



# Washington State University Progress Report 2011-2014

Prevention and Response: Sexual Assault, Dating Violence, Domestic Violence, and Stalking

In 2006, the President of Washington State University (WSU) began an initiative to better identify and address sex- and gender-based violence at WSU. With ongoing support from the WSU Office of the President, Health and Wellness Services led a campus and community collaborative effort to gather data and develop plans to reduce sex- and gender-based violence on campus. That effort culminated, in 2011, in a successful application for a U.S. Department of Justice Office on Violence Against Women campus grant for funding and guidance to more effectively address these issues.

Also in 2011, the U.S. Department of Education issued additional guidance to institutions of higher education about how to address sex- and gender-based violence, including sexual assault, dating violence, domestic violence, and stalking. Specifically, the guidance reiterated that sex- and gender-based violence are forms of sexual harassment prohibited by Title IX, and should therefore be effectively addressed by university policies and processes.

Since 2011, WSU has enhanced how we address these issues, including changes to related policy, enforcement, education and programming for students, training for employees, and support for victims and survivors. As a result, WSU had implemented the recommendations outlined in the April 2014 White House Task Force report regarding sexual assault on campus prior to its release.

This progress report summarizes our advancements since 2011 and outlines suggested next steps.

## Collaborators

Health & Wellness Services  
Title IX Coordinator  
Office for Equal Opportunity  
Office of the Dean of Students  
Office of Student Standards and Accountability  
WSU Police Department  
Counseling & Testing Services  
New Student Programs  
Residence Life  
International Programs  
Center for Fraternity and Sorority Life  
Student Involvement  
Honors College  
Department of Athletics  
Associated Students of Washington State University  
Department of Criminal Justice and Criminology  
Gender Identity/Expression Sexual Orientation Resource Center  
Women's Resource Center  
Coalition for Women Students  
Center for Civic Engagement  
Graduate and Professional Student Association  
Department of Military Science

## Off-Campus Collaborators

Alternatives to Violence of the Palouse  
Pullman Police Department  
Whitman County Prosecutor's Office



# POLICY & ENFORCEMENT

Sexual misconduct, including stalking, dating violence, domestic violence, and sexual assault were all prohibited by WSU policies prior to 2011. That prohibition was vigorously enforced, yet widespread awareness of how codes of conduct and University policy applied to sex- and gender-based violence was insufficient.

Through extensive collaboration and coordination, our goals were to expand education and prevention programs, to further develop campus-wide understanding of the policies and processes in place to respond to sex- and gender-based violence, and to enhance accessibility to services for victims of such violence.

## Advancements

- Reviewed and revised policies and codes of conduct regarding sex- and gender-based violence to strengthen alignment with Title IX guidelines from the U.S. Department of Education.
  - Updated WSU Executive Policy 15, which prohibits discrimination, sexual harassment, and sexual misconduct to expressly encompass stalking, dating violence, domestic violence, and sexual assault; better describe reporting and support services; explain applicable disciplinary procedures; and clarify roles of employees in reporting.
  - Updated Standards of Conduct for Students to more clearly define sexual misconduct and the associated investigation and student conduct processes.
- Reviewed and revised the investigation and enforcement processes to enhance clear communication and support for complainants and respondents.
- Augmented the Office for Equal Opportunity's staff with two new investigators to improve our ability to investigate increased complaints in a timely manner.
- Enhanced the mandatory Discrimination and Sexual Harassment Prevention training for WSU employees.
- Implemented mandatory, annual training for WSU Police and Pullman Police about working with victims and investigating these crimes.
- Expanded training of conduct board members about sex- and gender-based violence.



## Next Steps

- Continue review and revision of policies in accordance with recently released federal guidance and enhance usability and understanding of the policy within the campus community.
- In accordance with recent guidance, we will extend a level of confidential reporting to all staff of the Violence Prevention Programs at Health and Wellness Services.
- In addition to ongoing climate assessment data collection, implement a 2015 supplemental assessment to understand how changes have contributed to wide-spread understanding of WSU policies prohibiting sex- and gender-based violence and both WSU and community processes and procedures to address such violence.
- Explore developing a position in the Office for Equal Opportunity dedicated to employee training.
- Collaborate with faculty and employees to identify additional training opportunities.
- Identify funding and processes to sustain annual training for law enforcement regarding sex- and gender-based violence.



# SERVICES & SUPPORT

WSU has a strong history of providing services and support to victims of sex- and gender-based violence. The WSU Pullman campus health services provide forensic exams, counseling, financial help with medical costs, and help with confidential access to other options through the Office of the Dean of Students (changing living arrangements, coordinating course accommodations, etc.).

In 2011, we knew that we had more students experiencing sex- and gender-based violence than were accessing our services. Our goal was to improve communication and coordination to enhance access to services for victims of dating violence, domestic violence, and stalking in addition to other forms of sex- and gender-based violence.



## Next Steps

- Expand access to advocacy services on urban campuses through collaborations with appropriate victim-service providers.
- Identify funding to continue advocacy services on the Pullman campus and to expand availability of services to victims of dating violence, domestic violence, stalking, and sexual assault.
- Create a case manager position to coordinate care and follow up for students involved in sex- and gender-based violence.
- Expand education and communication for students and employees about supporting students who are involved with violence.
- Work with traditionally underserved populations (including the LGBTQ community, multicultural students, international students, and students with disabilities) to evaluate and enhance accessibility of services and support for victims.
- In addition to ongoing climate assessment data collection, implement a 2015 supplemental assessment to evaluate accessibility and awareness of services.
- Work with faculty and employees to identify key interaction points with students that need additional attention and training.

## Advancements

- Created Pullman on-campus access to advocate services through collaboration with the local victim-services provider.
- Worked with WSU and Pullman law enforcement and WSU Pullman campus health services to create a process for confidential collection and storage of forensic evidence when the victim has not yet decided whether to proceed with reporting to the police.
- Provided additional training to WSU Pullman campus health service employees to improve process of referrals to advocates and other support services.
- Created a systematic process for informing students involved in the conduct process about support and services available.
- Expanded publication and online information for students about accessing support services and making complaints regarding stalking, dating violence, domestic violence, and sexual assault.
- Provided training and information to the Student Care Team to enhance support and care for students referred to that group who are also implicated in sexual violence.



## PREVENTION & EDUCATION

Many WSU offices have historically provided sex- and gender-based violence prevention and education programs; however, a process was not in place prior to 2011 to systematically provide that education to all students.

Our goal was to create a coordinated system for educating students about these issues and providing prevention programming.

### Advancements

- Established a violence prevention programs office within Health and Wellness Services to provide coordination of violence prevention and education programs at WSU Pullman.
- In 2012, implemented a pilot program providing mandatory education regarding sex- and gender-based violence for incoming transfer students at WSU Pullman.
- In 2013, expanded the pilot program to provide mandatory education regarding sex- and gender-based violence for all incoming undergraduate students at WSU Pullman. The 30-minute, small-group-format presentation takes place during the mandatory undergraduate student orientation program and covers basic information students need about policies, resources, and reporting options.
- Also in 2012, incoming WSU Pullman students began participation in a mandatory workshop that addresses issues of alcohol and sexual decision-making. Entitled “Booze, Sex, and Reality Checks,” the program takes place during Week of Welcome activities just before the fall semester begins.
- Expanded the “Green Dot” bystander intervention program. Offered since 2011 on the WSU Pullman campus, the program focuses on making our campus safer by empowering bystanders to become active members in reducing power-based personal violence. The program helps students identify potentially dangerous situations and equips them to safely intervene.
- In fall 2014, implemented mandatory bystander intervention introduction sessions for all incoming undergraduate students at WSU Pullman. These one-hour sessions, during Week of Welcome activities, introduces students to the Green Dot bystander intervention model.
- Implemented a coordinated effort to ensure that all prevention education and programs include information about the University’s Title IX efforts, including the names and contact information for the Title IX coordinator and deputy coordinators, names and contact information for confidential reporting resources, and information about campus offices that can provide services and support to victim of sexual assault, dating violence, domestic violence, and stalking.



### Next Steps

- Identify funding to expand violence prevention staff and programs in the violence prevention office at Health and Wellness Services.
- Explore development of new programming to better engage men, specifically in collaboration with athletics and fraternities.
- In addition to ongoing climate assessment data collection, implement a 2015 supplemental assessment to evaluate effectiveness of current education and programs.
- Enhance access to violence prevention education for urban campuses through development of online systems.
- Work with traditionally underserved populations (including the LGBTQ community, multicultural students, international students, and students with disabilities) to evaluate accessibility of current education and prevention programs regarding sexual assault, dating violence, domestic violence, and stalking.

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