



## Office of Civil Rights & Title IX

**To:** William Tate IV  
LSU President

**From:** Jane Cassidy  
Interim Vice President for Civil Rights & Title IX

**Re:** Quarterly Report for Title IX  
4<sup>th</sup> Quarter 2021

**Date:** January 26, 2022

Recommendation 5 from the Husch Blackwell report includes a suggested quarterly report from the Title IX office to the President. Below is the report from the Fourth Quarter of 2021 and includes information on office staffing, statistical information on cases reported to the office, and training provided or coordinated through our office.

### **Staffing in the Office of Civil Rights & Title IX**

Our office is now staffed with an appropriate number of employees to satisfy the Husch Blackwell recommendations and to address in a timely manner reports that come to our office. We have an Interim Vice President, Executive Assistant, Title IX Coordinator, Deputy Title IX Coordinator, Case Manager, four Investigators, and a Program Director for Lighthouse who has a joint appointment with the Student Health Center. In the coming months we will be hiring an additional Case Manager to help handle an influx of Civil Rights claims that fall under Title VII and which are being redirected to OCR&TIX from HRM. As we take on these cases, civil rights cases among students that need investigating, and continue to manage Title IX and Civil Rights investigations for all the campuses in the LSU system, we may need additional investigators. For now, we are managing the work with four investigators.

In addition we have an ADA Coordinator and recently hired a Director of Digital Accessibility which fulfills the requirements of the 2018 Resolution Agreement with the Office of Civil Rights.

### **Statistical Information**

Included with this memo is a spreadsheet of Title IX and PM 73 cases reported to our office between October 1 and December 31, 2021. For this three-month period there were 105 Initial Reports made. Fifty-one met the criteria for Title IX investigation, 50 did not meet Title IX criteria but were incidents of sexual misconduct, and four were Historical cases for which we are providing supportive measures for survivors who experienced trauma prior to their enrollment at LSU. There are some notable trends and a point to clarify:

1. The majority of reports we receive end up being closed because the Complainant does not respond to our outreach. There could be many contributing factors: the report was made by a third party and the survivor does not want to report, the survivor is already working confidentially with someone and does not need additional supportive measures, the survivor just wants to provide information about the incident but wants no contact, etc. It is important to note that some survivors wait for weeks or even longer before they are ready to talk with someone. Therefore some of these cases may be reopened in the future.
2. Our data indicate many survivors do not want to move to investigation or alternative methods of resolution, rather just want to receive supportive measures. This corresponds to national data that show the vast majority of survivors either do not report or do not want to go through the investigative process because they are overwhelmed, embarrassed or feel they will be blamed, don't want to get the perpetrator to get in trouble, don't want to be retraumatized, feel no one will believe them, and a myriad of other reasons.
3. In the last six months of 2021 there were 168 reports made that fell under PM 73. There were approximately 50 additional reports that came through our office, were reviewed, and were forwarded elsewhere (Residence Life, Student Advocacy and Accountability, and Human Resource Management) because they did not fall under PM 73. That is a little over 200 reports in six months. The best estimate we have historically is that there were about 175-200 reports a year prior to 2021. The number of reports coming in has increased sharply, and we take that as a positive sign that members of the LSU community are coming to know and understand the mission of our office, finding the reporting portals, and perhaps are beginning to trust that we will handle matters timely and appropriately.
4. The spreadsheet indicates two ongoing investigations, but that is only a part of the story. Those two were reported during the time period of this report. There are additional investigations in progress or completed waiting for Hearings that were reported prior to October. We also have a number of Civil Rights investigations that are ongoing.

## **Training**

Some significant strides were taken this quarter with regard to training. The annual training material was re-envisioned as a two-hour course with the curriculum content provided by STAR and the course modules designed by LSU Online. The course was required for all employees who had not completed their annual training on sexual assault prior to October 1. We received excellent feedback and suggestions on the modules and the course will be useful for future training needs.

Staff in the Office of Civil Rights & Title IX provided Mandatory Training sessions during fall semester throughout campus when requested. In the past three months we talked to over a dozen units reaching approximately 230 employees via either face to face meetings or over Zoom. The training materials are available on the Title IX website.

Four hours of training required by the Board of Regents was completed by individuals designated as Confidential Supporters. Additionally, Lighthouse provided an hour session for them with more specific information regarding campus protocols.

A dozen faculty and staff have volunteered to serve in the Resolution Process Pool and as such could be tapped to serve as an advisor for a Complainant or Respondent during the investigation, hearing, and appeal process, as a member of a Hearing Panel, or an Appeal Reviewer. This pool of people participated in a half day of training on policy and procedure regarding Title IX and campus management of the PM 73 process.

The Office of Civil Rights & Title IX has initiated a new program called LSU GRACE (Gaining Resilience and Cultivating Empowerment). The objectives of this program are to understand the impact of trauma on survivors, to provide trauma informed support to someone who has experienced sexual violence, and to be knowledgeable about campus and community resources for survivors of power-based violence. LSU GRACE employees remain mandatory reporters, but understand how to advocate for anyone who confides in them. LSU GRACE members participated in a two-hour training session led by the Program Director of Lighthouse. Over 60 employees took part in these training sessions this quarter.

Members of the President's Student Task force for the Prevention of Sexual Assault and Violence participated in training on campus by the national organization *It's On Us*. This training prepared students to train other students on peer-to-peer education opportunities. We plan on capitalizing on those skills for educational opportunities on bystander intervention and other initiatives involving student organizations this semester.