Sexual Assault Resource Team (SART) Annual Report

“Engagement of an entire community is necessary to end sexual violence. This report outlines the commitment and recent actions taken by the University of Akron, the Akron community and the Sexual Assault Resource Team (SART) to take these steps together.”

Michael Strong, Interim Associate Dean of Students and Deputy Title IX Coordinator for Students, August 2015
Introduction

In May 2014 the University of Akron (the “University”) convened a Sexual Assault Response Team (SART) under the leadership of associate vice presidents Denine Rocco, John Messina and Stacey Moore. The initial Charge from then-Chief of Staff and Vice President for Student Success Candace Campbell Jackson established a working group invoking responses to answer three basic questions related to incidents of sexual violence impacting University of Akron students:

- What is The University of Akron required to do?
- What is The University of Akron currently doing?
- What should The University of Akron be doing?

On November 17, 2014 the SART released an initial report of accomplishments, including: completing a review of federal and state requirements; developing a list of initiatives undertaken in the SART’s first six months; and recommending ten additional practices for the University to adopt moving forward. This first Annual SART Report expands on the recommendations offered in November, 2014.

Mission and Vision

Incidents of sexual assault, sexual violence, and all forms of sexual harassment and discrimination is all too common on all college and university campuses. So too are conjecture, misunderstanding and distrust in matters of sexual conduct, misconduct and response. The members of SART clearly understand that all of these things make it difficult for survivors of sexual violence to come forward and receive the help and assistance they are provided by the laws of this country and required by our collective respect for their persons.

To ensure clarity and transparency in the goals, and mission of our work the members of the SART respectfully ask the University community to join in the work outlined in the mission and vision statement below. Also to better distinguish our role we request the University now recognize our team as the Sexual Assault and Violence Education (SAVE) Team which we feel more clearly articulates our purpose than the acronym SART.

Mission: To support an environment which promotes respect, understanding and appreciation, the Sexual Assault Violence Education (SAVE) Team are faculty, students and staff promoting healthy relationships, awareness and the prevention of sexual violence through education and outreach within The University of Akron learning environment.

Vision: Through education and outreach, end sexual violence at The University of Akron.

What is Sexual Harassment?

Sexual harassment is unwelcome conduct of a sexual nature, such as unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Title IX prohibits several types of sex-based harassment.
RCC at UA
UA formalized an agreement with RCC Director Dana Zedak signing a Memorandum of Understanding (MOU) providing on-campus facilities for Campus Coordinator Vanessa Sampsel and focusing on assisting victims of sexual misconduct and prevention education efforts.

Online referral form was created allowing students to report incidents of Sexual Violence 24 hours-a-day 7 days-a-week

Creation of uakron.edu/sexual-respect webpage with a goal of providing all students a safe education space that ensures sexual respect at UA

Think About It
3,426 first-year students completed an online sexual violence prevention training program “Think About It.”

Mike Strong appointed Deputy Title IX Coordinator for Students. Mike and Cindy Mako-Robinson appointed to Co-Chair SART

SART Report
The SART leadership drafted a public account of the initial six months of service to the UA community by the SART. The report is available online at uakron.edu/title-IX and shared with the Board of Trustees and UA community.

Sexual Assault Survey
President Scarborough asked the UA community to complete the SART survey. 3310 students, faculty and staff completed the survey. Summary findings are scheduled to be released at the start of the 2015 fall semester.

Sexual Assault Awareness Month
Thousands of students participated in about 30 Sexual Assault Awareness Month activities such as the Walk A Mile fundraiser including 725 who attended a lecture by survivor Katie Hnida.

SAVE faculty provided feedback to Title IX Response Team on the development of a syllabus notation about sexual violence prevention to be recommended for 2015 fall semester course syllabi

SART Convenes
The Sexual Assault Response Team (SART) was convened.

Review of Title IX, Clery Act, Campus SaVE Act and the Violence Against Women Act was undertaken by members of SART and the Title IX Response Team

Vanessa Sampsel named the UA Campus Coordinator for the Medina-Summit Rape Crisis Center (the “RCC”)

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SART Student Advisory Committee
The SART Student Advisory Committee convened under the leadership of student Brittney Rhodes.

Informal outreach to identify faculty interested in collaborating with SART begins

SART received approval to proceed with a campus-wide climate survey from the Institutional Review Board

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2014-2015 Highlights

The SART invites you to take a closer look at four of its significant accomplishments, including: implementation of “Think About It” training for new University students; partnering with Rape Crisis Center of Summit and Medina Counties; the University Sexual Assault Survey; and, Sexual Assault Awareness

Think About It

“Think About It” is an online sexual violence prevention training provided to all new University of Akron students. The University has engaged California-based organization, Campus Clarity (www.campusclarity.com), to provide this educational service. Students are encouraged to participate even prior to their arrival on campus. The training addresses content related to and required by federal laws, including Title IX, Campus SaVE Act, and the Violence Against Women Act, through an interactive and non-judgmental approach. “Think About It” provides students with additional tools they can use to make informed decisions about sex, drugs, alcohol, relationships, and other issues they may face during their first months in college, and beyond.

“I wish it had been available when I was a freshman to help prepare me for the many misconceptions about campus culture that I walked into. It addresses many relevant issues that will make life in college much easier to navigate. It sheds a lot of light on the hard issues of sexual violence – the myths, the misconceptions, and the taboo nature of even talking about rape. It will empower students to learn about partying and sex without the potentially negative experiences.”

UA Student Brittany Rhodes

It was launched at The University of Akron in August 2014 and was well received by the student body. Of the 5,122 students who were offered the training, 3,667 did so, representing over 70% of all new students. Of those who completed the training, 3,432 indicated they were satisfied with the experience and provided a composite rating of 4.0 on a 5.0 scale.
RCC Partnership

To end sexual violence we must all work together. With this in mind, the University and RCC have collaborated to establish a formal working relationship that brings RCC and the University together in common cause to end sexual violence. This relationship was formalized through the signing of a joint Memorandum of Understanding (MOU) on October 10, 2014. This arrangement is unique among rape crisis centers and universities in the State of Ohio and has been recognized as a best practice by the Office of the Ohio Attorney General and the Ohio Alliance to End Sexual Violence. The arrangement establishes an on-campus location for RCC, making personal support and services conveniently and quickly available to those who need their assistance. The partnership provides the campus with the expertise of victim advocates, for the benefit of University students, faculty and staff who have survived incidents of sexual violence and offers education and outreach to the entire campus community.

The RCC appointed Vanessa Sampsel as the University Campus Outreach Coordinator. The University has provided an office in the Student Recreation and Wellness Center. Services provided by the RCC and Vanessa include: anonymous/confidential support; education to students and staff about University policies and procedures; integrated services through participation on the SART and in regular meetings with University staff; and, training for University students and staff throughout the University community. These services are intended not only to implement best practices, but also to provide resources to the entire campus community.

What is Title IX?

Title IX is a federal law that prohibits sex discrimination against students, guests and employees of educational institutions. It is enforced by the U.S. Department of Education’s Office for Civil Rights, and prohibits discrimination, exclusion, denial, limitation, or separation based on gender in all areas of education.
To better understand the campus climate related to sexual respect and incidents of sexual misconduct, the SART Assessment Team conducted an anonymous survey designed to help the University better understand the unique needs of its community.

The assessment team, led by Dr. Tim McCarragher and Dr. Linda Subich, designed and implemented, with the approval of the Institutional Review Board, an anonymous survey during March, 2015. The survey was based largely on the recommended survey instrument from the White House Task Force to Protect Students from Sexual Assault, which is available at the website www.notalone.gov. Dr. McCarragher, Dr. Subich and their team enlisted the support of University President Dr. Scarborough in inviting the campus community to participate in the survey.

The survey was specifically design for The University of Akron and will allow the SART to better understand the scope and nature of concerning attitudes and behaviors adversely impacting UA students. Few sister institutions in Ohio have undertaken this important step of administering a climate survey and, fewer still, have chosen to survey the experiences of faculty and staff as well as students. 3310 students, faculty and staff completed the survey. The SART Assessment Team will share the findings with the campus community during the 2015 fall semester. It is worth noting that the design of the survey allowed completely anonymous responses from individuals who chose to respond, and in some instances, self-report experiences with incidents of sexual misconduct. Because of the survey design, it is not possible to compare the findings of this survey with other campus climate surveys, or to generalize the findings beyond the scope of the survey itself.

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“This is an anonymous survey of students, faculty and staff that was developed by UA’s Sexual Assault Resource Team (SART) as part of our commitment to raise awareness regarding the nature of sexual assault and how best to respond to it”

UA President Dr. Scott Scarborough

“Just as academic and other programs on campus engage in ongoing assessment, the SART assessment team began what is hoped to be a cyclical and ongoing campus process to identify the sexual assault/violence-related attitudes, knowledge and experiences of the campus community. The final step in the cyclical process is to use the analysis to guide action steps, as determined by the full SART and campus community. This step remains ahead and should trigger a new cycle of assessment to evaluate actions taken.”

Associate Dean College of Arts and Sciences Dr. Linda Subich
Sexual Assault Awareness Month

The University of Akron community demonstrated significant engagement during Sexual Assault Awareness Month during April, 2015. The SART Education Team coordinated the month-long series of programs and initiatives, and welcomed the participants from across the University.

Highlights included:
- 2,712 students who participated in programs and activities
- 725 students who attended the Keynote Lecture from Katie Hnida, who shared her personal story of surviving a sexual assault
- 84 students who attended workshops sponsored by the University Counseling and Testing Center on Bystander Intervention, Dating Violence, Alcohol Abuse, and Rape Myths
- Two social media campaigns were undertaken – Not Anonymous, designed to educate the campus community on inaccurate assumptions about anonymity on social media; and, No More, which asked students to individualize a pledge to stop violent behavior within personal relationships
- An open house at the Rape Crisis Center office in the Student Recreation and Wellness Center, attracting 200 community members who attended
- A clothing drive that collected 12 boxes of clothes for survivors of sexual assault whose garments are collected as evidence during Sexual Assault Nurse Examinations.

Prior to April, 2015, University departments, student organizations, faculty and staff have participated in Sexual Assault Awareness Month. But in 2015, the University community came together as never before to further the work of SART and sexual violence prevention. Contributions from student organizations such as Liberation in Progress (LiP), which sponsored a safe sex fair in the Student Union, and the members of Tau Kappa Epsilon, who led University student organizations in the annual RCC fundraiser “Walk A Mile in Her Shoes” demonstrated student investment in sexual violence prevention. University President Dr. Scarborough’s personal welcome to the same Walk A Mile fundraiser and email to the University community on the SAAM Day of Action demonstrated the institution’s resolve to support the work of sexual violence prevention.

To better illustrate the University campus community participation a narrative was created on social media using #ZipsTakeAStand after the conclusion of activities in April [https://storify.com/uakron/sexual-assault-awareness-month-at-ua](https://storify.com/uakron/sexual-assault-awareness-month-at-ua).

What is Sexual Violence?

Sexual violence is a form of sexual harassment and refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. A person might not be capable of giving consent because of age, use of drugs or alcohol, or because an intellectual or other disability prevents them from having the capacity to consent.

A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. Sexual violence is illegal. Like domestic violence, stalking and dating violence is prohibited by Title IX.
## Initial Recommendations

Summary of recommendations from November 2014 SART Report.

<table>
<thead>
<tr>
<th>Recommendations</th>
<th>Progress</th>
<th>Status</th>
</tr>
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<tbody>
<tr>
<td>The University of Akron will continue to refine and adapt its processes and procedures relative to Title IX and sexual misconduct following Department of Education, Office for Civil Rights recommendations, inquiries or new guidelines.</td>
<td>This work continues and is ongoing.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Add a full-time Title IX coordinator for campus who does not have other full-time job responsibilities to oversee all Title IX compliance work and to coordinate campus education and training.</td>
<td>The University of Akron continues to review staffing practices. The current configuration allows for responsiveness to student concerns and referrals; it has been in place for less than one calendar year as observation continues.</td>
<td>Under Review</td>
</tr>
<tr>
<td>Add a staff member to the office of Student Conduct and Community Standards to assist in sexual misconduct investigations.</td>
<td>An Assistant Director of SCCS position was filled. The successful candidate has significant previous experience working with sexual violence issues.</td>
<td>Sustaining</td>
</tr>
<tr>
<td>Add a full-time health educator to serve as a campus drug and alcohol coordinator.</td>
<td>Health Services is working with the College of Health Professionals to develop new models of providing services and health education, including drug and alcohol use.</td>
<td>Under Review</td>
</tr>
<tr>
<td>Train all Student Conduct and Community Standards hearing board members specifically on the issues of Title IX and sexual misconduct so that it may adequately hear and address cases before it.</td>
<td>The training was completed in 2014-2015 and the resources have been dedicated to sustain the training program.</td>
<td>Sustaining</td>
</tr>
<tr>
<td>Execute the Campus Education Plan developed by the SART Education subcommittee.</td>
<td>The SART Education Team was divided into smaller groups to better focus on outcomes established within the education plan.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Disseminate and analyze the results of the Sexual Assault survey by the end of spring semester 2015.</td>
<td>The SART Assessment Team has developed a summary report of the Sexual Assault Survey which will be disseminated along with related assessment goals at the start of the 2015 fall semester.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Institute a budget for the SART to use for campus education, training, outreach and other compliance related to Title IX, VAWA, SaVE Act and drug and alcohol awareness.</td>
<td>A separate budget line was created for the Dean of Students Office to support the work of the SART and a budget proposal was submitted through established University of Akron budgeting procedures.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Convene a group of student leaders to engage students, student organizations and student leadership to accomplish the work of the SART. The student group will assist in the development and implementation of Campus Wide Education Plan and with communication with and within the student body.</td>
<td>The SART Student Advisory committee was convened in February 2015 and is led by a student member of the SART Brittany Rhodes.</td>
<td>Sustaining</td>
</tr>
<tr>
<td>Rename and align the purpose and goals of the SART committee. The committee can continue to advocate and provide support for the campus community through education, outreach and communication. In doing so, change the name of the Sexual Assault Response Team (SART) to the Sexual Assault and Violence Education (SAVE) Team.</td>
<td>Additional recommendations included the development of mission and vision statements and the refinement of the organizational structure to more accurately reflect the prevention work of the SART. In May 2015 a mission statement was created and the SART is working to formally adopt the statement and align the University of Akron’s commitment to Sexual Violence prevention.</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>
The membership of the SART meets monthly and SART Leadership meet bi-monthly. In addition to the leadership group, SART has established the following working teams.

- Assessment
- Education- Campus Wide Plan
- Education- New Student Initiatives
- Education- Student Employee and Leadership Training
- Outreach and Education- Sexual Assault Awareness Month
- Outreach and Education- Telling the SART Story

In addition to the formal SART teams the SART Student Advisory Committee meets regularly and a group of faculty have convened twice to offer feedback and assistance to both the SART and Title IX Response Team.*

* Additional information is included as an appendix to this report.
Membership

The SART is coordinated by the Dean of Students Office, specifically Deputy Title IX Coordinator Mike Strong and Assistant to the Dean of Students Cindy Mako-Robinson. Membership from a broad cross-section of campus as well as the Medina-Summit Rape Crisis Center includes two student representatives and the following University faculty and staff:

- Dale Adams, Director of Student Conduct and Community Standards
- Justin Bradley, Student
- Antoinette East-Jenkins, Coordinator Academic Achievement Programs
- Jane Fink, Personal Counselor – Wayne Campus
- Karen Fitzgerald, Associate Instructor – Nursing
- Katelin Getz, Assistant Director Fraternity and Sorority Life
- Mary Lu Gribschaw, Senior Associate Athletics Director – Deputy Title IX Coordinator Athletics
- Wayne Hill, Associate Vice President and Chief Marketing Officer
- Gordon Holly, Senior Director Student Life and Enrollment Management – Wayne Campus
- Robert Kropff, Senior Director Integrated Communications
- Juanita Martin, Executive Director counseling and Testing Center
- Timothy McCarragher, Associate Professor – Social Work
- John Messina, Associate Vice President for Student Affairs
- Patricia Millhoff, Associate Professor – Criminal Justice Studies
- Stacey Moore, Associate Vice President for Student Success
- Alma Olson, Director Health Services
- Angela Paonessa, Detective University of Akron Police Department
- Bonita Prewitt, Director Equal Employment Opportunity and Affirmative Action
- Bethany Prusky, Labor Relations Specialist Senior – Deputy Title IX Coordinator for Employees
- John Reilly*, Associate Vice President and Associate General Counsel
- Brittany Rhodes, Student
- Vanessa Sampsel, Campus Outreach Coordinator - RCC
- Mark Stasitis, Director Labor Relations and Immigration Services – Title IX Coordinator

The SART Leadership team includes:

- Dale Adams
- Antoinette East-Jenkins
- Katelin Getz
- Wayne Hill
- Robert Kropff
- Juanita Martin
- Cindy Mako-Robinson
- Timothy McCarragher
- Alma Olson
- John Reilly*
- Vanessa Sampsel
- Mark Stasitis
- Mike Strong

* John Reilly serves as the SART legal advisor.
Report Appendices

Sexual Assault Response Team Report- November 17, 2014 (includes SART Charge delivered May 7, 2014)

Sexual Assault and Violence Education Team and Title IX Response Team Summary and Structure

2014-2015 University of Akron sexual violence prevention programs
This report provides information about the creation, implementation and work of the University’s Sexual Assault Response Team (SART).

Institutions of higher education have addressed matters related to sexual misconduct --which includes sexual assault --since well before the 2001 Office for Civil Rights’ (OCR) clarification to the 1972 Title IX law.

Title IX, enacted in 1972, as a gender equity/anti-gender discrimination law, was most commonly thought of as addressing matters related to equalizing the playing field for girls and women in high schools and university athletics and admissions. In 2001, the Department of Education’s Office for Civil Rights, the entity responsible for enforcing Title IX, issued a clarification to ensure that the law was understood and being followed as it was intended — to prohibit discrimination on the basis of sex in all educational programs, activities, and employment. At its core, Title IX applies to all forms of sexual discrimination (sexual harassment, sexual misconduct, sexual violence), as well as gender-based harassment. It also applies equally to all students, faculty staff, and third parties.

On April 4, 2011 OCR issued correspondence, now commonly referred to as the “Dear Colleague Letter (DCL)”, to all institutions receiving federal funding that, in essence, served as a call to action to university and college campuses across the country. On April 23, 2013, OCR issued additional guidance in the form of a 52-point Q & A, urging campuses to ensure they meet compliance with Title IX and offered that an institutions’ federal funding would be at risk for failure to do so, and to look for ways to implement strategies and effective, holistic practices for handling these issues. Title IX requires that institutions of higher education continue to educate, address, and respond to sexual discrimination. Colleges and universities are expected to have effective outcomes programs and grievance procedures in place and to provide necessary training for faculty, staff and students.

At The University of Akron, formalized programs and services have been in place in one form or another since 1996 to address delivery of services related to sexual assault and misconduct. In that year the Sexual Assault Services Team was created to determine ways to improve delivery of services, develop uniform procedures to address sexual assault and sexual harassment, determine training and educational programs, and to develop a proactive stance on campus to prevent sexual assault and harassment.

The Sexual Assault Services Team continued to operate until 2012. However, as the University’s financial resources were increasingly strained over the years, several key positions responsible for education and services were unable to be filled and funding was not earmarked for training and educational endeavors related to Title IX.
With more recent and significant focus from the Obama White House, it became clear to college and university campuses across the country that a more concerted effort was necessary to ensure compliance with Title IX. Thus, it became imperative that the University examine its approach to the training, education, prevention, and service provision regarding sexual misconduct, sexual assault, sexual harassment, and gender-based discrimination. As a result, a new committee, the Sexual Assault Response Team (SART), was formed and convened in May 2014.

Key focal areas for SART include:

- **Identify what the University is currently doing** to ensure a safe and aware campus climate for students and employees as it relates to sexual violence/sexual misconduct.
- **Identify what the University is required to do** under federal, state and University mandates and guidelines (e.g., Title IX, The Clery Act, Violence Against Women’s Act (VAWA) and the Campus Sexual Violence Elimination (SaVE) Act, the University’s Sexual Harassment policy and the Protocol for Investigating Sex-based Offenses).
- **Make recommendations** for a campus-wide model for implementation of programs and services to ensure support for the campus community at-large and compliance with federal, state and University mandates.

In order to meet the expectations of the Charge, a variety of University, federal and state documents were reviewed by team members. Various presentations regarding laws, policies, protocols and guidelines have been or will be made to the entire group to ensure all members have the information needed to fulfill their roles.

On August 13, 2014, the team reviewed resources; projects implemented or in progress, evaluated its progress as a team and determined the focus of its ongoing work to ensure the recommendations in this report were thorough and complete.

**Charge of the Sexual Assault Response Team**

The creation of the Team’s charge was guided by Becky Hoover (Title IX Coordinator at the time the SART was convened) and approved by Vice President Campbell Jackson, in consultation with the Safety and Security Priority Group.

On May 7, 2014, the SART was convened and the following charge was given:

Consistent with the recommendations of the Ohio Board of Regents’ Task Force on Ohio College Campus Safety and Security1, the University will establish a Sexual Assault Response Team (SART).

The SART will regularly review/evaluate campus policies and protocols in regard to sexual violence/misconduct, coordinate with campus threat assessment teams, including the CARE team and Workplace Violence team, to respond to identified threats of sexual violence/misconduct, ensure compliance with federal and state mandates, facilitate collaboration with community
partners, and support preparation of the Annual Security Report components related to the team (such as Clery).

The SART will receive ongoing training on all aspects of sexual violence and sexual misconduct, including intimate partner violence and stalking, access to confidential care, and federal and state statutes. Finally, the SART will provide a system to ensure oversight and quality assurance for the rights of victims and perpetrators. In addition, the SART will review the current state of affairs of The University of Akron’s approach to the training, education, prevention, and support regarding sexual misconduct, sexual assault, sexual harassment and gender-based discrimination and make recommendations for a campus-wide model for implementation of programs and services to ensure support for students and the campus community at-large and compliance with federal mandates, state and University mandates.

To ensure that all members are operating from the same knowledge base, a review of the following has, or will, occur:

1. **Federal Review** - A review of federally mandated provisions will be conducted for the benefit of the SART to ensure that all are aware of the breadth and depth of compliance requirements. A review of the following will be conducted:
   - Title IX
   - The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics
   - Campus Sexual Violence Elimination Act (Campus SaVE Act)
   - Violence Against Women Act (VAWA)

2. **State of Ohio Review** - A review of state resources, best practices and recommendations for State System of Ohio Higher Education Institutions will be conducted to include:
   - The State of Ohio Board of Regents Recommendations for Best Practices and Sexual Assault Services State-wide Task Force

3. **Campus Review** - A review of current campus policies, protocols, training, programs and services, including:
   - Sexual harassment policy
   - Protocol for reporting sex-based offenses
   - Title IX reporting and investigations
   - Code of Student Conduct
   - Community relationships and partnerships
   - Department and student organization training, programs and services

*The work of the SART will be thorough, swift, and ongoing.* Deadlines will be imposed for recommendations including but not limited to:

1. Recommend a University “home” and oversight responsibility for issues of sexual violence and sexual misconduct
2. Identify a chair or co-chairs of the (SART)
3. Identify the scope of duties and responsibilities of the SART
4. Other recommendations as may arise

The composition of the Team was intentionally created to ensure membership included a broad cross section of constituents and key stakeholders. SART members include students, faculty, employees and members of the community. SART members and leadership are identified in the appendix.

The Work of SART

The committee began its work on May 7, 2014 and continues to meet biweekly. The committee set a deadline of August 13, 2014 at which time the committee reviewed its work and identified recommendations for the campus. Additionally, the Team determined its continued scope and focus and re-evaluated its ongoing purpose in alignment with its initial charge.

The tangible outcomes of the SART committee to date include the following:

- A new stand-alone University of Akron Title IX webpage was created and activated (http://www.uakron.edu/title-ix/). The webpage allows students, faculty, and staff at UA to have a centralized place to locate information regarding Title IX. The webpage allows the user to file an electronic complaint.
- A new, educational sexual respect webpage http://www.uakron.edu/sexual-respect/ was created with the goal of providing all students a safe educational space that ensures sexual respect for all.
- UA revised its investigatory procedures, including the Sexual Misconduct Protocol wherein complaints involving employees are investigated by our EEO Office and complaints involving students are investigated by The Office of Student Conduct and Community Standards (“SCCS”); The Deputy Title IX Coordinators continue to have the ability to activate interim measures and to remediate the effects of any policy violations.
- A partnership with Campus Clarity to create an interactive online training program that ensures legal compliance. Every new undergraduate student at UA was required to take a course entitled, “Think About It”. The current compliance rate for all new students at UA is 70% with 3,426 new students completing the course. The Department of Talent Development and Human Resources will soon mandate all new employees, including new faculty, take an online sexual misconduct training course form Campus Clarity entitled, “Eliminate Campus Sexual Misconduct”. The course will educate UA employees on how to identify and whom to report instances of sexual misconduct and sexual harassment.
- A comprehensive Campus-Wide Education Plan has been developed and is included in the appendix.
- A comprehensive list of community resources to address sexual assault located in a four county area (Summit, Medina, Wayne, Cuyahoga) has been developed and is included in the appendix.
- The development of a Campus Climate survey to be distributed during the fall 2014 semester. The results will allow UA to gather benchmark data that will meet the Obama Administration Task Force’s recommendations. The survey is waiting on IRB approval and anticipated to launch at the end of October.
• Created a memorandum of understanding (MOU) between The University and the Rape Crisis Center of Medina and Summit Counties. As a result of this new MOU, a new, full time staff member of the Rape Crisis Center, Vanessa Sampsel, has been identified, provided office space on campus and is currently working with and providing consultation services for faculty and staff as well as support and advocacy services for students across campus. Vanessa is also able to provide training to campus in many areas related to sexual misconduct, including but not limited to bystander intervention training and victim response training. Vanessa began working on the UA campus in September, 2014.

Recommendations Moving Forward

As institutions of higher education across the country continue to come under scrutiny by the federal government, alumni and other constituency groups regarding how sexual assault, sexual misconduct and gender equity on campus is being addressed, The SART team will continue to operationalize federal priorities, and more importantly develop a framework of education and support for our students and campus.

Based on extensive research and focused work and in order to operationalize the federal prioritizes related to Title IX, the SART team offer the following recommendations to the campus community:

• The UA will continue to refine and adapt its processes and procedures relative to Title IX and sexual misconduct following Department of Education, Office for Civil Rights recommendations, inquiries or new guidelines.

• Add a full-time Title IX coordinator for campus who does not have other full-time job responsibilities to oversee all Title IX compliance work and to coordinate campus education and training.

• Add a staff member to the office of Student Conduct and Community Standards (SCCS) to assist in sexual misconduct investigations.

• Add a full-time health educator to serve as a campus drug & alcohol coordinator.

• Train all SCCS hearing board members specifically on the issues of Title IX and sexual misconduct so that it may adequately hear and address cases before it.

• Execute the Campus Education Plan developed by the SART Education subcommittee.

• Disseminate and analyze the results of the Campus Climate survey by the end of Fall semester 2014.

• Institute a budget for the SART to use for campus education, training, outreach and other compliance-related to Title IX, VAWA, SaVE Act and drug and alcohol awareness.
• Convene a group of student leaders to engage students, student organizations and student leadership to accomplish the work of the SART. The student group will assist in the development and implementation of Campus Wide Education Plan and with communication with and within the student body.

• Rename and align the purpose and goals of the SART committee. The committee can continue to advocate and provide support for the campus community through education, outreach and communication. I doing so, change the name of the Sexual Assault Response Team (SART) to the Sexual Assault Resource Team (SART).

References


Sexual Violence and Assault Education (SAVE) Team
formerly Sexual Assault Resource Team (SART)

Mission: To support an environment which promotes respect, understanding and appreciation, the Sexual Violence and Assault Education Team are faculty, students and staff promoting health relationships, awareness and the prevention of sexual violence through education and outreach within The University of Akron learning environment.

Vision: Through education and outreach, end sexual violence at The University of Akron.

2014-2015 Goals:
• Prevent sexual violence by educating new students
• Build a survivor centered campus climate by educating student leaders and employees
• Build coalitions of support and share the story of the SAVE with the campus community
• Provide ongoing and advanced programs and activities in support of a campus wide education plan
• Raise awareness through the development of Sexual Assault Awareness Month programs and activities

Title IX Response Team (Title IX)

Mission: The Title IX Response Team serves the University of Akron community and coordinates the response and investigation of incidents of sexual harassment and sexual violence affecting community members. Serving students, faculty and staff the Title IX Response Team works to end all forms of sexual violence and sexual harassment, remedy the effects, prevent the recurrence, and when possible hold responsible parties to account.

2014-2015 Goals:
• Train responsible employees in their responsibility to report incidents of sexual harassment and sexual assault.
• Ensure compliance with Title IX, The Violence Against Women Act, The Campus SaVE Act and related federal and state law and guidance related to sexual violence response and prevention.
• Partner with the Sexual Violence and Assault Education Team to raise awareness and knowledge across campus on responding to targets of harassment and violence.

Membership and Leadership
The SAVE Team is coordinated by the Dean of Students Office Staff and specifically Deputy Title IX Coordinator Mike Strong and Assistant to the Dean of Students Cindy Mako-Robinson. Membership includes two student representatives and the following:

- Dale Adams
- Antoinette East-Jenkins
- Jane Fink
- Karen Fitzgerald
- Katelin Getz
- Mary Lu Gribschaw
- Wayne Hill
- Gordon Holly
- Robert Kropff
- Juanita Martin
- Timothy McCarragher
- John Messina
- Patricia Millhoff
- Tiffany Montgomery
- Stacey Moore
- Alma Olson
- Angela Paonessa
- Bonita Prewitt
- Bethany Prusky
- John Reilly
- Vanessa Sampsel
- Mark Stasitis

Membership and Leadership
The Title IX Response Team serves under the guidance and direction of University of Akron Title IX Coordinator Mark Stasitis. Members include:

- Deputy Title IX Coordinator for Students – Michael Strong
- Deputy Title IX Coordinator for Employees – Bethany Prusky
- Deputy Title IX Coordinator for Athletes – Mary Lu Gribschaw
- Director Student Conduct and Community Standards – Dale Adams
- Director Equal Employment Opportunity/ Affirmative Action – Bonita Prewitt
- University of Akron Police Detective – Angela Paonessa
**Meetings and Sub Groups**
The full membership of the SAVE Team meets monthly and the SAVE Team Leadership meet bimonthly. In addition to the leadership group, SAVE Team maintains the following subgroups.

- Assessment
- Education - Campus Wide Plan
- Education - New Student Initiatives
- Education - Student Employee and Leadership Training
- Faculty Engagement
- Outreach and Education - Sexual Assault Awareness Month
- Outreach and Education - Telling the SAVE Team Story
- SAVE Team Student Advisory Committee

**Meetings:**
The members of the Title IX Response Team meet regularly to discuss all incidents and response to reports of sexual violence and sexual harassment as well as ensure compliance at the University of Akron with federal and state mandate.
University of Akron Sexual Violence Prevention Programs and Initiatives

Throughout the 2014-2015 academic year student organizations, academic departments and administrative offices developed and presented programs related to sexual violence prevention for the University community. Many of the programs below were presented more than once. Collectively these programs were presented over 100 times and attended by thousands of UA students. Additional information about the associated goals and learning outcomes for each program is available by contacting the Dean of Students Office.

Program | Date |
---|---|
5 “Questions” That Can Save Someone From an Abusive and Unhealthy Relationship | 08/23/14 |
Alcohol Awareness Mocktails | 10/21/14 |
Alcohol Awareness Week Programs | 10/28/14 |
Bookmark Cutting Back on Drinking | 09/01/14 |
Bookmarks for Students Discussing Sexual Violence | 09/01/14 |
Bystander Training | 11/19/14 |
Campus Advisor Programs | 10/21/14 |
Clear Signals, Not Blurred Lines | 10/09/14 |
Consent in Pop Culture | 12/03/14 |
Day of Action | 04/07/15 |
Defined Lines Presentations | 11/19/14 |
Discussing Our Choices | 09/08/14 |
Empower the Bystander | 04/30/15 |
Empowering the Bystander | 04/17/15 |
Fall Counseling Newsletter Three Separate Articles | 08/04/14 |
Family Feud: Drug and Alcohol | 10/17/14 |
Gender Relations in America | 01/07/15 |
Give a Little Love | 11/19/14 |
I Am Not My Hair | 03/03/15 |
I Just had Sex...Education | 09/26/14 |
It Ends Now! | 10/15/14 |
It's On Us Pledge Challenge | 11/18/14 |
Katie Hnida Speaker - Sexual Assault Awareness Month | 04/21/15 |
Kognito Training Working with Distressed Students | 08/25/14 |
Let's Chalk About It | 11/10/14 |
Love Shouldn't Hurt | 10/14/14 |
Managing Sexual Orientation/Gender Identity in the Workplace | 02/13/15 |
Mean Girls | 09/25/14 |
Mosiac : Women of Color | 02/18/15 |

Program | Date |
---|---|
New Faculty & Teaching Assistant Orientation | 08/19/14 |
Overview of Title IX and Clery Act for Part-Time Faculty Orientation | 08/13/14 |
QPR Training Question Persuade and Refer | 11/25/14 |
Rape Crisis Center Open House | 04/02/15 |
Relationships | 12/02/14 |
RLH Graduate Staff Training | 07/28/14 |
Safe Zone! Becoming a Gender & Sexual Minority (GSM) Ally | 03/05/15 |
SCCS - Akron Experience 101 | 09/02/14 |
Self-Defense for Women | 11/24/14 |
She Was Asking For It: Myths About Sexual Assault | 09/30/14 |
SOuRCe Leadership Retreat | 01/14/15 |
Student Staff Training | 08/13/14 |
Sumitup and Beer Goggles | 10/21/14 |
Summer Quarterly Counseling Newsletter | 05/01/14 |
Supersize Your Relationships - Part One | 05/31/15 |
The 2015 Vagina Monologues at The University of Akron | 01/31/15 |
The Committee for Research on Women and Gender (CROW) 7th Annual Undergraduate and Graduate Conference | 03/06/15 |
The Tunnel of Oppression and Room of Enlightenment | 03/16/15 |
This Isn't Working for Me:How to Know When You're Dating a Jerk. | 01/20/15 |
Title IX | 09/18/14 |
Turn Down for What? | 09/30/14 |
Walk Mile in Her Shoes | 04/24/15 |
Women's Wellness Fair | 03/12/15 |
Zips Take a Stand | 09/08/14 |