*Do you believe your academic program adequately prepared you to manage sexual harassment or misconduct issues in a clinic setting?*

Yes – 14 people – 61%  
No – 9 people – 39%

#### *If so, how?*

- Yes - "Seminar from Dr. Taylor"
- Yes - "Dr. Taylor lecture on sexual harassment"
- Yes - "Through a presentation"
- Yes - "Seminar"
- Yes - "Several discussions and in class lectures detailing different hypothetical scenarios and how to handle them."
- Yes - "They have trained us on what to do and who to tell."

#### Question 3

*Is there a situation you encountered that you could have handled better?*

- "Probably, just be more firm against offenders."
- "no"
- "As far as sexual misconduct goes, no."
- "No"
- "no"
- "N/A "
- "No situations occur(ed)"
- "None"
- "No, I have not yet encountered a situation with sexual misconduct in clinic."
- "No"
- "no"
- "no"
- "No"
- "Ni"
- "N/a"
- "Nope"

- "No"
- "None that I am aware of."
- "No"
- "I have not specifically run into a problem yet downstairs in clinic, so no."
- "NO"
- "No"
- "No"

*Question 4*

*As we gather information regarding our campus culture, how would you rate your current site when it comes to supporting a culture of prevention, timely reporting and effective response regarding sexual harassment and misconduct?*

(Poor 1      2      3      4      5 Excellent)

4.04 out of 5

*Question 5*

Please indicate (by including your name and contact information) if you would like someone to contact you regarding your experience at your clinic site or with this survey.

- "hell no"
- "no"
- "No thank you"
- "No thank you."
- "no"
- "N/a"
- "No - no contact necessary."
- "No"
- "No"
- "no"

*Question 6*

*If assigned to an External Rotation Site, do you believe that site acts in accordance with FSU guidelines and policies regarding sexual harassment or misconduct?*

Yes – 15 people --65%  
 No – 4 people – 1%  
 N/A – 7 people – 30%

## Dental Hygiene Student Survey

N= 38 completed the survey (93%)  
(41 individuals began the survey)

### *Question 1*

*Do you believe your academic program adequately prepared you to manage sexual harassment or misconduct issues in your clinical setting?*

Yes – 26 people –68%

No – 12 people – 32%

If so, how?

- Yes - "Our instructors informed us that there is a no tolerance rule in clinic for patients to act certain ways towards us."
- Yes - "Through lecture and discussion about what to do in those types of situations."
- Yes - "We are told we don't have to treat any one that makes us feel uncomfortable. "
- Yes - "Our instructors always tell us that we never should feel uncomfortable with patients"
- Yes - "Talked about it in class "
- Yes - "Professors have given examples from their own lives or provided an example by handling situations in clinic in front of us"
- Yes - "Talking about if it were to happen this is what you can do"
- Yes - "We have been addressed on a procedure to follow if a patient is harassing us."
- Yes - "Common sense "
- Yes - "We are taught that we do not need to put up with harassment of any kind and we will dismiss the patient if we feel uncomfortable "
- Yes - "Yes we were told to tell an instructor/DDS and have the patient dismissed"
- Yes - "They showed us by example and we talked about what signs to look for and how to deal with it. We were also told that if we were uncomfortable to let an instructor know"
- Yes - "To get an instructor over if you feel uncomfortable by any means and if it continues we can dismiss the patient "
- Yes - "We've been told many times by different instructors that we do not have to tolerate any patient that makes us uncomfortable in terms of harassment."
- Yes - "Informing me what to do in a situation where I don't feel comfortable on how a patient is treating me"
- Yes - "Having protocol in place "
- Yes - "They have given us examples of what is considered misconduct and that we absolutely do not have to tolerate anything that makes us feel uncomfortable"
- Yes - "We were told how to manage a situation like this if it were to happen."
- Yes - "Discussing with us what to do in every situation"
- Yes - "Instructors told us that if there is anything we don't feel comfortable with then we don't have to continue treatment of that patient."
- Yes - "Lectures discussing different ways patients may harass the clinician and how to professionally handle it. The lectures also went over how some of our own actions can be misinterpreted and be seen as harassment towards others. "
- Yes - "They told us to talk to someone immediately."
- Yes - "Teaching us what is responsible and appropriate "

*Question 2*

*If you received training on how to manage sexual harassment and misconduct, do you feel that the training you received was presented at an appropriate time in the dental hygiene curriculum and prior to actually treating patients in the clinic?*

Yes – 23 People – 61%

No – 15 people – 39%

*Question 3*

*Have you been made aware of resources you can use to manage any sexual harassment or misconduct issues within your current clinic assignment?*

Yes – 17 people – 45%

No – 21 people – 55%

*If so, how?*

- Yes - "Our instructors or signals to our partners "
- Yes - "Discussion"
- Yes - "Any instructor in clinic."
- Yes - "We were taught who to present a harassment situation to both at school and in our future workplaces"
- Yes - "present the issue to the supervising instructor and they will help us from their"
- Yes - "I think it should be talked about more because we are in peoples personal space. I think we have been made aware of things to do but I think it would be better to know more"
- Yes - "Clinic instructors"
- Yes - "I was told that I can openly talk to my instructors"
- Yes - "Call an instructor over or ask the patient to leave."
- Yes - "Talk to instructors, they will proceed with further action if need be"
- Yes - "In class"

*Question 4*

*In what ways have dental hygiene faculty or staff shared resources regarding how to manage any sexual harassment or misconduct issues in your clinical assignment?*

- "I remember being told about a couple sexual assault events happening and was told it is very rare."
- "In classroom setting where we are comfortable and scenarios in clinic on how to use signals"
- "A guest speaker came in to discuss the topic."
- "Assured us that we have full control over deciding when a patient's behavior is unacceptable and make us feel like they will support our decisions on whether or not we treat a patient."
- "We haven't been given many resources other than being able to reach out to he instructors themselves"
- "They have discussed it in clinic and lecture"
- "Talked about it in class"
- "They have given examples and told us common problems we may expect to see and how to handle them."
- "Mrs Burns gave an example and explained different ways we could handle a uncomfortable situation."
- "N/A"
- "they told personal stories and how they handled them"

- "We have only been told to notify our instructors of any kind of sexual harassment."
- "When it comes to patients if we feel uncomfortable in a situation we need to see an instructor"
- "to get an instructor"
- "guided us to the resources available for misconduct"
- "We were told to tell an instructor, but that was about all that was discussed."
- "I have had no resources presented to me about how to manage sexual misconduct or how to access these resources. we were talked to briefly about not having to treat a patient who is being sexually inappropriate."
- "They have just talked about it. We had a presenter come in to talk about sexual harassment but theirs was more broad and it would be nice if they were more specific to the dental hygiene field"
- "In the classroom"
- "n/a"
- "just to get a hold of an instructor if you feel uncomfortable."
- "We have been told, that if an incidence occurs, we are to tell the patient we will be right back and to go get an instructor. We were told to tell them what is going on and they said the patient would be asked to be dismissed. They told us not to tolerate anything like this from anyone. However, we never received "training" on it."
- "None that I am aware of. Just that we can refuse to treat if we feel uncomfortable"
- "To get our instructor"
- "I'm unsure."
- "They have posted sign in the far clinic wall on what sexual misconduct is and that it is not tolerable"
- "To make the person aware you're uncomfortable and to stop and if they continue stop treatment and talk to the section instructor."
- "Taking CEs and discussing in class how to handle all situation."
- "They told us who to go to or where to report it"
- "I really don't feel like we have gone over these issues. really all I know is that we have the right to turn people away if they make us feel uncomfortable"
- "We were just told that if a patient does something we don't feel comfortable with tell the instructor and they can dismiss the patient"
- "They always make themselves available to disclose an uncomfortable situation and will assist the student."
- "I don't remember much being said on the subject other than we will not tolerate it in the clinic and to inform an instructor."
- "A couple lectures"
- "We just talked about it during class. There was no professional training about sexual harassment or misconduct."
- "Being open and reporting all"
- "They told us to inform them if we were uncomfortable with a patient but when I or someone else informed an instructor we were uncomfortable they always just shrugged it off and it bothered me."
- "I just remember being told that we do not need to tolerate it if a patient is being inappropriate with us and to report it."

*Question 5*

*What rating would you give the following courses regarding training in prevention, timely reporting, and effective response if a sexual harassment and misconduct incident should occur?*

DHYG 101, 102 (Oral Imaging Theory & Lab) Patients are treated  
(Poor 1      2      3      4      5 Excellent)  
3.08 out of 5

*Question 6*

*Please indicate (by including your name and contact information) if you would like someone to contact you regarding your experience at your clinic site or with this survey.*

- "N/A"
- "I'm good, thanks"
- "No"

**Appendix D -- 2017 Campus Climate Survey (students)**

**CAMPUS CLIMATE SURVEY SUMMARY REPORT**

6/28/2018



## **Acknowledgment**

A committee of Ferris State University community members assisted in the creation and implementation of the 2018 Campus Climate Survey, including:

- El Boynton, Student
- Sandy Britton, Dean of Student Success at Kendall College of Art & Design
- Kevin Carmody, Title IX Coordinator/Associate Dean of Student Life
- Sandy Gholston, News Services/Social Media Manager
- Peter Hector, Assistant Professor of Social Work
- Joy Pufhal, Dean of Student Life
- Kristen Salomonson, Dean of Enrollment Services
- Andy Slater, Counselor/Assistant Professor, Personal Counseling Center
- Darcy Storms, Director of Counseling, Disability & Tutoring Services Kendall College of Art & Design

It is the hope of the committee that this data will inform the University's efforts to address sexual and relationship violence, and add to a greater understanding of this issue nationwide.

## Overview

Relationship violence and sexual misconduct have been, and remain troubling societal problems. The Department of Justice's National Crime Victimization Survey shows that college-aged females (18-24) are at particular risk for sexual assault (Bureau of Justice Statistics, 2014). This same study showed that females in the same age range but not enrolled in college are at a slightly higher risk than their peers who do attend college. While the exact rate of sexual victimization differs from study to study, national data suggests that between one in five (Fisher, Cullen and Turner, 2001; Krebs, et al., 2007) and one in four women report being sexually assaulted while in college (Cantor, et al., 2015). Cantor, et al. also discovered that rates at individual institutions varied significantly. This study concludes that national averages of the rates of victimization may not apply to a specific institution, and that institution would need to survey their own student population in order to accurately project rates of victimization on campus.

Surveys to determine the prevalence of relationship violence and stalking are fewer than those for sexual violence, but the national data that does exist presents an equally alarming rate of victimization. The 2001 National Institute of Justice study remains the largest study to examine experiences of stalking behavior. It found that 13.1% of women reported experiencing stalking since the beginning of the school year. (Fisher, Cullen and Turner, 2001). In looking at relationship violence, nearly one in three college women reported experiencing abusive or violent dating behaviors by a current or former dating partner.

Ferris State University is committed to working to combat relationship violence and sexual misconduct on our campuses. The university's Sexual Assault Task Force, established in 2014, determined that conducting a campus climate survey would provide integral information to support their efforts.

In February 2016, Ferris State University conducted a campus climate survey of students to gain an understanding of their experiences and perceptions relating to sexual assault, stalking and relationship violence. Of the 13,964 recipients, this survey received responses from 632 students. A majority of those who responded indicated that they felt that Ferris State University takes reports of unwanted behavior seriously, and responds effectively. A majority of these students also were able to identify correctly the elements of consent. In regards to experiences of sexual or relationship violence, 131 (20.7%) reported unwanted sexual experiences; 186 (29.4%) reported experiencing stalking behaviors; and 127 (20.1%) reported experiencing relationship abuse. Because of the lower response rates, the data was insufficient to support definitive conclusions about the frequency of these events across the university population or in an individual academic year.

In February 2018, Ferris State University conducted a second campus climate survey of students in order to further understand the experiences and perceptions relating to sexual assault, stalking and relationship abuse. This survey utilized a slightly modified version of the same instrument administered in 2016 in order to be able to compare the data to that gathered two years prior. Additionally, an incentive was used more broadly in the administration of the survey in order to encourage greater participation, and have stronger ability to support conclusions. This iteration of the survey received responses from 1,518 students.

## *Key Findings*

### Areas of strength

1. A majority of respondents reported that they believe that Ferris State University takes reports of unwanted behavior seriously and responds effectively.
2. There was an increase in the percentage of students who reported receiving information (+ 2.4%) and prevention programs (+ 4.8%) from the 2016 Campus Climate Survey.
3. Students who reported that they have received information and prevention programs reported that they found them to be beneficial.
4. The numbers of those reporting unwanted sexual behavior and stalking behaviors decreased from those reported in 2016. While these numbers still represent a significant issue, the numbers are less than previously reported.

### Areas of concern

1. Of the 1518 students who responded, the reported rates of experiencing relationship violence and sexual misconduct since attending Ferris State University are as follows:
  - a. 259 (17.1%) reported unwanted sexual experiences (ranging from sexual touching to penetration). Women are most vulnerable, with 220 (20.7%) reporting unwanted sexual experiences.
  - b. 437 (28.8%) reported experiencing stalking behaviors. Women are most vulnerable, with 342 (32.2%) reporting experiencing behaviors consistent with stalking.
  - c. 367 (24.1%) reported experiencing relationship abuse. Women are most vulnerable, with 282 (26.5%) reporting experiencing abuse. This percentage represents an increase from what was reported in 2016.
2. Despite an increase from 2016, less than half of respondents (43.2%) reported that they had received information relating to bystander intervention.

## **Survey Design and Methodology**

The design of Ferris State University's 2018 Campus Climate survey was based on the guidelines and model provided by the White House Task Force to Protect Students from Sexual Assault (<https://www.notalone.gov/assets/ovw-climate-survey.pdf>). Additional elements and evidence-informed measures were utilized from the Administrator-Researcher Campus Climate Collaborative (ARC3) instrument. Considerations were given to the length of the instrument to ensure that the information gathered would be impactful, but that the survey would not be so long as to create a barrier to participation.

The survey instrument was designed to facilitate respondents' identifications of coercion and force, relationship abuse, stalking and unwanted sexual behaviors by presenting a series of example behaviors and prompting respondents to indicate if they had experienced each of them. This feature of the design ensured that behaviors considered to represent coercion or force, stalking, relationship abuse or sexual assault for the purposes of the survey were accurately identified by respondents. The survey instrument was designed to allow respondents to indicate if they experienced multiple forms of unwanted sexual behavior and identify multiple forms of coercion or force experienced in association with that behavior.

On February 8, 2018, an email was sent to all students enrolled at Ferris State University to notify them that the survey was being sent out as part of the initiatives to ensure that we respond effectively to concerns of sexual violence. Targeted messaging with the same information was sent out to students at Kendall College of Art and Design (KCAD). On February 11, 2018, an email invitation with a link to the survey was sent to all enrolled students at Ferris State University. Included in this email was a brief message explaining the importance of the survey, as well as potential risks associated for participants, and a statement that those who completed the survey by a deadline of February 23, 2018 would receive a \$5 gift certificate to Starbucks. A list of resources, including counseling and reporting options was provided to all participants. Additionally, follow up advertisement went out via Social Media on the Title IX social media accounts, the Student Life accounts, and the Ferris State University accounts.

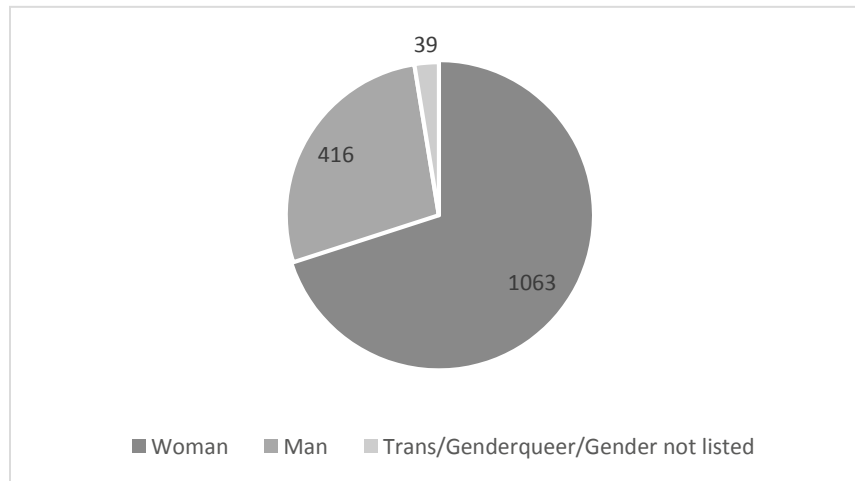
The survey closed on March 2, 2018.

## Survey Response

A total of **1518 completed responses** to the survey were received. A completed response is defined as any respondent who provided information related to experiences of sexual assault, relationship violence or stalking.

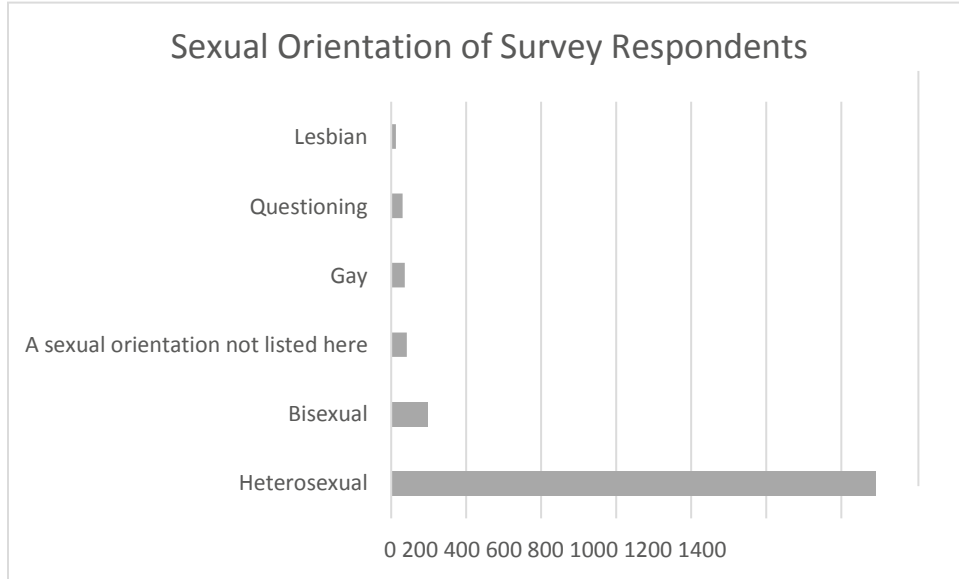
### *Demographic Analysis of Respondents*

A majority of 1,063 respondents (70.0%) identified as a Woman. Four hundred sixteen respondents (27.4%) identified as a Man. Thirty-nine respondents (2.6%) identified as a Transman, Transwoman, Genderqueer/Gender non-conforming, or another gender not listed.

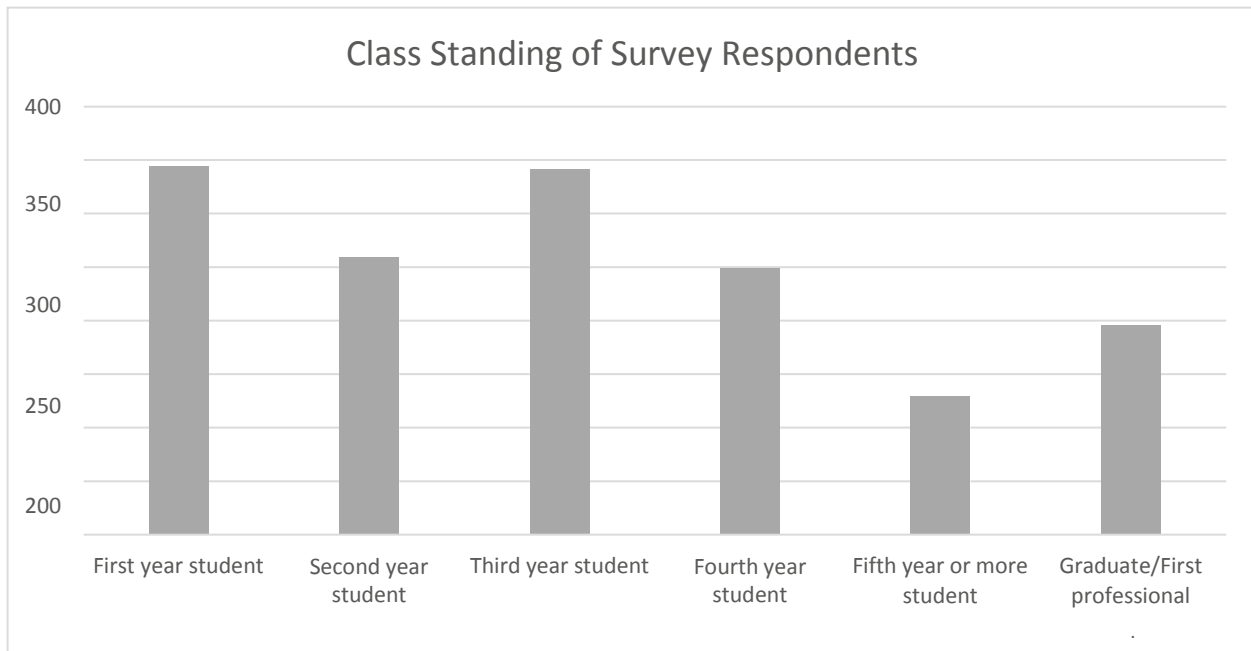


As respondents could choose more than one race or ethnicity, the number of responses in each category will exceed the total number of respondents. The majority of respondents (1,298, 85.4%) identified as White. The next largest demographic group (103, 6.8%) identified as Black/African American. Eighty-nine respondents (5.9%) identified as Hispanic/Latino. Fifty-six respondents (3.7%) identified as Asian. Thirty-three respondents (2.2%) identified as American Indian or Alaskan Native. Twenty-three respondents indicated that they preferred not to respond, and 22 identified that they identified as a race/ethnicity not listed in the options. Five respondents (0.3%) identified as Native Hawaiian or Other Pacific Islander.

The majority of respondents (1,294) identified as Heterosexual. Ninety-seven respondents (6.4%) identified as Bisexual. Forty-eight respondents (3.2%) identified as Gay or Lesbian, and an additional 30 (2.0%) identified as Questioning. Forty-one respondents (2.7%) identified as a sexual orientation not listed.



There was a fairly even distribution of respondents with different class standings. The class group with the largest representation among respondents was First-Year Students, with 344 (22.6%). Third-Year Students accounted for 341 (22.4%) of respondents, Second-Year Students accounted for 259 of respondents (17.0%), and 249 respondents (16.4%) were Fourth-Year Students. The class groups with the smallest representation were Graduate Students (196, 12.9%) and Fifth-Year Students (129, 8.5%).



The majority of responses came from students at the Big Rapids Campus, with 1,153 responses (75.9%). The campus with the next largest representation was Kendall College of Art & Design,

which accounted for 165 responses (10.9%). Grand Rapids Campus (not Kendall) accounted for 80 responses (5.3%), and Online and other Statewide Campuses accounted for 71 (4.7%) and 51 responses (3.4%), respectively.

### *Respondent Perceptions of Campus Climate*

- **The majority of respondents agreed that the university would take a report of sexual assault seriously** (52.2% Strongly Agree; 34.9% Somewhat Agree; 12.8% Somewhat Disagree; 3.4% Strongly Disagree).
  - A **higher percentage of men** agreed that the University would take a report seriously, than other respondents (61.4% Strongly Agree; 27.2% Somewhat Agree).
- **The majority of respondents agreed the university would keep knowledge of the report limited to those who need to know** (52.4% Strongly Agree; 38.9% Somewhat Agree; 5.9% Somewhat Disagree; 2.7% Strongly Disagree).
  - There was no significant difference based on gender.
- **The majority of respondents agreed that the university would provide emotional support for the person making the report** (46.1% Strongly Agree; 40.1% Somewhat Agree; 11.6% Somewhat Disagree; 2.2% Strongly Disagree).
  - There was no significant difference based on gender.
- **The majority of respondents agreed that the university would take corrective action to address factors that may have led to the sexual assault** (41.3% Strongly Agree; 40.6% Somewhat Agree; 13.8% Somewhat Disagree; 4.3% Strongly Disagree).
  - A **lower percentage of trans and genderqueer/gender non-conforming** respondents agreed that the University would take corrective action to address factors that may have led to the sexual assault than other respondents (18.2% Strongly Agree; 54.6% Somewhat Agree; 22.73% Somewhat Disagree; 4.55% Strongly Disagree).
- **The majority of respondents agreed that the university would take corrective action against the offender** (45.0% Strongly Agree; 38.1% Somewhat Agree; 12.2% Somewhat Disagree; 4.7% Strongly Disagree).
  - A **higher percentage of men** agreed that the University would take corrective action against the offender, than other respondents (54.1% Strongly Agree; 34.5% Somewhat Agree).
  - A lower percentage of trans and genderqueer / gender non-conforming respondents agreed that the University would take corrective action against the

offender, than other respondents (18.2% Strongly Agree; 54.5% Somewhat Agree; 22.7% Somewhat Disagree; 4.5% Strongly Disagree).

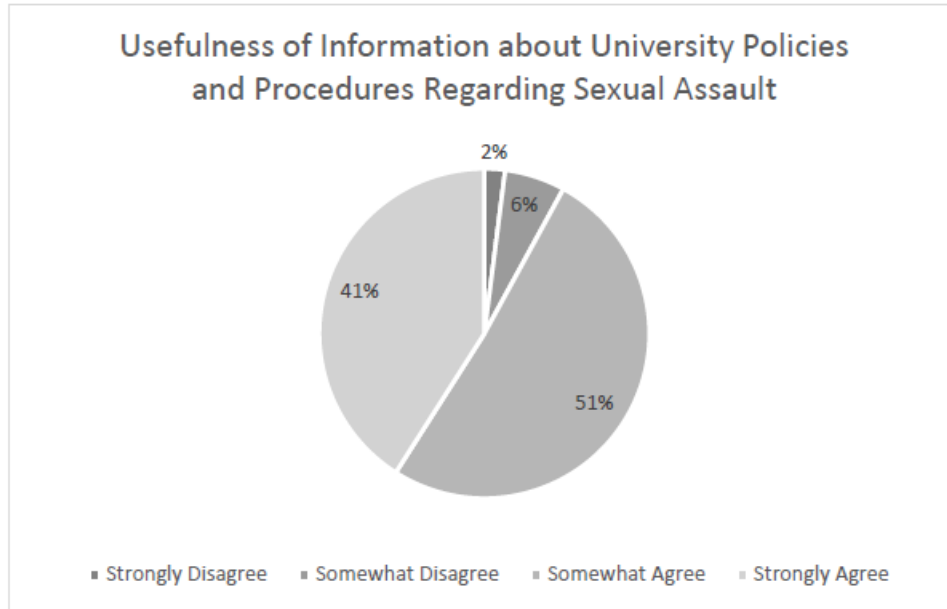
- **The majority of respondents agreed that the university would take steps to protect the person making the report from retaliation** (41.1% Strongly Agree; 41.7% Somewhat Agree; 13.5% Somewhat Disagree; 3.6% Strongly Disagree).
  - A **higher percentage of men** agreed that the University would take steps to protect the person making the report from retaliation, than other respondents (54.1% Strongly Agree; 34.5% Somewhat Agree).
- **The majority of respondents agreed that students and/or others would support the person making the report** (40.3% Strongly Agree; 48.4%; Somewhat Disagree 9.2%; Strongly Disagree 2.1%) **These numbers were significantly higher than the 2016 Campus Climate Survey.**
  - There was no significant difference based on gender.
- **A majority of respondents stated that they didn't think the educational achievement/career of the person making the report would suffer** (15.6% Strongly Agree; 27.9% Somewhat Agree; 32.8% Somewhat Disagree; 23.6% Strongly Disagree). This was a significant improvement from the 2016 Campus Climate Survey
  - A **higher percentage of transmen** stated that they didn't think the educational achievement/career of the person making the report would suffer (42.9% Somewhat Disagree; 57.1% Strongly Disagree.)
- **A small majority of respondents stated that they didn't think that students or others would label the person making the report a trouble maker.** (57.0% Strongly or Somewhat Disagree; 42.9% Strongly or Somewhat Agree).
  - A **lower percentage of transmen** stated that they didn't think others would label the person making the report a trouble maker. (83.3% Strongly or Somewhat Disagree; 16.7% Somewhat Agree; 0.0% Strongly Agree)

#### *Respondent Perceptions of University Information Regarding Sexual Assault*

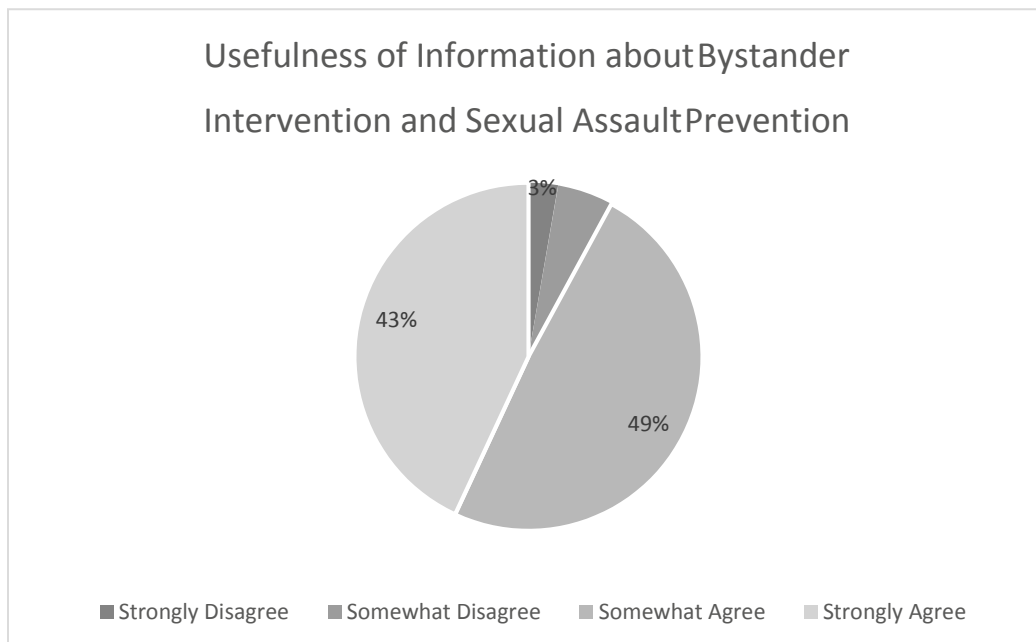
The majority of respondents (831, 54.7%) reported that they have received information or education on the university's policies and procedures regarding sexual assault. Of that group, 775 (93.3%) reported that they Somewhat Agreed or Strongly Agreed that the information or education was useful.

Both the percentage of individuals who reported that they received information, and the perceptions of the utility of this information increased from the 2016 campus climate survey.





Conversely, a majority (892, 58.7%) of respondents reported that they had not received information on how to intervene or prevent sexual assault. Among those who had received this information or education, 92.1% reported that they Somewhat Agreed or Strongly Agreed that it was useful.



### *Respondent Reporting of Unwanted Sexual Behavior*

The number of respondents who reported experiencing any form of unwanted sexual behavior is presented in this section.

Respondents were asked to indicate if they had experienced each of a series of forms of unwanted sexual behavior since attending Ferris State University, in response to the following questions (in relevant part):

- Questions 13: "...someone fondled, kissed or rubbed up against the private areas of my body or removed some or all of my clothes without my consent (but did not attempt sexual penetration)..."
- Questions 20: "...someone had oral sex with me or made me have oral sex with them without my consent..."
- Questions 27.1 to 27.5: "...someone put their penis, finger(s) or other objects into my vagina without my consent..."
- Questions 34.1 to 34.5: "... someone put their penis, finger(s) or other objects into my butt without my consent..."

Respondents were then asked in each instance if they had experienced the unwanted sexual behavior as a result of one or more of the following forms of coercion or force:

- "...by telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue or continually verbally pressuring me after I said I didn't want to."
- "...by showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to."
- "...by taking advantage of me when I was too drunk or out of it to stop what was happening."
- "...by threatening to physically harm me or someone close to me."
- "...by using force, for example, holding me down with their body weight, pinning my arms, or having a weapon."

Additionally, respondents were asked the gender of the person who had committed the reported act, the relationship that person had with the respondent, if that person was a student at Ferris State University, if the reported incident happened on campus, who the respondent told about their experience, and to indicate when the incident occurred.

Of the 1518 individuals who completed the survey, 259 (17.1%) reported experiencing unwanted sexual behavior since attending Ferris State University. The vast majority of these individuals reporting unwanted sexual behavior identified as women. Of the 1,063 respondents who identified as a woman, 220 (20.7%) reported experiencing unwanted sexual behavior since attending Ferris State University. While variation between methodologies and this survey's smaller sample size challenge comparison with national studies, this percentage is similar to that reported in other national surveys (Cantor, et al., 2015; Krebs, et al., 2007).

Respondents identifying as men reported unwanted sexual behavior at a lower rate than women, with 35 of the 416 respondents (8.4%) who identified as male reporting experiencing unwanted sexual behavior since attending Ferris. Four (10.3%) respondents identified as transmen/women, genderqueer/gender non-conforming, or a gender not listed. Given the lower report rates for this group, as well as write-in responses indicating that some responses did not reflect their identity (i.e. "I'm a woman, but wanted to make you look down here because I guess I can identify as a coffee table") create challenges to generalizing the numbers reported in this survey.

Respondents taking classes at the Big Rapids campus reported significantly higher incidence of unwanted sexual behaviors (20.4%) than other campuses. Students taking classes predominantly online had the lowest concentration of reported behaviors (5.6%). This matches national research which suggest that factors associated with more traditional college involvement, including proximity to off-campus parties with alcohol, indicate a heightened risk for victimization. (Krebs, et al., 2007)

Number of Respondents Reporting One or More Experiences of Unwanted Sexual Behaviors\*, by Campus

	Female	Male	Trans/ Genderqueer	Total
<b>Big Rapids</b>	196	35	4	235
<b>KCAD</b>	10	0	0	10
<b>Grand Rapids</b>	5	0	0	5
<b>Online</b>	4	0	0	4
<b>Other Campus Not Listed</b>	5	0	0	5
<b>Total</b>	<b>220</b>	<b>35</b>	<b>4</b>	<b>259</b>

\*Total number of respondents = 1518

The highest concentration of reported unwanted sexual behaviors was among second-year students, (57, 22.0%). The second highest concentration was among third-year students with 65 (19.1%) reporting experiencing unwanted sexual behaviors. The next highest was among fourth-year students, of whom 46 (18.5%) reported unwanted sexual behaviors. Eighteen (14.0%) students in their fifth year or more, and 27 (13.8%) Graduate/Professional students reported unwanted sexual behaviors. Given the limited number of respondents in these categories, they accounted for a greater concentration than among first-year respondents. Forty-six (13.4%) first-year respondents reported unwanted sexual behaviors. This was the smallest concentration of those reporting unwanted behaviors.

Number of Respondents Reporting One or More Experiences of Unwanted Sexual Behaviors\*, by Class Level

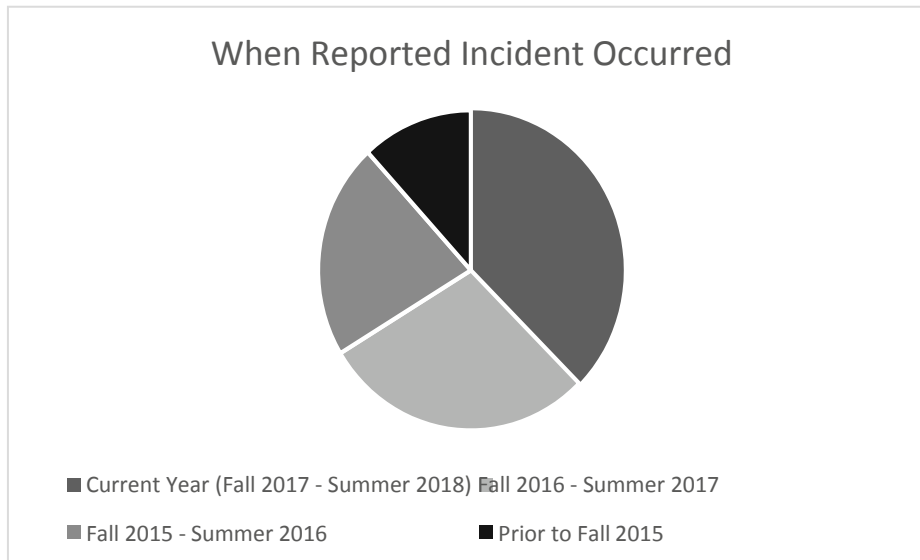
	Female	Male	Trans/ Genderqueer	Total
<b>First Year</b>	36	10	0	46
<b>Second Year</b>	51	5	1	57
<b>Third Year</b>	55	9	1	65
<b>Fourth Year</b>	38	6	2	46
<b>Fifth Year or Greater</b>	16	2	0	18
<b>Graduate/Professional</b>	24	3	0	27
<b>Total</b>	<b>220</b>	<b>35</b>	<b>4</b>	<b>259</b>

\*Total number of respondents = 1518

National research indicates that first- and second-year students experience higher rates of unwanted sexual behavior than students at higher levels of class standing (Krebs, et al., 2007); however, fewer first-year respondents in the Ferris survey reported unwanted sexual behavior, which may relate to the language of the survey instrument.

The language of the instrument, which asked respondents to report experiences “Since [they] began attending Ferris State University,” potentially resulted in students of higher class standing reporting on a greater number of experiences over longer period of time than their counterparts of lower class standing. The instrument did not offer means for respondents to identify more specific time frames for their experiences.

Of those who reported unwanted sexual behaviors, the largest percentage (37.5%) reported that the experience occurred during the 2017-2018 academic year. Slightly smaller percentages (28.8% and 21.9%) reported that the experience occurred in previous academic years (2016-2017 and 2015-2016, respectively). The smallest percentage (11.8%) reported that the behavior occurred prior to Fall of 2015.



*Respondents Reporting of Stalking Behavior*

The number of respondents who reported experiencing behaviors consistent with stalking behavior is presented in this section.

Respondents were presented with a series of examples of stalking behavior and asked to indicate how many times they had experienced each type of behavior:

- Questions 58.1 to 58.9: How many times have one or more people done the following things to you since you began attending Ferris State University?
  - Watched or followed you from a distance or spied on you with a listening device, camera or GPS (global positioning system).
  - Approached you or showed up in places such as your home, workplace or school when you didn't want them to be there.
  - Left strange or potentially threatening items for you to find. Sneaked in to your home or car and did things to scare you by letting you know they had been there.
  - Left you unwanted messages (including text or voice messages).
  - Made unwanted phone calls to you (including hang up calls).
  - Sent you unwanted emails, instant messages or sent messages through social media apps.
  - Left you cards, letters, flowers or presents when they knew you didn't want them.
  - Made rude or mean comments to you online.
  - Spread rumors about you online, whether they were true or not.

The most recent national survey on stalking behavior among college students was conducted in 2000 by the U.S. Department of Justice (Fisher, Cullen and Turner, 2000). It was reported in this study that college women reported experiencing stalking at a higher rate than they reported experiencing sexual violence, with 13% indicating that they had experienced stalking behavior. The national study focused on female experiences, and did not report similar statistics for males. Additionally, it has been found that the highest rates of reported stalking experiences are among persons aged 18 to 19 and 20 to 24 (Baum, Catalon and Rand, 2009).

Respondents to Ferris' Campus Climate Survey reported experiencing stalking behavior in higher numbers than they reported experiencing unwanted sexual behaviors. Four hundred thirty-seven (28.8%) respondents reported experiencing stalking behaviors since enrolling at Ferris State University. More female respondents reported having experienced stalking (342) than unwanted sexual behavior (220) and represented a greater percentage of the sample (32.2%) than their male counterparts (88, 21.2%). Men also reported experiencing stalking behaviors at higher rates than other forms of victimization.

Respondents taking classes at the Big Rapids campus again reported victimization in higher concentration (30.8%) than students at other campuses; however, this difference was not significantly higher than students taking classes at Kendall College of Art & Design (29.1%). Students taking classes at other campuses had the lowest rate of reported experiencing stalking

behaviors (13.7%).

Number of Respondents Reporting One or More Experiences  
of Stalking Behaviors, by Campus\*

	Female	Male	Trans/ Genderqueer	Total
<b>Big Rapids</b>	272	77	5	355
<b>KCAD</b>	41	6	1	48
<b>Grand Rapids</b>	14	2	0	16
<b>Online</b>	9	2	0	11
<b>Other Campus Not Listed</b>	6	1	0	7
<b>Total</b>	<b>342</b>	<b>88</b>	<b>7</b>	<b>437</b>

\*Total number of respondents = 1518

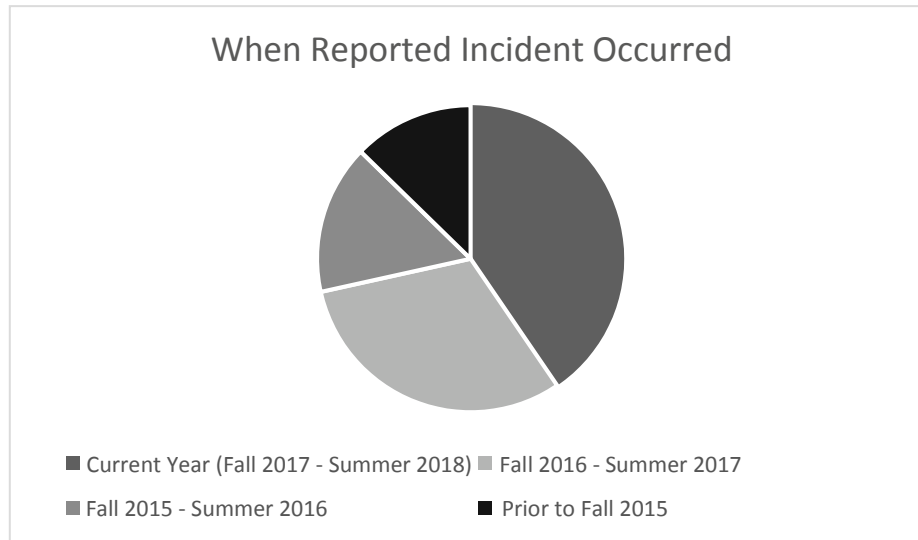
Reports of stalking behavior appear to increase throughout students' career, with a drop off in concentration for Graduate/Professional students. For women, this trend is even more pronounced. The highest concentration of reported stalking behaviors was among students in their fourth year, (86, 33.3%). The second highest concentration was among students in their fifth year or higher with 43 (19.1%) reported experiencing stalking behaviors. The next highest concentration, and the most reported experiences were among third-year students, of whom 110 (32.3%) reported stalking behaviors. Seventy-seven (29.7%) of second-year students and 80 (23.3%) of first-year students reported stalking behaviors. Graduate/Professional students reported the smallest concentration, with 41 (20.9%) reporting experiencing stalking behaviors.

Number of Respondents Reporting One or More Experiences of Stalking  
Behaviors, by Class Level\*

	Female	Male	Trans/ Genderqueer	Total
<b>First Year</b>	62	17	1	80
<b>Second Year</b>	62	13	2	77
<b>Third Year</b>	90	19	1	110
<b>Fourth Year</b>	63	21	2	86
<b>Fifth Year or Greater</b>	34	8	1	43
<b>Graduate/Professional</b>	31	10	0	41
<b>Total</b>	<b>342</b>	<b>88</b>	<b>7</b>	<b>437</b>

\*Total number of respondents = 1518

Of those who reported stalking behaviors, the largest percentage (38.7%) reported that the experience occurred during the 2017-2018 academic year. A slightly smaller percentage (29.7%) reported that the experience occurred the previous academic year (2016-2017). Next, 15.1% reported that the behavior occurred during the 2015-2016 Academic year. The smallest percentage (12.1%) reported that the behavior occurred prior to Fall of 2015.



### *Respondent Reporting of Relationship Abuse Behaviors*

The number of respondents who have reported experiencing various forms of behaviors consistent with relationship abuse is presented in this section.

Respondents were presented with a series of examples of behaviors consistent with relationship abuse and asked to indicate how many times they had experienced each type of behavior:

- Questions 66: Answer the next questions about any hook-up, boyfriend, girlfriend, husband or wife you have ever had (including exes), regardless of the length of the relationship, since you began attending Ferris State University. Not including horseplay or joking around,
  - “The person threatened to hurt me and I thought I might really get hurt.”
  - “The person pushed, grabbed or shook me.”
  - “The person hit me.”
  - “The person called me names or insulted me.”
  - “The person stole or destroyed my property.”
  - “The person can scare me without laying a hand on me.”

Overall, 367 (24.2%) reported experiencing behaviors which would constitute relationship abuse since attending Ferris State University. Two hundred eighty-two (26.5%) respondents who identified as female indicated that they had experienced one or more relationship abuse behaviors, a significantly higher number than their male counterparts, among whom 79 (19.0%) reported experiencing relationship abuse behaviors. This concentration of men who reported experiencing relationship abuse is nearly double what was reported in 2016.

While these numbers are alarming, they are lower than those reported in national surveys. Nationally, nearly 1 in 3 college women and 1 in 5 college men reported experiencing abusive or violent dating behaviors by a current or former dating partner (Black, et al., 2011). The

difference by gender in the number of respondents reporting relationship abuse in Ferris' survey is similar to differences reflected in national data.

Number of Respondents Reporting One or More Experiences  
of Relationship Abuse Behaviors, by Campus\*

	Female	Male	Trans/ Genderqueer	Total
<b>Big Rapids</b>	221	67	4	292
<b>KCAD</b>	32	7	2	41
<b>Grand Rapids</b>	11	5	0	16
<b>Online</b>	8	0	0	8
<b>Other Campus Not Listed</b>	10	0	0	10
<b>Total</b>	<b>282</b>	<b>79</b>	<b>6</b>	<b>367</b>

\*Total number of respondents = 1518

Reports of behavior constituting relationship abuse appear to increase throughout students' career, with a drop off in concentration for Graduate/Professional students. The highest concentration of reported relationship abuse behaviors was among students in their fifth year or higher, (41, 31.8%). The second highest concentration was among students in their fourth year with 68 (27.3%) reported experiencing relationship abuse behaviors. The next highest concentration, and the most reported experiences were among third-year students, of whom 96 (28.2%) reported relationship abuse behaviors. Sixty-five (25.1%) of second-year students and 55 (16.0%) of first-year students reported experiencing relationship abuse behaviors. Graduate/Professional students reported the smallest concentration, with 42 (21.4%) reporting experiencing stalking behaviors.

Number of Respondents Reporting One or More Experiences  
of Relationship Abuse Behaviors, by Class Level\*

	Female	Male	Trans/ Genderqueer	Total
<b>First Year</b>	46	9	0	55
<b>Second Year</b>	55	10	0	65
<b>Third Year</b>	73	21	2	96
<b>Fourth Year</b>	47	19	2	68
<b>Fifth Year or Greater</b>	31	10	0	41
<b>Graduate/Professional</b>	30	10	2	42
<b>Total</b>	<b>282</b>	<b>79</b>	<b>6</b>	<b>367</b>

\*Total number of respondents = 1518



## **Implications for Future Programming**

The data gathered in the Campus Climate Survey suggests that the rates of victimization at Ferris State University have declined slightly when compared with that reported in the survey conducted in 2016. It remains difficult to gauge a cause for why these reports may be slightly lower, as they may be a result of successful prevention programming, or due to the higher response rate revealing a more accurate snapshot of the experiences of victimization. In any case, the rates of victimization remain in line with national levels. Additionally, the rate of victimization shows that incidents of sexual assault, relationship abuse, and stalking appear to be greatly underreported to campus authorities.

### *Awareness/Outreach*

Efforts at awareness and outreach have increased since 2016. These efforts are having a positive impact on the number of individuals who know about policies, and where to report sexual misconduct. The climate survey reveals that sexual assault, stalking and relationship abuse remain underreported on this campus, and so these efforts should continue to increase. Communication, Choices, and Consent has been required for FSUS students since Fall of 2015. While the Title IX Office has added more elements on how to report concerns of sexual misconduct, this element of the presentation can be increased and include a plea that individuals report their experience. Greater outreach efforts could target student leaders – specifically Greek Life, Student Government, and others to ensure that these individuals who will likely receive disclosures have a better understanding of the reporting process.

One element that the University can increase is better awareness of Stalking and Relationship Violence. While we have traditional awareness activities for sexual assault (Take Back the Night, What Were You Wearing, etc.) we have not done anything around Relationship Violence or Stalking. Given the high amount of students who reported experiencing these behaviors, this should be given a priority. A good place to start would be using the designated awareness months (October – Dating/Domestic Violence; January –Stalking) as well as developing a visual campaign (poster/social media/etc.) to help amplify these efforts. Lastly, the Title IX Office should reach out to the Office of Housing & Residence Life to include more information relating to Relationship Abuse and Stalking in training for Resident Assistants and Hall Directors.

Greater focus should be paid to highlighting the significant training undergone by University staff and police in how to effectively and sensitively respond to concerns of sexual misconduct and relationship abuse. With the increased attention paid to this issue, highlighting this good work can hopefully increase the trust in these institutions, and hopefully continue to increase reporting. Care must be given to ensure that this training is truly happening, and that those who respond to sexual misconduct and relationship abuse are properly resourced to ensure that this training is supported by practice.

*Bystander Intervention/Prevention*

While the number of students reporting having received information on how to safely intervene has increased since 2016, it remains the case that the majority of those responding have not. In order to foster a culture of intervention, more intrusive methods must be utilized to ensure that this training has a broader reach. Specifically, greater targeting of those who Student Affairs has access to – Greek Life, Student Government, Club Sports, etc. and requiring that these students get training in how to intervene would greatly increase the reach of these programs.

The Step Up program has struggled with participation since its inception. Greater effort needs to be put into recruiting leaders to become a part of this group. Additionally, scrutiny of how this group is organized, supervised, and advertised needs to be initiated to ensure that this is the best investment of our time and resources if this is to remain the chief vehicle of delivery of prevention initiatives for the institution. Further seeking federal and state grants to infuse these efforts with greater resources would be energy well-spent.

Feedback from focus groups is that there has been a dearth of visual campaigns around Bystander Intervention. There is an annual event to put up a large Step Up banner in the Fall, and have students to sign a pledge – but this event does not come with information on how to intervene, but just involves a call to arms to do so. Posters, and Social Media campaigns on helping to teach individuals safe and effective ways to intervene could help to increase the reach of this campaign.

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## Appendix E – Sexual Misconduct Gap Grid and Best Practices

Number	Gap	Description	Responsibility	Status
	<i>Policy and Procedures</i>			
1	Structure of Title IX Office	Currently have Title IX Coordinator in Student Affairs working with deputy coordinators in General Counsel, Athletics, Kendall and EIO. Way in which cases are managed (Students with Title IX Coordinator and Employees with General Counsel) the Title IX Coordinator is not a part of the oversight of all cases as the OCR guidance states they should. Although it should be noted that both parties collaborate well.		
2	Housing and Athletic processes	Current process in Housing and Athletics is that Title IX cases are automatically reported to law enforcement, not giving the complainant a chance to decide per Campus SaVE (2013) Act and 2017 Dear Colleague Letter.		
3	Annual Security Report	Annual Security Report lacks a definition of consent as required by 2016 Clery Requirements.		
4	Nondiscrimination Grievance procedures	Nondiscrimination Grievance procedures lack a statement referring questions to the Title IX Coordinator and the inclusion of a statement noting that complaints should be resolved in 60 days should be reviewed, per the 2017 Dear Colleague Letter.		
5	Minors on Campus Policy	Minors on campus policy does not existence	Academic Affairs	Completed with publishing of a formal policy in August of 2018.

6	Procedures for implementing the Minors on Campus policy should be updated	Procedures for implementing the policy should be updated and the review should be inclusive of but not limited to the following: 1) The scope and modality of training, 2) Record-keeping regarding those completing training, 3) Background check processes and record-keeping, 4) Determining how minors in the classroom are or are not relevant to this policy.		
7	Review Consensual Relationship policy	Review the current employee Consensual Relationship policy to determine if it could be strengthened to support a campus culture of prevention.		
	<b><i>Training</i></b>			
8	Training for those responsible for Title IX investigating or adjudicating	Need more consistent training for those working with Title IX investigations and those who adjudicate cases. In addition, need to better document this training.		
9	Employee Training	More frequent and comprehensive training needs to be offered on campus for all employees		
10	Training for those working with minors	The training was created many years ago and should be reviewed to ensure it is relevant and effective.		
11	Training regarding sexual misconduct in clinics	Training regarding resources for how to address sexual misconduct in clinics is lacking.		
	<b><i>Miscellaneous</i></b>			
12	Complainant Resources	Resources for complainants are student focused and not all relevant for those who are non- students.		

13	Assessments to understand clinic user perceptions is lacking.	Assessments to understand clinic user perceptions, feedback from patients regarding point of care treatment and patient rights during care delivery and experiences of students studying in the clinics regarding the existence and handling of sexual misconduct was lacking.		
14	Overall campus climate evidence does not exist	No overall campus climate evidence could be found (outside of the current student campus climate survey).		
	<b><i>Best Practices and Areas that need further discussion</i></b>			
1	Review Student Code of Community Standards regarding cross-examination and past sexual history	In light of rescinded OCR Guidance, review Student Code of Community Standards regarding how questions are submitted for cross-examination and those regarding past sexual history in conduct hearings.		
2	Michigan legislative mandates regarding sexual misconduct	Although it is currently being addressed, the passing of numerous Michigan legislative compliance mandates will require many employees at Ferris to address these numerous requirements.		
3	Student Training	Explore offering more prevention education in varied formats inclusive of sexual misconduct and alcohol and drugs.		
4	Deputy Title IX Coordinators	Broaden deputy Title IX coordinator appointments to be more inclusive.		
5	Annual campus-wide notification	Implement an annual campus-wide notification introducing the Title IX Coordinator, providing		

		information regarding confidential resources and highlighting prevention programming.		
6	Syllabi statement	Include a consistent statement on course syllabi inclusive of whom students can speak with about sexual misconduct and the role of their professors as responsible employees.		
7	Orientation format	Ensure that all orientation formats include expectations of campus community regarding prevention, reporting and responding to sexual misconduct.		
8	Poster Campaigns	Create poster campaigns to notify the campus community of responsibilities to respond to complaints.		
9	Annual Training for Title IX Coordinator, deputy coordinators and law enforcement	Establish annual training and documentation processes for Title IX Coordinator, deputy coordinators and law enforcement.		
10	Title IX and Deputy Title IX Coordinator meetings	Host meetings on a consistent frequency with Title IX Coordinator, deputy coordinators, campus and community law enforcement, General Counsel and other relevant parties.		
11	Review relevance of incorporating best practices regarding adjudication	Review relevance of incorporating best practices regarding adjudication including the creation of a single policy and process to address all discrimination complaints; the use of investigator teams; recording hearings; use of restorative justice sanctions, inclusion of mediation as a way to resolve cases, managing cases where the complainant is not attending a conduct hearing and/or an impact statement is used, and the level of evidence considered in conduct hearings.		

12	Policy and procedures review frequency	Create a frequency in which Ferris policies and procedures will be reviewed.		