

UNIVERSITY OF WISCONSIN SYSTEM ANNUAL REPORT ON SEXUAL ASSAULT AND HARASSMENT 2014

Executive Summary

BACKGROUND

Section 36.11(22) (b), Wis. Stats., requires the Board of Regents to report annually to the Chief Clerk of each house of the Legislature on the methods each UW System institution uses to disseminate information to students on sexual assault and sexual harassment. The law requires UW System institutions to incorporate into their new student orientation programs oral and written information on sexual assault and sexual harassment, including information on:

- the legal definitions and penalties for sexual assault, sexual exploitation by a therapist, and sexual harassment;
- generally available national, state, and campus statistics on sexual assault, including statistics on assaults by acquaintances of the victims;
- the rights of victims and the services available to assist a student who is a victim; and
- protective behaviors, including methods of recognizing and combatting sexual assault and sexual harassment.

In addition, each institution must annually supply to all enrolled students material that includes information on all of the above topics.

This law was enacted in April 1990; this is the twenty-second report to be compiled for the Legislature since its enactment. This report is shared each year with the Board of Regents Education Committee and then forwarded to the Legislature.

Section 36.11(22), Wis. Stats., also requires that each UW institution annually report to the Wisconsin Department of Justice statistics on sexual assaults and on sexual assaults by acquaintances of the victims that were reported to the Dean of Students on each campus during the previous year. At the request of the Board of Regents Education Committee, Appendix I of this report includes the statistical information that is sent separately to the Department of Justice.

DISCUSSION

Each UW institution provided to the UW System Office of Inclusivity, Diversity, Equity, and Student Success (IDEASS) information on the methods used in 2014 to disseminate information to students on sexual assault and sexual harassment. In addition, each institution submitted examples of best practices in programming or services that assist student survivors of sexual assault or harassment, and that offer education or training in protective behaviors and sexual violence prevention. The summaries provided do not include every event, program, or initiative related to sexual assault at an institution. Rather, they indicate programs and services identified by the institution as their best practices or most notable efforts during the previous year.

All UW institutions also comply with the requirements of the federal *Jeanne Clery Act* and submit an Annual Security and Fire Safety Report (ASR) to the U.S. Department of Education. The Annual Security and Fire Safety Reports contain most of the information also required by Section 36.11(22) (b), Wis. Stats., and are available on each institution's website, and on the UW-HELP website at: <http://uwhelp.wisconsin.edu/finding/campussafety.aspx>. The *Jeanne Clery Act* requires institutions to report crime statistics of alleged criminal offenses reported to campus security authorities and/or local law enforcement agencies. The crime statistics data collected for the Annual Security and Fire Safety Reports can also be viewed at the U.S. Department of Education website at: <http://ope.ed.gov/security/>.

RELATED REGENT POLICIES

UW System Sexual Harassment Policy Statement and Implementation (Regent Policy Document 14-2; amended 4/10/87).

UNIVERSITY OF WISCONSIN SYSTEM REPORT ON SEXUAL ASSAULT AND HARASSMENT 2014

All UW System institutions provide students with oral and written information on sexual assault and sexual harassment during orientation programs, and provide continuing students with similar information through printed and electronic means.

Section 36.11(22)(a)(1), Wis. Stats., specifies that the materials provided should include the following information:

- the legal definitions and penalties for sexual assault, sexual exploitation by a therapist, and sexual harassment;
- generally available national, state, and campus statistics on sexual assault, including statistics on assaults by acquaintances of the victims;
- the rights of victims and the services available to assist a student who is a victim; and
- protective behaviors, including methods of recognizing and combatting sexual assault and sexual harassment.

This report summarizes the primary methods used by each institution to comply with s.36.11(22)(a)(1), Wis. Stats. The summaries are not exhaustive of all efforts directed towards the prevention of sexual assault and harassment at the institutions. Instead, they summarize the programs institutions have identified as their best practices to support victims of sexual assault, and provide information about sexual assault and its prevention to all students.

UW System institutions are: (1) continually updating and improving the scope and quality of information provided to students; (2) integrating presentations, small-group discussions, and interactive dramatizations relating to sexual violence into new student orientation programs; (3) providing the educational and resource information required by s.36.11(22), Wis. Stats., on the web or in print form; (4) offering educational programs addressing the topic in a wide range of venues, including residence halls, student unions, classrooms, student organization gatherings, and private housing facilities; and (5) establishing effective and important connections among campus Dean of Students staff, residence hall staff, on-campus police and security, counseling and health personnel, local police, community service agencies, and regional hospitals to address sexual violence in a coordinated manner.

This report summarizes the breadth of innovative programs and services that are provided and the institutions' continuing efforts to educate students about sexual violence.

SYSTEMWIDE INITIATIVES

The UW System is working toward creating a climate free of sexual violence, both in campus communities and throughout the state. This work goes beyond fulfilling the legislative mandate of s.36.11(22), Wis. Stats., with which the UW System has been in compliance since its enactment in 1990. The UW System actively seeks partnerships with governmental and community agencies, helps to obtain funding for campus resources, and provides professional development workshops to campus service providers.

In 2014, the Office of General Counsel and the Office of Inclusivity, Diversity, Equity, and Student Success worked in consultation with campus partners across the UW System to develop the UW System Guidelines for Implementing Chapter UWS 17¹ (Guidelines). The primary aim in developing the Guidelines was to promote a consistent understanding of those expectations of the Office for Civil Rights' April 2011 *Dear Colleague Letter*, which the UW System has adopted, consistent with Chapter UWS 17. In addition, the Guidelines are also intended to apply more broadly to provide consistency in other types of student nonacademic misconduct proceedings. In so doing, they further advance sound practices in student discipline and serve to inform individuals involved in student disciplinary matters concerning the process. The Guidelines are intended to explain various provisions of the UW System's Nonacademic Misconduct Code, Chapter UWS 17 (Code) and to provide guidance for administrators, students, their families, and representatives concerning the process. These Guidelines have been developed consistent with applicable laws and regulations.

Formation of the UW System Task Force on Sexual Violence and Harassment

On September 25, 2014, President Ray Cross announced the formation of the UW System Task Force on Sexual Violence and Harassment to strengthen the University's capacity to protect students from sexual violence and better coordinate System-wide efforts at prevention and outreach. President Cross directed the Task Force to examine current policies and recommend appropriate modifications, as needed. He also directed the Task Force to identify best practices in education and training compliance, as well as other measures to ensure an environment that is open, safe and respectful for all students and staff, regardless of their race, gender, gender identity and expression, sexual orientation or socio-economic status.

The UW System Task Force on Sexual Violence and Harassment has undertaken the following efforts:

- Promote compliance with new and existing requirements established by state and federal laws and the expectations of enforcement agencies by making recommendations concerning policies and practices;
- Identify and advise on the components of training resources and curricula for effective prevention programs and training;
- Recommend assessment tools to gauge the prevalence of sexual assault on campuses, assess attitudes, raise awareness and evaluate policies and practices;
- Foster the development of partnerships with communities and schools on preventing and responding to sexual violence and harassment; and
- Create a UW System website to centrally communicate the work of the task force, to

help publicize institutional policies and practices, and to function as a clearinghouse to help identify resources.

President Cross appointed Vicki Washington, Associate Vice President for Inclusivity, Diversity, Equity and Student Success, and Anne Bilder, Senior System Legal Counsel, to co-chair the task force. The task force has 19 other members with representatives from all 13 four-year campuses plus UW Colleges and UW-Extension. In addition, there are six ex-officio representatives from UW System Administration. The Task Force will continue to meet throughout 2015.

2014-2015 Planned Revision of Wisconsin Administrative Code 17, “Nonacademic Student Misconduct”

In spring 2014, UW System Administration initiated a process to ask the Regents to modify Board of Regents (Board) administrative rules, known as Ch. UWS 17, Wis. Admin. Code, “Nonacademic Student Misconduct.” The Board has statutory authority to revise Ch. UWS 17 under s.36.35, Wis. Stats., which reads as follows: “The board shall promulgate rules under ch. 227 governing student conduct and procedures for the administration of violations.”

During the summer of 2014, the UW System Board of Regents (Board) submitted a formal request to the Governor’s Office for authority to propose legislative changes by submitting Scope Statements pursuant to the Wisconsin Legislative Rulemaking Process for Wisconsin Administrative Codes, Chapter 17, “Nonacademic Student Misconduct,” (and Chs. 4, 7, and 11 concerning faculty and academic staff dismissal). The purpose of this request was to seek the Governor’s approval to initiate changes to Chapter 17 in order to comply with federal guidance issued by the U.S. Department of Education Office for Civil Rights as it relates to Title IX of the Education Amendments of 1972 (“Title IX”) (guidance issued by the U.S. Department of Education, Office for Civil Rights, Dear Colleague Letter, April, 2011). The proposed revisions were also intended to address the regulatory amendments under the Violence Against Women Reauthorization Act of 2013 (“VAWA”) and the Campus Sexual Violence Elimination Act (“Campus SaVE Act”). The changes were proposed to address only those changes necessary to comply with the directives outlined in Title IX, the *Dear Colleague Letter* issued by the Office for Civil Rights (OCR) of the U.S. Department of Education and the Violence Against Women Act (VAWA), which covers offenses of sexual harassment, sexual assault, dating violence, domestic violence and stalking.

On August 22, 2014, the Board approved the scope statement for the revision of Ch. UWS 17, “Nonacademic Student Misconduct.” Subsequently, a committee consisting of legal staff; faculty, academic staff, and student representatives; UWSA staff and others was appointed to review the existing code and determine what, if any, changes were necessary in order to comply with the federal regulations and guidance as noted above. The drafting committee, chaired by Associate Vice President Vicki Washington, convened several times and proposed changes and edits to Ch. UWS 17.

The proposed revisions to Ch. UWS 17 are intended to reconcile any potential inconsistencies between the Administrative Code and the federal standards regarding

institutional obligations in addressing issues of sexual harassment, sexual assault, stalking, dating violence, and domestic violence. The proposed changes address:

A. Definitions: The proposed changes include the following terms:

- “*Complainant*” has been added to clarify that only individuals allegedly harmed by a violation of Ch. UWS 17 for the offenses of sexual harassment, sexual assault, stalking, domestic violence or dating violence would have the additional procedural protections under Title IX.
- “*Respondent*” has been added to clarify the naming convention of the individual accused of violating Ch. UWS 17.

B. Role of Title IX Coordinators: Institutions must designate at least one qualified or trained employee to coordinate the institution’s efforts to comply with and carry out its responsibilities under Title IX. As stated in Ch. UWS 17, the institution must include the Title IX Coordinator in the initial processing of the complaint and investigation in cases involving sexual harassment, sexual assault, stalking, dating violence and domestic violence.

C. Conduct Subject to Disciplinary Action: “Dating violence,” “domestic violence,” “sexual assault,” “sexual harassment,” and “stalking” (five offenses) have been added and defined in accordance with state law definitions for purposes of consistency and clarity. When an alleged violation involves any of these five specific offenses, the complainant is provided with additional rights.

D. Evidentiary Standard of Proof: The Office for Civil Rights (OCR) states that allegations involving sexual harassment, sexual assault, stalking, dating violence and domestic violence shall have an evidentiary standard of proof of a preponderance of the evidence. Ch. UWS 17 currently states that a preponderance of the evidence shall be used in all cases of sexual harassment and sexual assault. Therefore, Ch. UWS 17 was revised to require a *preponderance of the evidence* in all cases involving sexual assault, dating violence, domestic violence, stalking, and sexual harassment.

E. Investigative Process: UWS §17.11 is modified to provide the complainant with all rights provided to the respondent during the investigation.

F. Hearing Examiner/Hearing Committee: In cases that proceed to a hearing, the existing Code permits the respondent to select either a hearing examiner or hearing committee to hear the matter. In cases of the five offenses, the university will now have the right to decide whether the matter will be heard by a hearing examiner or hearing committee. This change shall provide equity in the process and ensure that the person(s) hearing the case will have the appropriate expertise and training.

G. Access to Information during Proceeding: The proposed changes provide for the complainant and respondent to be afforded similar and timely access to information that will be used at a hearing. Access to this information must be provided in a manner that is consistent with state and federal privacy laws. For example, prior disciplinary action, student educational

records or medical information that is revealed during an investigation or hearing process should not be disclosed to the aggrieved party unless a specific legal exception applies under state or federal law. In cases of sexual harassment, sexual assault, stalking, dating violence and domestic violence, the proposed Administrative Code would provide the complainant with the same information as the respondent, unless such disclosure is prohibited by state or federal law.

H. *Rights of Aggrieved Party during the Hearing Process:* As stated in the OCR Guidance, during an investigation related to the five offenses, the complainant and the respondent should be afforded equal rights. The proposed changes would include parity of rights in the following manner:

- The complainant and the respondent would have an equal opportunity to present relevant witnesses and other evidence.
- The parties would be afforded similar and timely access to any information used at the hearing, excluding information that would be excluded from disclosure under state or federal law, such as private or confidential information relating to student educational records, medical records or other employment personnel records.
- Both the complainant and the respondent would be provided with written notification of the outcome of the complaint/proceedings.
- Under the existing code at UWS 17.12(4)(b), an accused party has the right to confront or cross-examine witnesses (which usually include the complainant). However, OCR strongly encourages institutions to prevent the respondent and the complainant from personally cross examining each other. Instead, OCR suggests that the parties be allowed to submit questions directly to a trained third party, such as the hearing committee, for consideration. Since UWS 17.12(4)(c) provides the hearing examiner or committee with the authority to adopt procedures for the questioning of a witness, as needed, no change was necessary.
- Both the complainant and the respondent would have the right to an advisor of his/her choice during the proceedings.

I. *Appeal Rights:* If the investigating officer determines that there is insufficient evidence to prove that the respondent committed nonacademic misconduct, the complainant may appeal the decision in accordance with UWS §17.13 (to the chancellor). The complainant shall also have equitable appeal rights under UWS §17.13 in regard to the hearing committee or examiner's decision.

The Board of Regents takes action on these revisions in 2015.

INSTITUTIONAL SUMMARIES

Sexual assault is a complicated social problem, and institutional prevention activities use a range of approaches in an effort to understand the problem, educate students, encourage reporting, and change behaviors in order to prevent incidents. The following institutional programming summaries present examples of this range of strategies, including: providing educational programming on what constitutes sexual assault; training students to identify high-risk situations and danger signals within relationships; educating students on the relationship between alcohol and sexual assault; offering alcohol-free programming; building connections with community prevention/response agencies and local police; actively encouraging reporting by victims following a sexual assault; and establishing reporting/investigative processes that do not re-victimize those who have been sexually assaulted.

UW-Eau Claire

Each year the University shares information regarding s,36.11(22)(2), Wis.Stats, in an online publication called *Your Right To Know*, which contains information on sexual assault, dating/domestic violence, stalking, and where/how to obtain assistance and help in case of emergencies, and provides national, state and local Uniform Crime Report statistics.

In 2014, online reporting forms were added for sexual assault, dating/domestic violence, and stalking. Educational information regarding prevention, bystander intervention, and tips for risk reduction were expanded. Links to campus providers for confidential support and assistance were also added to the main page. A link on policies was emailed to all students from the Vice Chancellor of Student Affairs during the first week of classes. Additionally, the Dean of Students presented information about bystander intervention, caring for your fellow Blugolds, and how to access *Your Right to Know* publication.

New students are given written information on campus safety, campus policies, programs, services and support for the prevention of sexual assault and on support available for victims of sexual assault. Orientation Assistants are required to direct new students' attention to the resources and statistics in the new student binder during this session of orientation. Ninety-five percent of new students live in UW-Eau Claire's residence halls, and educational efforts are further supported by a highly trained professional and student staff in university housing that expands on the new student orientation prevention and protection efforts with students living in university residence halls. The Department of Housing and Residence Life provided sexual assault response training for all Resident Assistants (RAs). RAs are given extensive peer counseling training that applies well to sexual assault-related scenarios. The residence hall directors who supervise RAs also receive training and ongoing supervision regarding sexual assault reporting and response procedures.

The Center for Alcohol Studies and Education partnered with Housing and Residence Life and other student services offices to coordinate educational messages about high-risk alcohol use and its negative consequences during part of opening week activities, specifically an outdoor party on campus, Fiesta del Blugold. After the Fiesta, students attended one of two sessions of *Sex Signals*, a nationally touring theatrical production that delivers messages about

dating, sexual responsibility, and consent. Additionally, peer educators provided educational messages; over 500 students received information during these interactive educational sessions. Students are also required to complete e-check-up to go, an empirically supported interactive online self-assessment and skill building module intervention.

The Center for Awareness of Sexual Assault (CASA) continues to be an outstanding program on the UW-Eau Claire campus. The program provides sexual assault education and first responder training to faculty, staff, and community service providers. CASA collaborates with many on- and off-campus agencies. Currently, 20 peer volunteers are trained to staff a 24-hour hotline. The CASA hotline provides crisis counseling over the phone, as well as in-person hospital accompaniment for Sexual Assault Nurse Examiner (SANE) exams and/or reporting to law enforcement. Counseling Services provides excellent confidential psychological services and support to victims of sexual assault. All clinicians are licensed and have expertise in the needs of college students in general and sexual assault in particular. In the fall of 2014 the campus Center for Awareness of Sexual Assault moved to an office adjacent to the Counseling Services office, providing for greater collaboration.

In the fall of 2014, a cutting edge bystander intervention program was initiated by the Women's and LGBTQ Resource Director. Aligning with the new and focused federal guidelines, this bystander intervention program offers a comprehensive approach to sexual assault on college campuses, complete with a robust exploration of the cultural attitudes and mores within which sexual assault occurs. To date, several hundred students have taken advantage of this engaging, multi-media program, and it has become a permanent addition to new RA orientation training.

UW-Green Bay

New students, upon admission to the University, are assigned an email account and receive required information via email along with all continuing students. New students are also given the information orally and in printed format during Registration and Resources (R & R) in June and again during orientation in September. The information is available on the websites of Counseling & Health Services, Public Safety, and via links through other websites such as the Dean of Students office.

In addition to the *Sex Signals* program, STOP signs were placed under each chair, and on the flip side of the STOP sign. Students were given Title IX information such as a definition, the Title IX campus coordinator contact information, and the campus sexual assault coordinator contact information. Prior to this program, a PowerPoint presentation is shown that included safety tips, statistics, available campus resources, and information on how to report a sexual assault. A Public Safety officer, Sexual Assault Coordinator, and Assistant Dean of Students were available after the program for questions and answers. The packet of orientation materials included a new brochure on consent, providing information on how to define and determine consent.

UW-Green Bay works in collaboration with the Brown County Sexual Assault Center to provide a sexual assault advocate to all survivors of sexual assault. It is a service that is strongly believed to be a significant benefit to sexual assault survivors as it provides them with an understanding and informed advocate.

A week dedicated to exploring sexuality topics was a new effort on the UW-Green Bay campus to bring a variety of programs and a week-long focus on the topics of sexual assault, consent, healthy relationships and sexual harassment. Sponsored by the Healthy Choices Task Force and held from October 6-9, 2014, participation of over 1,000 students made this a very popular and effective program for educating students on these topics.

The Inclusivity Health Fair was held on April 3, 2014, and featured events throughout the day including personal safety demos, a gender studies presentation by UW-Green Bay's Dr. Dan Meinhart, and a presentation by Laci Green, a nationally known sex educator and feminist, YouTube blogger and current host of a new MTV show. Her presentation focused on healthy and supportive relationships and practices. Consent was a major topic of the presentation. The Healthy Choices Task Force and Counseling and Health Center had a booth at the fair and provided information on safe sex and consent sponsored by the UW-Green Bay LGBTQ Pride Center.

UW-La Crosse

Each fall semester, the Vice Chancellor for Student Affairs sends out an all campus email to students informing them that the required information, as described in s.36.11(22) (1)(a-d), Wis.Stats., is available on the Student Handbook website and includes a link to the website.

At a mandatory session during June registration, the campus Violence Prevention Specialist and the Wellness Coordinator introduce the topics of sexual violence, alcohol, and bystander intervention to all incoming new students. This presentation is followed up during move-in weekend with a more in-depth session that includes all of the statutorily required information, as well as warning signs of relationship violence and stalking, and online safety (students are also given the link to the UW-La Crosse Violence Prevention website). Students attend this session with their Eagle orientation group, and the orientation group leaders (Eagle Guides) attend separate training with the Violence Prevention Specialist in order to be able to facilitate discussion following the session. The Violence Prevention Specialist gives 30-40 educational classroom presentations each year.

Beginning with the fall 2014 semester, all new students are also required to take the online course *Think About It*, offered through Campus Clarity. *Think About It* is a comprehensive educational program that addresses sexual assault and harassment, dating violence, alcohol and drug use, and bystander intervention.

On the UW-La Crosse campus, the largest sexual assault awareness event last year was the UW-La Crosse Ultimate Race, where teams of students raced against one another to find clues hidden around campus. A prize was awarded to the winning team. All of the clues had to do with sexual assault awareness and services available on the campus. Over 50 students on nine teams participated in the race, which the University hopes to make an annual event.

In 2014 Violence Prevention sponsored or co-sponsored the following programs: Campus *Candlelight Vigil & Speakout* for domestic violence awareness; *One Billion Rising (V-Day)* Event (co-sponsored with community agencies); Residence Hall Film Showing and Discussion

of *The Bro Code* (How Contemporary Culture Creates Sexist Men); Film Screening and Discussion of *Tough Guise* (Violence, Media, and the Crisis in Masculinity); Residence Hall Sex Week Event Panel Discussion (sponsored by Residence Life); Glass Block Painting Workshop for Sexual Assault Survivors (co-sponsored with Survivors Empowered Through Art); Photography Exhibit *Project Retrospect: Flipping the Script on Rape* (co-sponsored with Survivors Empowered Through Art, and Women's, Gender, and Sexuality Studies); and Film Showing and Discussion *Tough Guise 2* (Violence, Manhood and American Culture).

UW-Madison

During the Student Orientation and Registration (SOAR) experience, first-year students participate in an evening program with New Student Leaders and discuss the definition of sexual assault and consent, resources available and the requirement (as of summer/fall 2013) to complete the online prevention program *Tonight*. *Tonight* addresses sexual assault, dating violence and consent by empowering students to make decisions that will keep them safe and help them in difficult situations, including ideas for bystander intervention approaches and resources for victims. Students who do not complete the program are unable to register in the next semester's classes. This is currently the second year of the requirement to participate. Within four years, all degree-seeking students will have completed *Tonight*. Assessment data indicates that *Tonight* increases student knowledge of sexual assault, dating violence, consent, and signs of incapacitation. It also increases student likelihood to intervene in situations that could lead to sexual violence.

The attendance rate at orientation is 99.9+%, and the health and safety planner is distributed during check-in process, ensuring that all students who attend are given a copy. The information is also referenced verbally during the program. Since students are more inclined to use electronic media, UW-Madison also utilizes e-mail, websites, and social media outlets such as Twitter and Facebook to communicate. Information about sexual assault and resources is printed in orientation and welcome week materials. Continuing students receive information about sexual assault via the Clery annual security report, which is distributed each fall via e-mail to the campus community and is housed in prominent places on multiple University websites. Continuing students receive information through an electronic memo sent from the Dean of Students that addresses specific information about sexual assault.

In 2014, UW-Madison hired four new full-time staff: a confidential victim advocate, a full-time Title IX/Clery investigator for student reports of sexual violence, and two Clery program staff. The Dean of Students Office created a new position in 2014 focused solely on the handling of student reports of sexual violence made to the University. In addition, this position created a Title IX/VAWA case consultation team that meets weekly to discuss the University's response to disclosures. The Clery Program Director and Assistant Director have significantly enhanced compliance with the Clery Act and have created a robust program framework on campus. Two permanent committees now exist to manage Clery Act coordination and compliance.

End Violence on Campus (EVOC), a unit of University Health Services, started providing campus-based, confidential victim advocacy services in August 2014 for student victims of sexual assault, dating violence, and/or stalking. This service includes information and referral, supportive counseling and case management, accompaniment, assistance in arranging accommodations, and

support groups.

UW-Madison values its partnerships with three local agencies that provide support to victims of sexual violence: The Meriter Hospital Sexual Assault Nurse Examiner program, Domestic Abuse Intervention Services, and the Rape Crisis Center. The Rape Crisis Center has an office located centrally on campus next to University Health Services, and provides free and confidential individual counseling, support groups on campus, and legal and medical advocacy, which can be accessed through the Center's 24-hour crisis line.

University Health Services (UHS) and the School of Social Work provide support to the teaching of two courses (SW 672-001 and 672-002) focusing on the prevention of sexual assault and other forms of gender-focused violence. The first course, with service-learning designed to prepare students to facilitate prevention workshops to their peers, is coordinated with the student organization Promoting Awareness and Victim Empowerment (PAVE). PAVE serves thousands of students each year, including new members of the fraternity and sorority systems.

The increase in reporting of assaults recorded in this report over the past several years may be in part attributed to increased prevention, training, transparency, and awareness initiatives. All UW-Madison employees comply with the state statute to report sexual assaults to the Dean of Students Office. ..Section 36.11(22) (c), Wis.Stats., requires all university employees to report sexual assault disclosures through, at minimum, a statistical report. Given the reality that clinicians are bound by professional codes of ethics which do not allow these professionals to reveal information about the sexual assault survivors that they serve, a significant percentage of the reports received by the University are difficult to categorize and are included in the unknown categories.

UW-Milwaukee

Incoming first-year students are required to complete Alcohol-Wise, an interactive online education program, prior to their arrival on campus; a follow-up component is administered to these students one month following the start of their first semester. This program includes a component that focuses on sexual assault. In 2014, 76% of this year's first-year students (2518/3294) completed the Alcohol-Wise program and Sexual Assault module prior to their arrival on campus. Fifty-five percent of these individuals (n=1394) also completed the follow-up component, administered on October 1, 2014. Ninety-five percent of the students completing the survey recognized Norris Health Center and the Women's Resource Center as providers of confidential and free sexual assault resources.

University Housing provides comprehensive training to Resident Assistant student staff, as well as student security staff and student desk clerks. This training includes 60-75 minutes of Title IX specific training, including relevant residence hall topic case studies. Resident Assistants (RAs) also receive an additional 60-90 minutes of additional sexual assault prevention and survivor advocacy training. Traditionally, the Women's Resource Center plays a part in one or both of these trainings. RAs also receive additional peer counseling training sessions from full-time staff and Norris Health Center counseling staff. RAs and security staff also participate in *Behind Closed Doors*, an interactive scenario-based training applying the information,

resources and policies they have learned during the three-week training period; live-in professional staff receive extensive training on these same topics.

Of particular note, UWM Chancellor Mark Mone announced this year the establishment of the Chancellor's Task Force on Sexual Violence Awareness and Prevention. This group is charged to focus on identifying training needs, assessment and evaluation practices, and communication policies and practices as they relate to the core mission of increased awareness, prevention, and reporting of gender violence. Key staff from colleges and universities in the Greater Milwaukee area have pulled together to form a Consortium on Campus Sexual Violence. This group is focused on sharing best practices and learning from each other in all the campus' efforts to support victims, enhance offender accountability and meet the expectations of Title IX, Violence Against Women Act (VAWA), and the Campus Sexual Violence Elimination (SaVE) Act.

The Women's Resource Center (WRC) *Violence Intervention & Prevention (VIP) Workshop Series* provides six unique training workshops for faculty and students about sexual assault, sexual harassment, stalking, cyber stalking, relationship violence, hate and bias, and bystander intervention. Each of these workshops is offered by request every semester. This year Equity and Diversity Services (EDS) and the WRC partnered to present the EDS *Title IX* training and the WRC *Understanding Campus Sexual Assault* training. Over 1,500 faculty, staff and students attended these trainings in 2014. EDS also coordinated an institutional team to attend the Association of Title IX Administrators (ATIXA) *Title IX Investigator Training School & Certification Course*; all of the Title IX deputies on campus have been trained in ATIXA investigation procedures. UW-Milwaukee Athletics ensured every one of their student athletes participated in trainings. All freshmen student-athletes are also required to complete the Educational Psychology course, Foundations of Academic Success, where they are taught about conduct policies and resources on campus.

UWM's signature Sexual Assault Awareness Month (SAAM) event is the annual *UW-Milwaukee Campus and Communities United Against Violence Resource Fair (CCUAV)* held this past year on April 30, 2014. University Housing, Norris Health Center and the UWM Union/Student Involvement collaborated in planning programs aimed at sexual assault prevention and education for first-year and transfer students. This group brought the national program, *Sex Signals*, to UWM on August 31, during the first week students were on campus in fall 2014. The Student Housing Administrative Council (SHAC) hosted their annual *Sex Week* program, aimed at sexual health awareness, increased safer sexual behavior, and sexual violence prevention. SHAC teamed up with Norris Health Center's Peer Health Educators to educate students at eight different programs between November 3 and 6, 2014. The LeadHer scholars (student participants in a new women's leadership program at UWM developed by the WRC and the advisors to the Student Association) have established campus sexual assault as their Campus Action Project (CAP). This student group has been actively involved in training, research, and activities throughout the year that will culminate in the presentation of their CAP in the spring of 2015.

UW-Oshkosh

At the beginning of the fall 2014 semester, an email was sent by the Interim Vice Chancellor for Student Affairs to all students, faculty and staff alerting them to information regarding sexual harassment and sexual assault, as part of the *Annual Security and Fire Safety Report (Clery)*. Another electronic publication, *Sexual Assault and Sexual Harassment*, containing information on legal definitions of and penalties for sexual harassment and assault, statistics, services, and prevention information, is located on the Dean of Students Office webpage.

During the opening week of school, as part of the Odyssey 2014 program, campus speaker Bob Hall spoke to approximately 1,750 new first-year students. Hall's presentation, *Nonviolent Sexuality: Making Peace with Passion*, provided an explanation of what constitutes sexual assault, the issue of consent, stalking, dating violence and domestic violence. Later, alcohol and sexual assault information was also discussed by Orientation Leaders with their small groups of new students. Students were given information regarding resources and referral information.

UW-Oshkosh joined the *It's On Us* campaign launched by the White House. The Interim Chancellor sent an email to all students, faculty and staff announcing UW-Oshkosh's commitment to stopping sexual assault, encouraging the university community to take the pledge, and introducing a new university webpage for *It's On Us*, which included resources and information.

The Campus Violence Prevention Program (CVPP), started in 2002, is a campus and community partnership initiative which strives to end all forms of relationship violence in the UW-Oshkosh community through systemic, institutional, and cultural change. Services and prevention education are provided by the University Counseling Center and Employee Assistance Program (EAP) professional staff, in conjunction with our community partners, Reach Counseling Services and Christine Ann with Domestic Abuse Services, as well as by the Campus Awareness for Relationship Education (CARE) student peer educators advised by Counseling Center staff. This program is significant because it is infused throughout the campus community and because it is supported by the administration.

The UW-Oshkosh Counseling Center partners with the area's Sexual Assault Center, Reach Counseling Services, to provide an on-campus sexual assault Campus Victim Advocate (CVA) who works on campus 40 hours a week. The CVA provides students with support services for dealing with sexual assault, sexual harassment, stalking, and dating or domestic violence. The CVA Program is significant because having a victim advocate available directly on campus improves access and reporting. It also improves the collaboration between service providers on- and off-campus.

The Women's Center, in collaboration with Reeve Union's Diversity and Inclusion programs, developed bystander intervention training workshops. These were unveiled to select groups in fall 2014, with fifty-two individuals participating in three trainings. A bystander training committee was created to continue rolling out these workshops, which included three-

hour training. Preliminary data showed statistically significant differences in participants' acceptance of rape myths pre- and post-workshop. Post-workshop surveys showed a greater understanding of what constitutes sexual assault. The workshop incorporated education on the importance of being an active bystander, as well as how to safely intervene.

Campus Awareness for Relationship Education (CARE) is a student organization of peer educators that provides education on the topics of healthy relationships, sexual assault, dating violence, harassment, and stalking for the students. CARE collaborated with Residence Life for Healthy Relationship Month for February and supported several programming initiatives in the residence halls. In addition, CARE students presented at the UW-Oshkosh Diversity and Leadership Conference.

The Campus Victim Advocate (CVA) and Counseling Center staff provided training for professional and student staff in Residence Life regarding recognition of, and effective response to, victims of sexual assault, sexual harassment, dating violence and stalking. Six hours of training was provided to new Community Advisors (CAs) on sexual assault, stalking, dating violence, bias incidents and hate crimes. Active Lifestyles classes received information about high-risk drinking and alcohol. In the fall 2010 National College Health Association (NCHA) survey, 80% of UW-Oshkosh students reported receiving sexual assault/relationship violence prevention information from the university, compared to the national average of 63%.

UW-Parkside

The brochures *Personal Safety and the College Campus* and *Staying Safe on Campus* are available throughout the campus and online. Both brochures include facts about sexual harassment, sexual assault, date rape and date rape drugs, and cyber/tech threats; they also cover on- and off- campus resources and how to report an incident. Other materials are also available electronically, can be printed from the websites, and are available in print copy throughout the campus at the Associate Dean of Students Office; Student Health, Counseling and Disability Services; University Police and Public Safety; Women's Center; and Residence Life.

An email is sent to each student every semester. The email contains the links to the websites and a list of the information that can be accessed and printed from the websites. The email also includes locations where students can obtain a printed copy of the materials. Mandatory Orientation for new students occurs in two phases. During phase one, students receive the brochure *Personal Safety and the College Campus*. The brochure includes facts about sexual assault and the website where additional information is available, including local statistics and the annual Clery report. The second phase of Orientation includes a program called *Sex Signals* that covers sexual assault awareness, domestic violence, dating violence, stalking, and safe bystander intervention. This program is also open for all returning students.

An officer from the University and Public Safety department serves as a member of the local Sexual Assault Response Team (SART) group in Kenosha County. Membership with this group allows the campus to continue to stay connected to the issues and to community resources.

Services that are provided to victims, through the Student Health and Counseling Center,

include: personal counseling, emotional support at the hospital, safety planning, assistance with potential academic hurdles, and emotional support in court should a case proceed through the criminal justice system.

Resident Advisors (RAs) and the Peer Health Educators (PHEs) are trained annually to respond during a crisis and are trained on available crisis intervention resources. The initial responder/crisis training focuses on these two leadership groups as they are the most likely, by the nature of their positions and the direct work they do with students, to hear about or become aware of a sexual violence situation occurring involving a student(s) from the campus. Additionally, the University Police and Public Safety as well as the Student Health, Counseling and Disability Services departments are available to do presentations on sexual violence topics to any group on campus, as requested.

Stay Safe 360 is an online module that is sent to all students each semester and addresses a wide variety of methods of staying safe on campus and in the local community. There is special focus on alcohol-facilitated sexual assault as well as other kinds of sexual assault. This past year UW-Parkside focused on means and methods of reaching students electronically as the campus is largely commuter and non-traditional in nature.

UW-Platteville

New students are provided with written information in the New Student Orientation (Welcome Weekend) booklet, including the website link for detailed information on all topics required under s.36.11(22). This same link is available on the Welcome Weekend webpage. One of the sessions presented to all new students during orientation is focused on safety and creating a culture of care. The Prevention and Education Coordinator presents this session, emphasizing self-protective behaviors, advice on sexual assault resources, and review of sexual assault statistics with new students. Continuing students find the website link to all this information prominently published in the 2014-2015 Student Planner. All students receive a postcard when picking up their textbooks at the Textbook Center referring them to the website for the Pioneer Student Conduct Code. There is also information on the postcard about how they can obtain a printed copy of the document if needed. All students receive an e-mail announcement from the Dean of Students in September of each year to direct them to the webpages where required information is found. Staff members from the Dean of Students Office present a half-hour session in each Introduction to College Life class which incorporates this information as well.

The orientation program format is one of verbal presentation to large groups of new students in the campus theater, followed by a question-and-answer period for students. The written information is reviewed at this session. Four consecutive sessions are held on one afternoon of New Student Orientation. The primary goals are to teach self-protective behaviors to students, raise awareness of risks for sexual assault, educate students about resources available related to sexual assault, and educate the predominantly male student population of their role in preventing sexual assault and sexual violence. Each of the four sessions generates attendance of approximately 200-250 new students per session.

Student Health Services coordinated with the local hospital, Southwest Health Center, to

become a clinical training site for Sexual Assault Nurse Examiners (SANE) training. Increasing the number of SANE nurses ensures students have access to specialized physical exams for medical evaluation and collection of evidence. Individual counseling for student victims is available through University Counseling Services. The benefits are prompt support to any victim and confidentiality. Confidential assistance to student victims is also available through University Health Services. University Counseling Services and University Health Services have excellent working relationships with two local victim advocate organizations, Family Advocates in Platteville and Riverview Center in Dubuque, Iowa.

The new position of Prevention and Education Coordinator was created in the Dean of Students Office. Beginning July 14, 2014, there is a staff person working full-time focusing on providing educational opportunities and emphasizing proactive prevention and harm reduction in the areas of sexual violence and alcohol consumption. The staff member presented to all first-year students during Welcome Weekend/Orientation and has been invited to present in several classrooms as well as to several Greek organizations. She is planning bystander intervention training for the spring 2015 semester and will be hiring a team of Peer Educators to work with her beginning in fall 2015.

The Residence Life staff developed a video on sexual assault awareness that is posted on the Residence Life homepage. Residents are sent an e-mail directing them to the video and encouraging them to watch it. Resident Assistants (RAs) follow up with each student (some individually, some in small groups) to discuss the content of the video. RAs report back to their Resident Director about those discussions. The video is located on the Residence Life webpage, but is available to all students.

The Sexual Assault Awareness Council (SAAC) sponsored the Second Annual Bystander Intervention Video Contest in the spring of 2014. Students were asked to develop a YouTube video of an intervention that could be used on campus to promote bystander intervention. Five videos were submitted. Residence Life also developed a *Step Up and Speak Up* bystander intervention poster campaign consisting of seven posters featuring photos of current students with messages related to standing up and speaking up, encouraging students to look out for each other. The posters debuted at the spring 2014 SAAC event, and the campaign was fully launched in fall 2015.

UW-River Falls

An email was sent to all students notifying them about s.36.11(22), Wis.Stats., and directing them to various electronic and written resources about sexual assault. The information is also currently available on the Student Affairs webpage. Every new student to the University is handed their own personal copy of a booklet produced by the University's Division of Student Affairs titled *Sexual assault and sexual harassment: What you need to know*. These are distributed to new students during Orientation Week when they attend a presentation about sexual assault and sexual harassment. The program *Sex Signals* was presented to all new students and transfer students during fall orientation. The Step-Up Workshop focused on how students can Step Up as a Falcon to make sure everyone has a great experience at UW-River Falls.

In fall 2013, UW-RF began a partnership with the Saint Croix Valley Sexual Assault

Response Team (SART), Inc., to have a Victim Advocate located on campus. The Campus Victim Advocate (CVA) provides advocacy as well as direct and outreach/prevention services to UW-RF students, faculty, and staff who have experienced sexual assault, harassment, dating/domestic violence, and stalking.

Various services are available for victims of sexual assault, most of which are offered collaboratively with organizations in the community. Services include a Sexual Assault Nurse Examiner (SANE) program through which specially trained nurses are available to do evidence collection exams 24 hours/seven days per week at their own facility located in River Falls. Each fall a SART staff member attends new RA orientation to discuss services and how to access them. The local organization Turningpoint for Victims of Domestic and Sexual Violence, Inc., provides free confidential assistance to survivors of sexual assault, abuse, and harassment, and offers services and support for victims, including support groups. There is also a Campus Sexual Assault Coalition, with members from SART/SANE; Turningpoint; River Falls Police Department; local county Victim-Witness Services; and UW-River Falls Police, Student Health Services, and Counseling Services. The mission of this group is to work collaboratively to ensure that education, resources, and services surrounding the issue of sexual assault are available on campus and in the community.

UW-River Falls has developed campus-wide bystander intervention programming designed to educate and empower students to safely intervene to help others. Bystander intervention/Step Up training was conducted for all student employees in Student Affairs, and a presentation was conducted on hazing, including information about bystander intervention/Step Up, for all Greeks and athletes.

The UW-River Falls Sexual Assault Coalition (SAC) has the mission to strengthen the coordination between on-campus services and community services to build comprehensive joint campus and community-based services for victims of violence and enhance the existing sexual violence prevention education programs on campus. In fall 2014, members of SAC worked with Student Senate Representatives on an *It's On Us* event, which consisted of campus and community departments and organization staff serving on an informational panel for students to attend and learn more about the issue, prevention, services and resources.

UW-Stevens Point

In 2014, UW-Stevens Point hosted 22 new student orientation programs, attended by 1,680 first-year students and 1,035 transfer students. UW-Stevens Point's student orientation program consisted of a one-day session of structured activities and presentations. Students, along with their families, registered for one of these sessions which were limited to 150 students and their family attendees. The students were also assigned to one of 10 smaller groups where further information was provided. The orientation program consisted of both large (student and families together) and small (student and families separate) group presentations. The goal was to provide students with sexual violence information and start a dialogue about safety on campus. The presentation to students and families was done by the Dean of Students or Assistant Dean of Students and included a PowerPoint presentation and prevention information, as well as national, state and campus statistics. Additionally, this presentation included content on alcohol and its

relationship to sexual assault, domestic/dating violence, harassment, and stalking.

The Summer Orientation booklet, distributed to each new and transfer student upon arrival for their respective orientation session, is updated annually. The required information regarding sexual assault is printed in the book as well as presented to new students and their families as part of orientation. The printed material and presentation include prevalence data, prevention information, sexual assault degrees, and legal definitions, as well as procedures for reporting, possible campus action, and resources available on campus and in the surrounding community. Continuing students receive this information via UW-Stevens Point's electronic Message of the Day announcement, which contains a link to the document. In this announcement, students are also informed as to where they may obtain hard copies of the information. Beginning in the fall semester of 2014, students may also find the information online through the Dean of Students office website.

In the past year UW-Stevens Point created a Dean of Students Office, hired a Dean of Students and an Assistant Dean of Students, and starting this past fall semester piloting a Case Manager position. The Dean of Students Office now coordinates all aspects of reporting, support, and campus educational efforts around the topic of sexual assault prevention and response. In 2014, the Dean of Students Office hosted a campus training on interpersonal violence (IPV); visited with Deans, Department Chairs, and Faculty Senate about IPV resources available to all members of the UW-Stevens Point community; centralized and publicized the sexual assault, dating/domestic violence, and stalking reporting process; created a bystander intervention training session; coordinated (along with the UW-Stevens Point Student Government Association) a campus-wide event about sexual assault that included a keynote speaker and multiple educational sessions; and created and distributed a poster series that advocates bystander intervention and reporting of assaults, and advertises available resources. These efforts have increased campus awareness of services and support that UW-Stevens Point has in place for students, faculty and staff.

To reach the more than 3,000 students who live on campus at UW-Stevens Point, Residential Living created a bulletin board campaign based on the *No More* movement and brought in peer educators to present *May I Kiss You?*, a program focusing on consent. *Think about It*, an online educational program, is required of all incoming students and includes a sexual violence component featuring content on defining sexual violence, healthy relationships, how to identify abusive relationships, and how to help others in unhealthy relationships.

UW-Stout

As a component of the Clery Report, campus safety information is sent to all new and continuing students, faculty, and staff via email on October 1st of each year. A link to the report is provided in the email along with a general description on what information is provided in the report. All new students are provided with this information during new student orientation and through email within the first month of the fall semester. Students are directed to a website that provides information and resources both on- and off-campus and connects them to the Bridge to Hope (a local non-profit organization committed to ending domestic violence, sexual assault, and human trafficking). The Bridge to Hope provided support, information, and advocacy materials and presentations to all incoming students in fall 2014.

Incoming freshmen attended a mandatory orientation program called *The Choices We Make* where the s.36.11(22) (1) (a-d), Wis.Stats., requirements were explained to them verbally. *The Choices We Make* is a 75-minute session that addresses issues of alcohol/drug use and sexual violence/misconduct. The presentation addresses myths, current laws, University procedures, possible consequences, and how and where to report instances of sexual misconduct. Small group activities were added this year to *The Choices We Make* sessions. The peer-led groups discussed scenarios relating to alcohol, drugs, and sexual misconduct, and introduced the incoming students to the University's Responsible Actions Guidelines and the role these guidelines play in the students' ability to be positive bystanders and help their peers in time of need. *The Choices We Make* presentation is mandated for all freshmen.

UW-Stout continues to have a contract with the Bridge to Hope to provide victim advocacy services to their students. The contract provides 24/7 contact with in-person crisis services, weekly support groups for both domestic violence and sexual assault victims, accompaniment to hospitals for Sexual Assault Nurse Examiner (SANE) exams, collaboration with classes, clubs, professors, and UW-Stout personnel for education and awareness training, individualized safety planning, legal advocacy, and support during judicial processes. A Bridge to Hope staff member is on campus two days a week. This staff member is currently housed in the University Counseling Center while on campus. The Bridge to Hope also staffed a booth at *Meet Menomonic*, an event for all new students to learn about community resources. At this event, information was provided, staff was available for personal conversations, and contact information was supplied.

UW-Stout continued the successful *Step Up!* bystander intervention program adopted from materials developed by the University of Arizona. This program focuses on recognizing and intervening when peers may be at risk for experiencing negative consequences, including sexual assault/violence/misconduct. The program began with athletes and other students groups, eventually expanding to a campus-wide effort. The program consists of marketing across campus via posters, social media, and classroom/student organization presentations. Aspects of *Step Up!* were also presented at *The Choices We Make*, and bystander intervention information was discussed and applied to scenarios in a small group format. An informational card, containing resource and emergency contact information along with bystander intervention pointers, was given to students upon completion of the small group work.

UW-Superior

UW-Superior uses the following methods to distribute sexual assault information to students: policy information at new student orientation, presentations to new students and families at summer orientation, theatrical performance during the Fall Welcome program, websites, health education tabling, and emails. All new students are required to participate in registration/orientation. The First Year Experience staff ensures that they also receive a paper copy of the policies and procedures. The Residence Life Office includes information about sexual violence in their handbook for the residence hall students. The residents are required to sign that they have read the information in the handbook prior to signing their contract with Residence Life.

During Summer Orientation and Registration (SOAR) for freshmen and transferring students, and Winter Orientation (freshmen and transfers), the Associate Dean of Students

discussed laws/policies pertaining to sexual assault/harassment, ways to report, and prevention methods. The First Year Experience staff also gave each new student (freshmen and transfers) a printed packet of information, including the following information pertaining to sexual violence: Chapter UWS 17, "Student Nonacademic Disciplinary Procedures"; sexual assault prevention/definitions of the crime of sexual assault; harassment and discrimination; and preventing alcohol and other drug abuse. This information is given to approximately 400-450 new incoming students. In addition, during the fall weekend of welcome, just prior to the start of classes, all new students were encouraged to attend a performance by an acting troupe called *Sex Signals*.

New in the fall of 2013, the Gender Equity program began collaborating with the Superior Police Department. On a regular basis, one officer and the sexual assault investigator attended programs hosted by Gender Equity. The purpose of their attendance is to build relationships with students, normalize student interaction with the police, and encourage students to report sexual harassment/violence. The Gender Equity program collaborates with the Center for Sexual Assault Domestic Abuse (CASDA) to provide prevention and activism programs for campus such as the Clothes Line Project and Speak-Out Superior. CASDA also provides a staff member who is available on campus four (4) hours per week in the Gender Equity Resource Center. This staff member holds office hours each Wednesday and provides support and counseling for victims of sexual assault and builds relationships with students.

Each fall Campus Safety collaborates with the Residence Life staff to provide training which includes role playing sexual assault scenarios and responding to victims of sexual assault. This consistent training is essential to their effectiveness in working with sex crimes. The Residence Life staff is also provided with thorough training on the process and procedures pertaining to sexual misconduct on campus.

In the past several years the Student Health and Counseling Services (SHCS) has promoted the Red Flag Campaign. This program educates students and staff about sexual violence that may occur in relationships and talks about the red flags in relationships. The SHCS also complements this program with tabling during the month these posters and flags are displayed on campus. The Student Health and Counseling Services provided programs on safer sex throughout the year which included information on sexual assault and date rape. In collaboration with the AODA Office, information is disseminated about safety tips for spring break.

UW-Whitewater

In the fall of 2014 all students attending the university received an email that contained links to the sexual misconduct webpage that describes the sexual assault, harassment and stalking definitions and penalties, disciplinary process and sanctions, national and campus statistics, victim rights and services, self-protection strategies, bystander intervention strategies, location of self-defense courses, and phone numbers and websites for assistance or more information. By utilizing multiple methods, including campus-wide emails, there is greater assurance that all students received the required information. All students, both new and continuing, and UW-Whitewater employees receive these emails. Additionally, all faculty and staff receive the link to access information and resources for assisting sexual assault survivors, including reporting procedures.

First-year students are a special target audience, and specific steps are taken to ensure that this group receives the required information. The vast majority of students attend orientation programs prior to the beginning of the fall semester. The required information was presented to all attendees. In the fall of 2014, the *Sex Signals* program provided information about sexual assault, dating violence, consent, bystander intervention and more. Over 80% of new students (approximately 2,000) attended the *Sex Signals* program at orientation. The *Sex Signals* program incorporates improvisational humor, education, and audience interaction to provide a provocative look at dating, sex, and the core issue of consent. At this time, new students were introduced to several area resources by meeting a UW-Whitewater (UW-W) police officer, a counselor at UW-W, and an advocate from the Association for the Prevention of Family Violence. Approximately 1,620 students were educated about personal safety by the University police in their New Student Seminar classes. Approximately 3,187 parents were educated about personal safety by the University police during an orientation known as *Plan-It-Purple*, and 216 programs were presented by the University police staff including New Student Seminar classes.

The Sexual Assault Prevention Advisory (SAPA) committee includes representatives from all across campus (e.g., Health and Counseling Services, Police Services, Athletics, First Year Experience, Residence Life, Career and Leadership Development, etc.) as well as the community (e.g., Whitewater police and local advocacy agencies). Having representative membership allows the committee to identify and address areas of concern, reach a broader population, and have a more inclusive way of addressing sexual violence. Additionally, the SAPA committee is able to collaborate when the campus is working with a sexual assault survivor to best ensure that the survivor receives as much support as possible.

The University Police Department is a member of the innovative Walworth County Multijurisdictional Response Team. This is the first team of its kind in the state and is considered a model for law enforcement in all Wisconsin counties. All of the law enforcement departments comprising the team have at least one officer with sensitive crimes training. In the event of a felony sexual assault, if the sensitive crimes officer in one jurisdiction is unavailable, the appropriate officer from another department in the county who is on the team will respond. The benefit to students is that this increases the likelihood that a specially trained officer will be available to serve any of the student survivors when they contact law enforcement on the UW-W campus or in the county. The UW-Whitewater Police Services has two members on the Response Team. During 2014, the Multijurisdictional Team did a major revision of the protocols and a University police officer was a driving force in completing the revision.

During the fall of 2014, UW-Whitewater implemented a new way of providing training to new students. Freshmen and transfer students were strongly encouraged to complete the *Agent of Change* program, and 370 students (a 17% response rate) completed the online training to learn about sexual assault, relationship violence, sexual harassment, and stalking. The program was designed to meet the requirements of the Campus SaVE Act. A committee will be working on further developing this program and finding ways to improve the response rate.

Jeff Bucholtz educated 480 members of the campus community. Bucholtz is an activist and expert in the fields of sexual violence, relationship violence, gender normativity, violence prevention, and stalking, and is co-president of the San Diego Domestic Violence Council. His

presentations were incredibly well received by employees and students alike. Attendees agreed that they identified new ways to help raise awareness, support survivors and intervene in potentially risky situations.

UW Colleges

Each of the thirteen UW Colleges campuses provided information to students and employees about campus security procedures and practices. Educational information about the prevention of sexual assault was provided during orientation for students and the annual Campus Collegium for faculty and academic staff, as well as information is available online in the institutional Campus Security Report. Each UW Colleges campus provides students with oral and written notice of how to access the Campus Security Report, which includes the information required by 36.11 (22), Wis. Stats.

Each UW Colleges campus provides its students with support services in the form of mental health counselors and with programming regarding sexual assault prevention as well as response training for appropriate staff. Most UW Colleges campuses are non-residential, although seven campuses have small housing facilities available for some students. Because the campuses are small and primarily non-residential, there is more limited out-of-classroom programming. However, educational opportunities about sexual violence prevention are often integrated into campus-wide events. Below are examples.

UW-Baraboo/Sauk County's Behavioral Intervention Team (BIT), including a professional mental health counselor and a police officer with the City of Baraboo, meet regularly to openly communicate perceptions and practices related to a safe campus and community environment. There are also brown bag luncheons and informational sessions for students.

UW-Barron County has a community resource person who serves as a sexual assault victim advocate.

UW-Fond du Lac's counselors present programs to students, and the campus has a connection with the ASTOP community organization to provide sexual assault prevention information and victim support. UW-Fox Valley has an all-inclusive Safe Zone program that has trained 52 staff and faculty as Safe Zone resource advocates equipped to discuss sexual violence resources, make mental health referrals, and share LGBTQ resources with students. There is also mental health counseling accessible on campus.

UW-Manitowoc has onsite counseling services and a Committee on Inclusion, and provides training through the Student Senate.

UW-Marinette has a partnership with the Marinette County Sexual Assault Center.

UW-Marathon County, through its Student Government Association Women's Initiative Committee, hosts events throughout the year. The Office of Student Affairs has mental health counselors available to student

UW-Marshfield/Wood County has mental health counselors that staff discussion groups, workshops and trainings. The campus also partners with local resources including the Family Center, which provides outside counseling services to students.

UW-Richland has a mental health counselor on campus. There is a Safety Week program each year. The Richland Center Police Department is available on campus, and the mental health counselor participates with educational programming.

UW-Rock County has a mental health counselor on campus as well as Behavioral Intervention Team (BIT) and Threat Assessment Group (TAG) teams to assist students.

UW-Sheboygan has a Behavioral Intervention Team and a liaison with the City of Sheboygan Police Department. The campus also has a mental health counselor. The campus also utilizes the services of Safe Harbor of Sheboygan County, Inc. as the community referral for students who have been impacted by sexual violence.

UW-Washington County has mental health counselors on campus and provides referrals.

UW-Waukesha has a mental health counselor and provides referrals to Waukesha Memorial Hospital's Sexual Assault Nurse Examiner (SANE) program and/or the Waukesha Women's Center.

Note: UW-Extension is not included in the institutional summaries. Since it is not a campus, UW-Extension does not hold orientation sessions for extension program participants.- UW-Extension students do not typically participate in educational programs offered through county extension offices, continuing education and outreach departments across the UW campuses, or correspondence and web-based courses offered through the Office of Continuing Education, Outreach and E-Learning. Students who do take classes on a UW campus in partnership with UW-Extension receive sexual assault and harassment information through that campus.

APPENDIX I

SEXUAL ASSAULT STATISTICS OVERVIEW

Section 36.11(22), Wis. Stats., requires that information about sexual assault and sexual harassment programming and prevention be reported annually to the Board of Regents and forwarded to the Legislature. The statute also requires that each UW institution annually report to the Wisconsin Department of Justice statistics on sexual assaults and on sexual assaults by acquaintances that occurred on each campus during the previous year. At the request of the Education Committee of the Board of Regents, statistical information that is required to be sent to the Wisconsin Department of Justice is also included in the annual report as Appendix I.

The statistics presented in this 2014 report represent the incidents of sexual assault reported to UW System campus officials by UW students at locations on-campus and off-campus. Although the statute only requires data regarding assaults on-campus, the UW System has always provided data regarding the sexual assaults reported to have occurred off-campus as well.

As shown in the statistical summary that follows, the number of UW System sexual assaults reported from 2009 to 2014 has risen significantly. It is important to keep in mind that campuses have worked to encourage reporting sexual assaults and that definitions of off-and on-campus have been redefined. Reporting of sexual assault by acquaintances on a UW System campus has risen from 39 incidents in 2009 to 97 in 2014. Reporting of sexual assaults committed by acquaintances on campus has gone down in 2014 in comparison to the previous four years but is still higher than in 2009. Reported assaults by unknown perpetrators on campus have risen significantly over the 5-year period but the number of incidents is comparably low.

The statistics further show that there has been a significant rise in the reported assaults by acquaintances that occur off-campus, from 80 incidents in 2009 to 211 incidents reported in 2014. The reported off-campus assaults committed by non-acquaintances has not changed significantly during the five-year period, but the 2014 numbers are still higher than the 2009 ones. Reports of sexual assaults by unknown perpetrators have also significantly risen from 18 in 2009 to 88 in 2014.

Increased reporting by victims and greater diligence in data gathering and management is the main interpretation cited in national media for the apparent increase in off-campus assaults or the increased reporting of such assaults. “Sexual assaults on and around college campuses, long considered a vastly underreported crime, have received increased attention from the press, the Obama administration, the schools, and students. As a result, campuses have stepped up training, support, and outreach, and the rising number for 2013 is seen as signaling that victims are more comfortable reporting assaults. [...] Specialists also believe the spike in reporting may indicate that colleges are becoming more thorough and transparent in collecting and disclosing sexual assault data” (Rochelau, 2014)¹.

¹ Matt Rochelau, The Boston Globe, *Sexual assault reports climb at area colleges N.E. schools’ data tied to greater awareness*, October 6, 2014).

However, national comparative data also suggest that increased reporting does not necessarily reflect the actual numbers of sexual assault experienced by students at institutions of higher education, including UW System institutions. Although there seems to be increased reporting of sexual assaults, it is hard to determine whether these numbers represent potentially a higher number of incidents or an increase in the reporting of crimes. It is not conclusively known how many students do not report sexual assault and/or harassment.

The U.S. Department of Justice, the American College Health Association (ACHA), the Wisconsin Department of Justice, local law enforcement agencies, and national organizations that regularly perform research on sexual violence consistently report that sexual assault is still an underreported crime despite great improvements in the support of victims, more accurate reporting by campus and state authorities, as well as better prevention efforts. A Department of Justice research report on *The Sexual Victimization of College Women*, published in 2000, estimated that 5% of college women experienced rape or attempted rape in an academic year, and 15.5% experienced some kind of sexual victimization. Other sources indicate that an estimated 20-25% of undergraduate women are survivors of peer sexual violence (Benson, Gohm, & Gross, 2007, p. 348; Fisher, Cullen, and Turner, 2000, p. 10).

Research on the phenomenon of underreporting indicates that survivors do not report assaults because they think no one will believe them and that various authorities, such as legal and medical authorities, will be hostile (Fisher et al., 2000, pp. 23–24).

Research also indicates that there is a correlation between sexual violence and the consumption of alcohol. The UW System Alcohol and Other Drug Abuse (AODA) survey of 2007 indicated that 5% of respondents reported they had been pressured sexually.

The sexual assault statistics reported by UW institutions are consistent with state and national data that show sexual assault is predominantly a crime committed by an acquaintance, not a stranger. In Wisconsin, in 2010 (the latest year for which numbers are available), 89% of sexual assaults were committed by someone known to the victim, not including instances where the relationship was Unknown (Wisconsin Office of Justice Assistance *Report on Sexual Assaults in Wisconsin 2010*). National data from 2010 also indicate that 78% of sexual violence incidents involved an offender who was a family member, intimate partner, friend, or acquaintance (U.S. Department of Justice, Bureau of Justice Statistics, 2013). The reported sexual assaults from UW institutions show a similar pattern with the majority of reported sexual assaults being perpetrated by an acquaintance.

All UW System institutions are well aware of the problem of underreporting and are seeking multiple educational pathways in order to encourage victims/survivors of sexual violence to report and seek assistance.

(See footnote 1 below: Sexual assault is defined by s. 940.225 and s.948.02, Wis.Stats.)

NATIONAL & STATE STATISTICS FOR FORCIBLE RAPE²

(Source: U.S. Department of Justice, Federal Bureau of Investigation, [Uniform Crime Reporting Statistics](#)³ report based on Uniform Crime Reporting (UCR) category forcible rape.)⁴

YEAR	STATE	NATION ⁵
2004	1,136	95,089
2005	1,226	94,347
2006	1,239	94,472
2007	1,223	92,160
2008	1,123	90,750
2009	1,112	89,241
2010	1,187	85,593
2011	1,190	84,175
2012	1,219	84,376
2013	Not available	Not available
2014	Not available	Not available

STATE STATISTICS FOR SEXUAL ASSAULT⁶:

(Source: [Office of Justice Assistance, State of Wisconsin](#))

YEAR	NUMBER REPORTED
2004	5,618
2005	5,363
2006	5,407
2007	5,176
2008	4,657
2009	4,627
2010	4,857
2011	Not available
2012	Not available
2013	Not available
2014	Not available

¹ Sexual assaults as defined by s. 940.225 and s.948.02, Wis.Stats.

² The Federal Bureau of Investigation (FBI) Uniform Crime Statistic website provides data for forcible rape for 1960-2012.

³ Forcible rape data for 2014 is not published on the FBI website as of April 2014.

⁴ Forcible rape, as defined in the Uniform Crime Reporting (UCR) Program, is the carnal knowledge of a female forcibly and against her will. Assaults or attempts to commit rape by force or threat of force are also included; however, statutory rape (without force) and other sex offenses are excluded.

⁵ Based on data collected by law enforcement agencies.

⁶ Based on data collected from Wisconsin law enforcement agencies for six state of WI specified categories [forcible rape, forcible sodomy, assault with an object, forcible fondling, ejaculate/excrete upon victim, statutory rape]. The data on this page has not been updated since 2010.

**INSTITUTIONAL STATISTICS ON REPORTED SEXUAL ASSAULTS
UW SYSTEM**

Calendar Year 2014

INSTITUTION	CAMPUS acquaintances/not acquaintances/unknown	OFF-CAMPUS acquaintances/not acquaintances/unknown	TOTAL acquaintances/not acquaintances/unknown
Eau Claire	11/0/0	26/3/4	37/3/4
Green Bay	1/1/1	10/0/1	11/1/2
La Crosse	7/0/0	15/3/1	22/3/1
Madison	17/3/11	61/8/64	78/11/75
Milwaukee	8/2/0	19/4/1	27/6/1
Oshkosh	10/0/1	29/2/2	39/2/3
Parkside	6/0/0	1/0/0	7/0/0
Platteville	7/0/0	8/1/2	15/1/2
River Falls	5/0/2	5/2/2	10/2/4
Stevens Point	7/0/0	13/2/5	20/2/5
Stout	2/1/0	3/6/1	5/7/1
Superior	4/0/0	0/0/0	4/0/0
Whitewater	12/0/2	21/2/5	33/2/7
Colleges	0/0/0	0/0/0	0/0/0
Extension	0/0/0	0/0/0	0/0/0
System Total	97/7/17	211/33/88	308/40/105

Note:

In the 2014 report, the categories of “campus” and “off-campus” incidents were clarified in order to present more accurate data. In previous reports, Clery definitions of “non-campus” and “public property” were included in the UW System report in the category “campus.” However, these Clery definitions do not correspond to the UW System definitions of what constitutes a “campus” location. It is possible that apparent increases in the reported number of off-campus incidents at some UW institutions may be due to these changes in definition.

The term “campus” for the purposes of this report is any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes, such as a food or other retail vendor.

The term “off-campus” includes non-campus, public property, and other; the category of other includes any and all reports of sexual violence that occurred off-campus at any time in a student’s life.

**SYSTEMWIDE STATISTICS ON REPORTED SEXUAL ASSAULTS
UW SYSTEM**

Calendar Years 2009-2014

Year	CAMPUS acquaintances/not acquaintances/unknown	OFF-CAMPUS acquaintances/not acquaintances/unknown	TOTAL acquaintances/not acquaintances/unknown
2009	39/3/8	80/22/18	119/25/26
2010	51/13/4	106/42/37	157/55/41
2011	65/11/10	126/21/24	191/32/34
2012	59/8/15	94/24/85	153/32/100
2013	83/14/9	149/48/59	232/62/68
2014	97/7/17	211/33/88	308/40/105

Note: Reporting categories changed in 2009 from the category “total/subset involving acquaintances” to “acquaintances/not acquaintances/unknown.”



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DATE: August 21, 2015

TO: Governor Scott Walker
Patrick E. Fuller, Chief Clerk, Wisconsin State Assembly
Jeff Renk, Chief Clerk, Wisconsin State Senate

FROM: Ray Cross 

RE: University of Wisconsin System Report on Sexual Assault and Sexual Harassment

The enclosed report has been prepared in response to §36.11(22)(b), Wis.Stats, enacted in 1990, which requires the Board of Regents to report annually to the Chief Clerk of each house of the Wisconsin Legislature on the methods each UW System institution uses to disseminate information to students on sexual assault and sexual harassment.

The UW System seeks to create a learning environment free of sexual violence by seeking partnerships with governmental and community agencies and by providing professional development for campus service providers. In September 2014, President Cross also formed the UW System Task Force on Sexual Violence and Harassment, charged with identifying best practices in education and training compliance.

The enclosed report demonstrates that in 2014, as in previous years, all UW System institutions incorporate into their new student orientation programs verbal and written information on legal definitions and penalties for sexual assault, sexual exploitation by a therapist, and sexual harassment. Further, students learn about national, state, and campus statistics on sexual assault, the rights of victims and services available, as well as information on protective behaviors. This information is continually updated and improved and distributed by a wide range of campus organizations and offices.

Included in the 2014 report is a short overview of the proposed revisions of Wisconsin Administrative Code, Chapter UWS17, "Nonacademic Student Misconduct." The revisions to Ch. UWS 17 are intended to reconcile any potential inconsistencies between the Administrative Code and the federal guidance issued by the U.S. Department of Education Office for Civil Rights as it relates to Title IX. The proposed revisions are also intended to address amendments under the Violence Against Women Reauthorization Act of 2013 and the Campus Sexual Violence Elimination Act. The Board acts on these proposed revisions in 2015.

In addition, the report responds to §36.11(22), Wis.Stats, which requires that each UW institution annually report to the Wisconsin Department of Justice statistics on sexual assaults (see Appendix 1). The statistics in Appendix 1 document national and state statistics for forcible rape

provided by the U.S. Department of Justice and sexual assault provided by the Office of Justice Assistance of the State of Wisconsin, followed by the incidents of sexual assault both on-campus and off-campus in 2014, as reported by UW System students to campus officials.

It is important to keep in mind that campuses have worked to encourage reporting sexual assaults and that definitions of off- and on-campus have been redefined. These factors support the significant increase in the number of sexual assaults reported from 2009 to 2014.

The term “campus” for the purposes of this report means any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the campus, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes, such as a food or other retail vendor. The term “off-campus” includes non-campus, public property, and other. The category of other includes any and all reports of sexual violence that occurred off-campus at any time in a student’s life. In the 2014 report, the categories of “campus” and “off-campus” incidents were clarified in order to present more accurate data and to reflect UW System definitions of campus locations.

The apparent sharp rise in the number of off-campus assaults may in part be attributable to definitional clarifications of the term UW System “campus” in 2014. Previously, “campus” statistics included Clery definitions of “non-campus” and “public property.” The statistics further show that there has been a significant rise in reported assaults by acquaintances that occurred off-campus, from 80 incidents in 2009 to 211 incidents reported in 2014. The reported off-campus assaults committed by non-acquaintances has not changed significantly during the five-year period, but the 2014 numbers are still higher than the 2009 ones. Reports of sexual assaults by unknown perpetrators have also significantly risen from 18 in 2009 to 88 in 2014.

It is noteworthy that the number of reports received by UW campus officials may have increased due to better campus training, support, and outreach. UW institutions, like many other institutions of higher education nationally, are becoming more thorough and transparent in collecting and disclosing sexual assault data.

However, despite the rising number of reports, there may still exist significant underreporting of incidents by victims of sexual violence, a phenomenon which has been documented by national research.

Please feel free to contact Vicki Washington, Associate Vice President for IDEASS at vwashington@uwsa.edu or 608-262-2275 if you have any questions.

cc: Chancellors
Provosts
Cabinet
Senior Student Affairs Officers
Vicki Washington, Associate Vice President for Inclusivity, Diversity, Equity, & Student Success
Jane Radue, Executive Director and Corporate Secretary, Board of Regents