



Sexual Misconduct
Prevention Task Force
2013 - 2016



Anthony P. Monaco, President
May 2016

THE PRESIDENT'S SEXUAL MISCONDUCT PREVENTION TASK FORCE

2013-2016

Warning: Please note that this report addresses issues of sexual misconduct and has content that can be triggering to some people.

Sexual misconduct of any kind, including sexual harassment, sexual exploitation, sexual assault and other sexual violence, is unacceptable – no matter where it occurs. Sexual misconduct has been a serious and pervasive concern on college campuses for decades. Over the past 10 years, increased attention has focused on how to establish meaningful policies, procedures and systems on college campuses to improve processes and commit resources to act decisively. Like schools across the country, Tufts recognizes that it will take the commitment of all members of the university community before achieving serious progress to address this problem.

Tufts University has been deeply committed to this important effort for a number of years – revising its policies and procedures that prohibit sexual misconduct and taking steps to enhance and, where necessary, create systems to prevent and address sexual misconduct on campus. From early 2000 to 2007, an ongoing federal Campus Violence Prevention Grant provided training for public safety and medical personnel and created numerous outreach and programming efforts in collaboration with students over a number of years.

In 2009, a group of Tufts students and administrators met over the course of the year to revise Tufts' sexual assault policy. These efforts were undertaken in response to calls by students to increase awareness and availability of resources to address sexual assault. While these improvements were made, Tufts needed to focus on even more comprehensive approaches to preventing all types of sexual misconduct on campus.

On April 4, 2011, the U.S. Department of Education's Office for Civil Rights (OCR) issued a Dear Colleague Letter (DCL) advising schools of their obligations under Title IX, creating new approaches to handle and investigate allegations, and calling for immediate steps to prevent and address the effects of all sexual misconduct, including sexual violence. In response to the DCL, Tufts hired a very experienced Director of the Office of Equal Opportunity and Title IX/504 Coordinator, Jill Zellmer, <http://oeo.tufts.edu/>, to assess the university's policies, procedures and systems intended to prevent and address sexual misconduct. Ms. Zellmer and her colleagues reviewed and enhanced the existing policies, procedures and programs to raise awareness about sexual misconduct at Tufts, and, importantly, to ensure that students, faculty and staff understand where to go with questions or concerns, what their options are and that sexual misconduct could involve individuals of any sex, gender or orientation. Furthermore, policy revisions more fully defined sexual misconduct to include sex discrimination, sexual harassment, sexual exploitation, sexual assault and rape, relationship violence and retaliation <http://oeo.tufts.edu/oeo-policies-procedures/>.

In the fall of 2013, Tufts students wrote an [open letter](#) to President Anthony P. Monaco expressing their continued concerns about sexual misconduct on campus. Notwithstanding the work already underway, the students wanted greater focus on policies, procedures, programs and resources to address sexual misconduct on campus. In an immediate response to this letter, President Monaco convened the Sexual Misconduct Prevention Task Force and invited a group of students, faculty and staff from across the university to join him in a concerted effort to address sexual misconduct at Tufts. For more than two years, the Task Force worked to overhaul the university's existing policies and procedures, improve transparency and communication, develop extensive educational programs and devote substantial new resources to address the urgent issue of sexual misconduct.

In April 2014, OCR found Tufts to be in non-compliance with Title IX as a result of a finding in a 2010 case. Tufts entered into a Voluntary Resolution Agreement (VRA) with OCR describing a number of steps to improve the policies, procedures, training and resources involving sexual misconduct. A link to the [VRA](#) and other explanatory documents can be found at the Tufts' student group website, [Action for Sexual Assault Prevention \(ASAP\)](#).

In its two-plus years of focused work, the Task Force took a number of important actions to ensure the safety of the Tufts community. For example, it:

- Brought increased focus to the issue of sexual misconduct on Tufts campuses by providing regular opportunities for honest discussion about campus concerns with university leadership: <http://president.tufts.edu/blog/2015/04/22/update-on-sexual-misconduct-prevention-task-force/>.
- Revised the Sexual Misconduct Policy and Sexual Misconduct Adjudication Process (SMAP), to bring both in line with new guidance from OCR and the federal Violence Against Women Act (VAWA): <http://oeo.tufts.edu/wp-content/uploads/Sexual-Misconduct-Adjudication-Process-12182015.pdf>.
- Developed disciplinary guidelines specific to violations of the Sexual Misconduct Policy: <http://oeo.tufts.edu/wp-content/uploads/SMAP-student-disciplinary-guidelines-revised-1-16.pdf>.
- Worked with student activists and President Monaco to approve the new positions of Sexual Misconduct Resource Specialist and Sexual Misconduct Prevention Specialist. These roles provide resources, education and confidential support to Tufts students and the entire community on a wide range of sexual-misconduct issues and concerns: <http://oeo.tufts.edu/about/who-we-are/>.
- Issued a joint statement between Tufts University and student organizers regarding undergraduate student action: <http://oeo.tufts.edu/care/joint-statement-between-tufts-university-and-representatives-and-organizers-of-today%E2%80%99s-undergraduate-student-action/>

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- Created a Center for Awareness, Resources and Education (CARE), which was launched to raise awareness, improve communication, provide training and support students affected by sexual misconduct: <http://oeo.tufts.edu/care/>.
 - Supported the Office of Equal Opportunity (OEO) in its mandatory training program for all students, staff and faculty on all three campuses and its continued efforts to make information about sexual assault and other sexual misconduct issues more readily available to students through its website and other communications: <http://oeo.tufts.edu/training/>.
 - Developed and supported the first university-wide student survey on the topic of sexual misconduct. The Tufts Attitudes on Sexual Conduct Survey (TASCS) was a first effort to collect information that would enable the university to continue to improve its education and prevention efforts on campus: <http://oeo.tufts.edu/wp-content/uploads/TASCS-Report.pdf>.
 - Developed a more comprehensive OEO website that coordinated all information and resources for sexual misconduct: <http://oeo.tufts.edu/resources/>.
 - Supported the university's work with OCR on the VRA signed in April 2014, which included many of the aforementioned initiatives: <http://www2.ed.gov/documents/press-releases/tufts-university-agreement.pdf>.
 - Increased efforts to encourage the community to report *all* allegations of discrimination and harassment (<http://tufts-oeo.ethicspoint.com>), ensuring that not only will more people receive the resources and support they need, but the university will also be better able to effectively respond and prevent further incidents with better awareness of reports: <http://oeo.tufts.edu/wp-content/uploads/OEO-Reporting-Statistics-103015.pdf>.
 - Issued an interim report of its work for the Tufts community's review and input in April 2014: <http://oeo.tufts.edu/sexualmisconduct/files/SexMis-Interim-Progress-Report-final-4-18-14.pdf>.

This final report of the Task Force is intended to memorialize the collaborative efforts toward achieving a number of goals following more than two years of intensive work. To that end, the report is broken out according to the Task Force's working groups, which were made up of students, faculty and staff from across the university: the (1) Policy and Procedures Working Group, (2) Resources and Support Working Group and (3) Prevention and Education Working Group.

The report is also intended to affirm strongly that although the Task Force is concluding its work and transitioning to a steering committee structure beginning in the fall of 2016, its work is by no means "done." The university looks forward to continuing to work through the Sexual Misconduct Prevention Steering Committee, the working groups, focus groups and other initiatives specially tailored to build on the progress of the Task Force.

POLICY AND PROCEDURES WORKING GROUP

2013-2016

Participants

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Sexual Misconduct Policy Review

The Policy and Procedures Working Group first met on Oct. 28, 2013. During its initial meetings, the working group considered the policies of other colleges and universities to look for sample language and best practices that could be incorporated into Tufts' Sexual Misconduct Policy for all faculty, staff, students, third parties, community members and visitors. Among those considered were the policies from Amherst, Columbia, Williams, Bowdoin and Dartmouth. One of the first changes the group made to the policy was to include a trigger warning. The working group also considered whether "victim/survivor" language should be used or whether "survivor" alone would be sufficient. In the end, because some individuals identify as "victims" while others prefer "survivor" or "victim/survivor," the group decided that using both terms would be more inclusive.

In the spring 2014 semester, the group began to have regular 90-minute meetings to conduct a line-by-line review of the Sexual Misconduct Policy. The working group met 11 times between January and May 2014. A first draft of the revised policy was circulated and considered by the group in April and May. Two additional meetings were held in June 2014 to review a final draft of the policy.

At a meeting of the Sexual Misconduct Task Force on Sept. 18, 2014, the working group presented its proposed revisions. Great care was taken to improve the language used to describe each category of misconduct for clarity and understanding. The working group added language to clarify that oral sex would be considered intercourse under the policy, which had previously been a point of confusion. Examples were added throughout to further illustrate the behaviors that constitute "sexual misconduct" under the policy. The group also made it clear that Tufts was using a standard of affirmative consent and included a definition as well as

clarification of what behaviors would and would not constitute consent. The definition of “incapacity” was also expanded to include examples and provide greater clarity.

The revised Sexual Misconduct Policy was submitted to OCR for review and approval in the winter of 2014. In the spring of 2015, OCR conditionally approved the policy subject to its review and approval of the associated Sexual Misconduct Adjudication Process (SMAP).

Disciplinary Guidelines

During the Sept. 18, 2014, Sexual Misconduct Task Force meeting, the student members of the Task Force reiterated their earlier concern that the policy lacked disciplinary guidelines specifically for sexual misconduct violations. President Monaco asked the Policy and Procedures Working Group to develop revised disciplinary guidelines. The group first met to discuss the disciplinary guidelines on Oct. 6, 2014. After that, the subcommittee had five meetings at which the disciplinary guidelines were developed through a collaborative process. The new Student Disciplinary Guidelines for Sexual Misconduct are available on the OEO website: <http://oio.tufts.edu/wp-content/uploads/SMAP-student-disciplinary-guidelines-revised-1-16.pdf>.

The group first looked at the types of disciplinary measures that had been issued in the past for sexual misconduct and other conduct violations. It gathered information about disciplinary outcomes for undergraduate and graduate students. The group also took into consideration changes that the Schools of Arts and Sciences and Engineering (AS&E) were making to their discipline structure at that time. It was important for the group to understand the new AS&E disciplinary categories and how they compared with the previous discipline structure. AS&E added a category of discipline called “indefinite dismissal,” which falls between a suspension and expulsion in terms of severity. This category of discipline was already in place for some of the graduate schools and was later changed to “indefinite suspension” (see discussion that follows).

The Policy and Procedures Working Group also reviewed policies regarding transcript notation language for students who leave the university before the conclusion of an adjudication process. Consideration was also given to sanctioning students in programs with licensing requirements, such as graduate/professional schools.

Finally, the group reviewed each individual category of sexual misconduct and created a range of possible sanctions for each. For every category, analysis focused on situations that were sufficiently egregious to warrant expulsion and the harshest penalty for each behavior was listed. The more difficult conversations surrounded how to anticipate sanctions for the least egregious violation for each type of sexual misconduct. Careful consideration of the complexity of these cases and of the various fact-specific scenarios moved the group away from its original position of mandatory expulsion in all cases of sexual assault. The addition of indefinite dismissal as another disciplinary option provided a more suitable range of sanctions. By Dec. 10, 2014, the working group reviewed a draft of the disciplinary guidelines.

On Jan. 21, 2015, the Policy and Procedures Working Group presented these guidelines to the entire Task Force. The revised disciplinary scheme was discussed as well as how these options would be applied to the different types of sexual misconduct. Examples were provided of the kinds of behaviors that would yield minimum sanctions in each category.

Subsequent to the Task Force meeting, some of the graduate schools noted that the category “indefinite dismissal” was problematic for them, because the term “dismissal” would require a *de facto* expulsion. The recommendation was made to change the language to “indefinite suspension,” which allowed more flexibility in how the schools would be required to report and record this sanction for licensing purposes. AS&E had no objection to the change in language. With the approval of the Committee on Student Life, AS&E added a level of discipline known as “formal censure,” which is more severe than probation but less severe than a suspension. The Task Force approved the final disciplinary guidelines, and, in January 2016, they were posted on the OEO website.

Sexual Misconduct Adjudication Process (SMAP) Review

The Policy and Procedures Working Group met bi-monthly throughout the 2014-2015 academic year and summer to make revisions to the Sexual Misconduct Policy. Group members went line by line through the policy and documents, suggesting edits, adding example scenarios and organizing the policy with efficacy, clarity and searchability in mind. The group decided to review the process portion of the SMAP first and the introduction and definitions section last.

The ultimate goal was to create one unified SMAP for all Tufts University students. The adjudication process was revised to make sure that it was appropriate and applicable to undergraduate and graduate students. Specific attention was paid to the “Dean’s Complaint” option, in which a dean brings a complaint forward to OEO on behalf of a student or students who, for whatever reason, may not feel comfortable filing a SMAP on their own. Dean’s Complaints are also used when there is an overriding community safety concern or a need to move forward with an investigation because of new information. The appellate process was clarified and provided that the opposing party would be given access to any appeals filed and would be allowed to respond. Clarification was also added about how information could be shared outside the university at the end of the adjudication process, which was of special concern for the professional schools that may have external reporting requirements.

Progress on this portion of the review was shared with the Task Force on April 7, 2015. The subcommittee reported that it expected to complete the review of the process part of the SMAP before the end of the academic year.

Once the process portion of the SMAP was complete, the Policy and Procedures Working Group discussed whether it would be possible to complete its review of the definition portion of the SMAP definitions over the summer. As most members of the group were available, work began on June 4, 2015. In the summer of 2015, the working group held regular 90-minute meetings to review the SMAP. During this time period, the group met seven times. Much discussion focused on the appropriate order of the definitions. Several definitions were added regarding the types

of persons who may be involved in the SMAP, as it was important for participants to clearly understand everyone's role (e.g., complainant, respondent, Title IX Coordinator). The difference between privacy and confidentiality afforded by the process was clarified, and additional information was added regarding support resources and interim measures available to participants in the process.

In August, the two revised sections of the SMAP were consolidated into one, and the working group gave it a final review. The final SMAP was transferred to the Task Force on Sept. 29, 2015, and was subsequently circulated for comment. The final revised policy was provided to OCR for review and final approval in December 2015, and the final proposed draft was posted on the OEO website: <http://oio.tufts.edu/wp-content/uploads/Sexual-Misconduct-Sexual-Assault-Policy-081414.pdf>.

PREVENTION AND EDUCATION WORKING GROUP

2013-2016

Participants

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**students*

In 2014, two positions – the Sexual Misconduct Prevention Specialist and the Sexual Misconduct Resource Specialist – were created. That July, Alexandra Donovan joined Tufts as the Prevention Specialist. In October, Nandi Bynoe was hired as the Resource Specialist. The addition of these positions was a key recommendation made by students on the Task Force and resulted in an important expansion of resources. Both positions were granted policy-based confidentiality.

The aim of the Prevention and Education Working Group was to create greater awareness and educational programming around the issue of sexual misconduct on the Tufts campuses. This working group was split into several subcommittees, each with a particular area of focus, including orientation, athletics and Greek life. A significant focus of this group's work was on the Medford/Somerville campus, given that the undergraduate population tends to be at greater risk for sexual misconduct.

Starting in the summer of 2015, the Resources and Support Working Group and Prevention and Education Working Group combined to form CARE, the Center for Awareness, Resources and Education. All working group members were invited to continue their support for the work as peer educators or interns. CARE also recruited additional students to join. Currently, CARE has two staff, three interns and five peer educators.

Orientation

As a result of the Task Force's work, all incoming AS&E students receive three sessions of mandatory training about sexual misconduct.

Incoming Tufts first-year and transfer students must complete the HAVEN (<http://www.everfi.com/haven>) online education program before arriving on campus. This online training requirement was put in place in fall 2013, before the Task Force began, but the group has acknowledged that the training is an important aspect of Tufts' educational program about prevention and awareness of sexual misconduct. HAVEN contains information about bystander intervention, general awareness of consent and how to respond to sexual assault. HAVEN also introduced a new feature that allows students to link directly to information about Tufts resources.¹

Once incoming students arrive on campus, they must attend the program "Speak About It," a performance-based presentation about consent, boundaries, bystander intervention and healthy relationships. Members of the classes of 2018 and 2019 were required to attend "Speak About It," and Tufts intends to bring the performance back for the Class of 2020.

The third training is an in-person OEO policy workshop. These sessions, led by an OEO representative, are capped at 40 students and involve review of the Tufts-specific definitions, policies and adjudication process. The smaller settings allow students to engage with the material and ask questions more comfortably. Members of the classes of 2018 and 2019 were required to participate in OEO training, and over 95% of more than 2,800 current first-year, sophomore and transfer students have done so; individuals who missed training had one-on-one follow up with staff in the Dean of Student Affairs Office and/or with the CARE team.

CARE is working on two additional projects for orientation:

- A CARE peer educator is creating short video interviews asking current seniors what they wish someone had told them as first-year students. These include roommate advice, resources on campus and social pressures. CARE expects to post them on the first-year class Facebook page before students arrive on campus.
- Second, two CARE peer educators are designing consent workshops and expect to facilitate the workshops once students have been on campus for a few weeks. These workshops will focus on the social culture at Tufts and how to navigate social pressures.

Greek Life Outreach and Bystander Training

The Task Force continually explored new ways to partner with segments of the Tufts community, including the Inter-Greek Council (IGC). The Task Force also determined that more

¹ Members of the classes of 2015 and 2016 who were not required to take HAVEN before starting at Tufts were all asked to complete HAVEN in December 2014-January 2015.

prevention work needed to be done with certain communities. Starting in the spring of 2015, IGC's Sexual Assault Prevention Task Force requested that all IGC members attend bystander intervention training – a two-hour workshop focusing on Tufts' social culture, how students can respond to the campus culture and how it can be changed. The workshop combines an interactive, discussion-based style with active, skill-based learning. To encourage conversation and participation, each session has a maximum of 40 students.

As of March 2016, all Greek organizations, totaling almost 1,200 students, had completed this training. IGC's Sexual Assault Prevention Task Force is asking all houses to send new members to be trained and is developing new ways to refresh and continue the commitment to bystander intervention.

IGC has also created a group called Risk Management Assistance Team (RMAT) that involves risk managers at all fraternity parties. Volunteers from different fraternities offer additional support and sober monitoring during a party. RMAT receives additional support and training to create safer parties and implement bystander intervention techniques. RMAT members all wear bright green T-shirts so they can be easily identified.

Athletics

When the Task Force began meeting in 2013, Tufts Athletics already had the Step Up! program, a bystander intervention program sponsored by the NCAA. Student athletes and members of the Student Athlete Advisory Committee worked with the Prevention and Education Working Group on cross-community engagement ideas, with a focus on bystander intervention as well as how to create a safer, more inclusive campus culture.

Starting in spring 2016, Tufts Athletics is being trained in the Green Dot Bystander Intervention Campaign (see below).

Green Dot Training

The trainings, designed individually for each team, last approximately 1.5 hours. The training is designed to focus on student athletes and the overlap between sports and interpersonal violence. Each session ends with a "call to action" to decide what each team can do to raise awareness.

CARE is focusing on bringing the Green Dot campaign to the Medford/Somerville campus. Three CARE interns are working on student videos, posters/materials and trainings to engage students and encourage them to think actively about how to change the campus culture. The public launch of the campaign was in April 2016 (Sexual Assault Awareness Month).

Sex Health and Education

CARE is working hard to educate students about sexual health. Wellness issues overlap strongly with the aim of preventing sexual misconduct by focusing on consent, reciprocity, choice, healthy relationship-building and communication skills. Starting in spring 2015, CARE has

produced a wildly popular sex health video series that answers a Tufts student’s questions about sex every Tuesday. Starting in September 2015, CARE piloted more than four sex education workshops for Tufts students to try to find the best advice. In the most popular workshop, “Sex in the Dark,” “sexperts” answer student questions in a dimly lit room with neon and glow sticks. CARE has had more than 100 students participate in three sessions and expects the demand will grow. Additionally, CARE has an intern working to pilot a program to distribute condoms and formal “sex health week” information.

RESOURCES AND SUPPORT WORKING GROUP 2013-2016

Participants

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Nandi Bynoe (co-chair)	Kumar Ramanathan* (co-chair)
Julie Cox*	Katherine Vosker
Beth Anne Farrow (co-chair)	Claire Walter*

**students*

The Resources and Support Working Group had several initial tasks:

Explore Establishing a 24-hour Hotline for Survivors, Friends and Allies

The Resources and Support Working Group researched the possibility of having an on-campus hotline, but concluded that it would be best to continue to use the Boston Area Rape Crisis Center 24-hour hotline for referrals, given the success of that program and its proven expertise. The working group also decided that the Worcester-based hotline Pathways for Change is the best hotline resource for students on the Grafton campus.

In addition to recommending these established hotline services, the working group decided to continue to build awareness in the student community about the counselor-on-call service as well as the newly instituted chaplain-on-call service.

Meetings occurred with Ears for Peers, the student-run hotline, to build greater connections with students and to update them on the appropriate places for referrals for students who may need to use their services.

Establish a University-Recognized Survivor Support Group

Counseling and Mental Health Services established a Survivor Support Group. This group aims to be a place of connection and support for survivors – a place where they can connect with others, learn about common responses to trauma and develop tools for healing. This group was instituted in the fall 2014 semester, has met every semester and is facilitated by two members of the counseling staff.

Establish a Sexual Assault Prevention and Response Office (now named Center for Awareness, Resources and Education [CARE])

Over the summer of 2015, as noted earlier in this report, the Resources and Support Working Group and Prevention and Education Working Group combined to form the Center for

Awareness, Resources and Education (CARE), with an eye toward working together to create joint programming and opportunities to connect directly with student groups. The CARE office is in the lower level of Health Services on the Medford/Somerville campus.

In the fall of 2015, CARE began recruiting students to be peer educators. The idea behind these positions is that students would help design and facilitate workshops for students. CARE was successful in recruiting 10 peer educators who spent the fall semester being trained in facilitation and workshop design. For the spring of 2016, CARE has peer educators working on a “social culture and pressure” workshop for incoming students.

Create a Comprehensive Website for Resources and Support

The Sexual Misconduct Resources website was created in the fall of 2014 at <http://go.tufts.edu/care/>. The site was created to make sure students from all three campuses would have a place to get information about available support and resources, on and off of the Tufts campuses. In the summer of 2015, the website was redesigned based on feedback from students and staff. The working group rewrote site content for clarity, and reorganized the links to increase usability and functionality. With the development of the CARE office, the website was rebranded, and the content was expanded to include not just information about support and resources, but also more comprehensive information about bystander intervention programs and sex health initiatives.

Awareness Events in 2015-2016

News and information are posted daily to CARE’s Facebook page, Tufts Social & Sex Health. CARE also has weekly video postings responding to Tufts students’ sexual health questions. In the past year, CARE:

February 2015

- Participated in two in-service trainings for resident advisers, which provided a refresher on Tufts-specific resources as well as prevention and education.
- Advanced the event “Facilitating Difficult Social Justice Conversations,” co-sponsored by the Dean of Student Affairs Office and the Chaplaincy.

September 2015

- Presented on sexual-misconduct resources and adjudication to all students taking the Rape Aggression Defense Training class through the Experimental College.

October 2015

- Tabled multiple events to raise awareness about dating-violence prevention month and the introduction of CARE as a campus resource.
- Co-sponsored a showing of *The Hunting Ground* documentary followed by a panel presentation. Other sponsors included the Athletics Department, Office of Fraternity

and Sorority Affairs and the Dean of Student Affairs Office.

- Sponsored a discussion at the Women’s Center First Friday Lunch titled “Identity, Resources and Sexual Misconduct,” about intersectional identities with a particular focus on disability.

November 2015

- Held a Consent Fair at the Campus Center put on by Action for Sexual Assault Prevention (ASAP).

February 2016

- Hosted “sex health week” and collected more than 100 anonymous sex questions from students to use at an evening event.
- Supported an LGBT Center-hosted session to answer students’ questions about queer sex.
- Students from multiple groups, including ASAP and Consent Culture Network, organized and participated in It Happens Here, where student volunteers read stories that other students have submitted about their experiences with sexual misconduct.

TUFTS ATTITUDES ABOUT SEXUAL CONDUCT SURVEY (TASCS)

SPRING 2015

On April 13, 2015, the Tufts Attitudes about Sexual Conduct Survey (TASCS) (<http://oeo.tufts.edu/wp-content/uploads/TASCS-FAQs.pdf>) was sent to the entire student community. TASCS was a collaborative effort of the Task Force and the university's Office of Institutional Research and Evaluation. The goal of the survey, the first of its kind at Tufts, was to provide the university with information to better support student survivors and enhance prevention and educational efforts around sexual misconduct.

TASCS was sent to 11,000 undergraduate and graduate students. Tufts had a 28.7 percent response rate; approximately 30 percent of undergraduate students responded. The survey, which was anonymous and confidential, has provided an important baseline and has already been helpful in determining the future of the university's prevention work and its ongoing impact: <http://oeo.tufts.edu/wp-content/uploads/TASCS-FAQs.pdf>.

The results of the survey (<http://oeo.tufts.edu/wp-content/uploads/TASCS-Report.pdf>) were deeply concerning to the Task Force. Approximately 14 percent of students across the university reported having had at least one incident of "nonconsensual sexual contact" since enrolling at Tufts; this includes experiencing incidents of nonconsensual improper touching, including sexual intercourse. Of the 14 percent, 5 percent of students across the university reported nonconsensual sexual intercourse. The survey revealed other concerning issues that Tufts remains committed to reducing and/or eliminating. Additional findings included:

Undergraduate Students

- Nearly a quarter (24.7%) of undergraduates have at some point in their lives experienced either nonconsensual intercourse or other nonconsensual sexual contact.

Graduate and Professional Students

- Approximately 4.7 percent of students in Tufts' professional and graduate schools have experienced either nonconsensual intercourse or other nonconsensual sexual conduct.

Gender Identity

- Approximately 22 percent of students identifying as transgender, genderqueer or gender nonconforming, or as an identity other than male/female reported having experienced nonconsensual sexual contact.

Incidents of Misconduct

- The majority of misconduct incidents appear to have been perpetrated by someone who was known to the victim. Most incidents appear to have taken place in a residential location, and in most cases, the victim and/or the perpetrator was using alcohol.

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- Although most victims report telling someone about the incident, they harbor a variety of concerns about telling others, such as thinking the incident was not serious enough to share or not wanting any disciplinary or legal action to be taken. Most victims, consistent with national numbers, do not officially report their incidents to OEO. Those who do report to OEO generally feel respected, listened to and supported during the formal process and reported that OEO staff members are well trained.

Signs of Progress

- The majority of students said they are happy at Tufts (92.3%), feel safe at Tufts (95.9%) and feel valued in the classroom at Tufts (93.6%).
- Most respondents said that most Tufts students respected one another's personal space (91.5%). Most trusted that their friends would watch out for them at a social event (95.7%).
- The majority of students had received information about university policies regarding incidents of sexual misconduct (81.1%) and complaint and disciplinary procedures (66.6%). Most students (70.3%) knew how to seek confidential counseling about sexual misconduct.

On Oct. 8 and 9, 2015, OEO Director/Title IX Coordinator Jill Zellmer and Senior Research Analyst Dr. Lauren Conoscenti presented data from TASCs in open meetings hosted by President Monaco on the Boston and Medford/Somerville campuses, with participants from the Grafton campus connected via videoconference. They also presented the survey information for Tufts AS&E parents on Oct. 17, 2015, during Family Weekend. President Monaco further shared the TASCs data with alumni in fall 2015.

UNIVERSITY-WIDE TRAINING BY THE OFFICE OF EQUAL OPPORTUNITY 2014-2017

In the 2013-2014 academic year, OEO began conducting anti-discrimination training for Tufts employees university-wide. The OEO Director wanted the new policies and procedures to be conveyed in person to all Tufts community members. With this in mind, OEO crafted a training session reflecting the nondiscrimination policy, the Americans with Disabilities Act policy, the Sexual Misconduct Policy as well as the Working with One Another and Consensual Relationships policies, which are co-managed by OEO and Human Resources and by OEO and the Provost's office, respectively. Knowing that national research shows that adult learners internalize information better in person and through "doing," OEO infused this training with practical applications, examples, scenarios and discussion points. Although OEO was aware that conducting training for all faculty and staff in person, in three-hour sessions with 50 employees or fewer, would take several years, they also knew that the result would be:

- a community with a heightened sense of awareness about Tufts' policies and how to prevent inappropriate conduct,
- employees with a better knowledge of what to do if they see concerns or allegations of policy violations in their work spaces and
- a faculty and staff of mandated reporters who can refer and access resources and support more efficiently for themselves, students, peers and other community members.

OEO Trainings for Employees (Faculty and Staff) University-wide

OEO first began conducting these trainings in 2013-2014 for all faculty and staff in Grafton and had an almost 93 percent attendance rate for all employees at the Cummings School of Veterinary Medicine (Cummings). OEO then moved to the Boston campus and conducted training for all the Tufts School of Dental Medicine (TUSDM) faculty and staff, including at remote facilities for employees who work in offsite clinics with student interns. The TUSDM attendance rate was almost 88 percent.

In 2014-2015, OEO conducted this training for the School of Engineering faculty and staff, with almost a 91 percent attendance rate. The Gordon Institute asked to be trained separately. In the fall of 2015, Arts and Sciences faculty and staff had about an 81 percent attendance. Sackler, Friedman, HNRCA and Public Health and Professional Degree Program employees are all attending OEO training in spring 2016 along with approximately 50 percent of the Tufts Technology Services (TTS) division. Central Administration employees, the rest of TTS, Fletcher and the Tufts School of Medicine faculty and staff are slated to attend training in the next academic year. Meanwhile, OEO is also going back to other schools and conducting the same in-person training for all new employees or employees who may have been on sabbatical or leave when their peers were trained.

OEO Trainings for Faculty and Staff 2014-2017

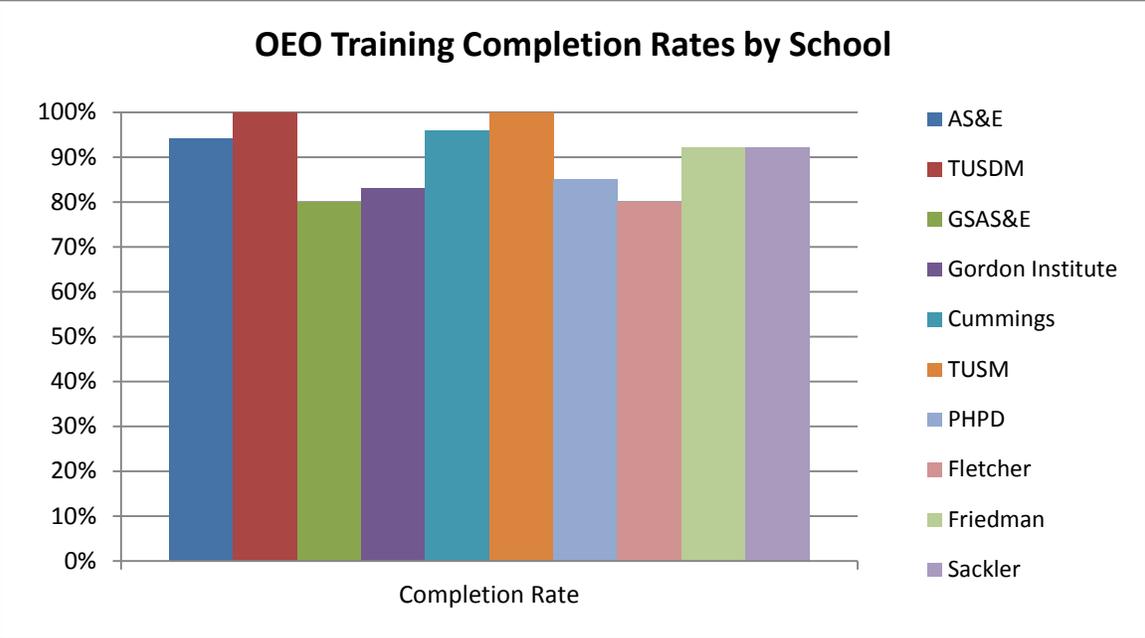
School Year	School	Trained	Eligible	Rate
2013 – 2014	Cummings	519	556	93%
	TUSDM	509	578	88%
2014 – 2015	SOE	223	244	91%
	Cummings	103	105	98%
2015 – 2016	A&S	986	1228	80%
	Central-TTS	236	344	<i>In Progress</i>
	HNRCA			<i>In Progress</i>
	PHPD			<i>In Progress</i>
	SACKLER			<i>In Progress</i>
	Friedman			<i>In Progress</i>
2016 – 2017	Central Admin.			<i>Fall 2016</i>
	Fletcher			<i>Fall 2016</i>
	TUSM			<i>Spring 2017</i>

OEO Trainings for First-year and Transfer Students University-wide

This is the second consecutive year that all first-year and transfer students across the university were required to attend an in-person, 75-minute OEO training session about policies and procedures. These sessions are limited to 40 attendees or fewer and are designed to begin the dialogue about preventing sexual misconduct, how to talk about consent with your partner, where to report if you are aware of a potential policy violation and where to find confidential, non-confidential, on-campus and off-campus resources and support. These trainings are interactive and also have scenarios, real-life discussion points and vignettes embedded in the curricula. Ninety-five percent of first-year and transfer students in AS&E (undergraduate students) were trained this year in the first six weeks of the fall semester. Many of the Boston campus graduate students begin in July and were also trained in the first few weeks of their first semester. OEO is scheduling 2016-2017 training sessions for incoming graduate students in Boston and Grafton this spring.

One hundred percent of graduate students in the Dental and Medical schools participated in OEO trainings. Graduate students at Cummings had 96 percent attendance. Participation rates for graduate students in other programs were: Friedman and Sackler (92 percent); PHPD (close to 85 percent); Gordon Institute (close to 83 percent); Fletcher (close to 80 percent); and AS&E (about 80 percent).

OEO TRAININGS
First-year and Transfer Students 2015-2016



THE WORK AHEAD

2016 – FORESEEABLE FUTURE

The years that followed the release of the Dear Colleague Letter in 2011 marked a period of intense reflection and reform in higher education around the subject of Title IX compliance. Similar to other schools across the country, Tufts has created an infrastructure that includes a range of resources, including Title IX Coordinator, sexual misconduct prevention and resource specialists, mandatory reporters, pre-matriculation training, orientation programming, climate surveys, expanded reporting requirements and new interim and remedial measures.

Now that these resources have been put in place and the Tufts community is increasingly aware of the challenges it faces, it is only natural to ask, “What now? What next? Are the resources and infrastructure that have been put in place over the last five years sufficient? When the Task Force concludes its work this year, what will take its place to ensure continued vigilance and oversight of new policies? As the students who have been central to this process graduate, how will the university ensure that student input and institutional memory are maintained? In short, who will steward this work in the years ahead?”

What Now?

As Tufts continues to monitor its Title IX compliance and review the feedback obtained over the past several years through the Task Force, TASCs and other work, its focus must expand to include greater attention to prevention and healing so that the university never steps backward. Tufts will be engaged in many efforts in the coming year to reach out to members of the community for their input and insight into how best to achieve this ambitious goal.

In pursuit of these efforts, Tufts is creating a Sexual Misconduct Steering Committee that will serve as a dedicated, standing, governance structure to continue the work of the Sexual Misconduct Prevention Taskforce. The Steering Committee will comprise students, faculty and staff who wish to participate. President Monaco will chair the Steering Committee.

- The Task Force recognizes the need for continued, strong, student representation on the Steering Committee. To help ensure continuity in participation, even as individuals graduate and move on from Tufts, Task Force leaders will recruit new student members from existing groups. The Steering Committee members will try to cultivate a broad cross section of the student body, at both the undergraduate and graduate levels.
- The Steering Committee will meet on an as-needed basis, but will convene no less than once per semester, to discuss the university’s ongoing efforts to reduce the impact of sexual misconduct.
- One of the first goals of the Steering Committee will be to evaluate the resources of the CARE Office to make sure that students’ needs for prevention and education are fully served.
- The Steering Committee will build on the progress of the Task Force to make sure students understand the variety of ways in which they can report sexual misconduct.

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- The Steering Committee will also continue university-wide evaluation efforts through annual surveys aimed at assessing relevant topics, such as sexual health and sexual misconduct on campus. The committee will continue to create opportunities for checks through focus groups and other targeted outreach to address specific challenges that the community may face in any given period.

What Next?

In the longer term, the Steering Committee will use the data it is collecting from the surveys and OEO inquiries to guide Tufts' continued efforts. As the university prepares to explore the contours of Tufts' future mitigation plans, the following list of questions should be seriously considered:

- Are the university's early training efforts of students having the impact not simply to educate, but to reduce actual incidents of sexual assault?
- Is Tufts meeting the goal to make incident reporting feel safe and helpful to all students in need?
- Have Tufts effectively educated the campus-at-large population on consent, and, if so, has it done so in a way that is respectful and inclusive of the entire student body (race, class, gender identity and expression)?
- As the undergraduate and graduate student populations change each year, how does the university continue to provide timely, comprehensive and effective prevention and community education for all Tufts students?
- Are students, faculty and staff continuing to work together to create an environment where sexual misconduct is not tolerated?
- Is the university's training of faculty and staff leading to appropriate response and referral when a student discloses an experience of sexual misconduct?

These questions will remain in the Tufts psyche for years to come. Consistent with Tufts' mission, the university's students, faculty and staff are committed to working together on the complex and deeply troubling problem of sexual violence and sexual misconduct not only here at Tufts, but across all college campuses.

Conclusion

The work ahead is significant. We welcome all those who share in this commitment going forward and thank all those who have already dedicated so much time, energy and personal sacrifice to this issue. We especially appreciate the advocacy of our students and the commitment of our entire community to make Tufts University a safe environment for all.