

Baldwin Wallace University Campus Safety Task Force

Report of Recommendations for Strengthening Campus Safety

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Introduction

The Baldwin Wallace University Campus Safety Task Force (CSTF) was commissioned by President Helmer in response to student concerns about campus safety. A group of students with concerns about how certain Title IX cases had been handled and use of social media by a Title IX investigator held a student-only meeting that led to creation of the Student-Led Saf

interviews with faculty and staff with experiences involving Title IX and discrimination situations.

Interviews with BW students representing student groups with some likelihood of facing situations involving discrimination and/or sexual misconduct.

Review of a Cleveland Rape Crisis Center (CRCC) report evaluating Title IX and discrimination policies from Ohio colleges and universities.

Interviews with a sample of Title IX officers and staff from Ohio campuses.

Formation of four working groups focused on primary dimensions of campus safety: 1. Policy Review; 2. Procedures; 3. Personnel and Training; 4. Campus Awareness.

Using the data gathered from the CRCC report on Ohio campus Title IX policies, interviews, and discussions among the CSTF, members submitted recommendations for changes to how BW handles Title IX, Discrimination, and Community standards policy development, procedures, staffing, training, and campus awareness. The recommendations are prioritized with action time frames (summer 2018; 2018-19 academic year; 2019-20 academic year).

It should be noted that the recommendations are intended to strengthen a good system of reporting, investigation, and case disposition. The Campus Safety Task Force found a deep commitment to campus safety across the BW community, especially among those such as the Title IX team, Campus Safety and Security, and university leadership, all of whom are deeply concerned about improving responses to safety situations and helping students, staff and faculty feel safe. CJ Harkness and the team of Title IX investigators have done good work, but face significant time constraints and expanding priorities that require attention. Increasing campus awareness about how to respond to instances of sexual misconduct and discrimination is a significant focus area that will require sustained effort and oversight.

Priority Recommendations for Summer 2018

Establish a Standing BW Safety Committee that reports to the President. The committee will be composed of faculty, staff and students representing the breadth of the university community, with special attention to representation of persons of color, women, LGBTQ persons, and units with specific responsibility for Title IX, discrimination, BW Code of Community Conduct policy, and campus safety.

Create separate position for oversight and enforcement of all Title IX policies, including sexual misconduct, discrimination, and related BW Community

Longer term recommendations for the areas of Policy Review, Procedures, Personnel and Training, and Campus Awareness

Policy Review

Institute an ombudsperson role as part of the Title IX and discrimination case management procedures. The University of Notre Dame has a model that could be adapted for BW:

President to provide information and assistance regarding Sexual or Discriminatory Harassment to the University community. Regardless of the status of the alleged offender, a complainant or respondent may contact an Ombudsperson for advice and guidance related to the complaint or the resolution process at any time. An Ombudsperson who receives a report of a violation of the Policy must share that information with the Title IX Coordinator/Office of Institutional Equity for investigation and follow-up. Specific contact information for these offices and/or individuals may be

[\(https://diversity.nd.edu/resources/\)](https://diversity.nd.edu/resources/)

process. Explain the role, provide training as needed, and increase campus awareness of this resource for persons who may become involved in a Title IX case.

Institute a Violence Prevention and Advocacy Coordinator:

(job description developed by Counseling Services): This staff member would be responsible for the planning, implementation and coordination of wellness programming on campus including, but not limited to, alcohol and other drug abuse prevention

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IX investigation process. This staff member would report to the VP of Student Affairs.

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Higher Education or a related field. Candidates would preferably have experience in wellness promotion, violence prevention and Title IX advocacy, and/or higher education.

Assist the Student Led Safety (SLS) group in becoming an officially recognized student organization on campus.

Clarification concerning what types of sanctions apply to particular violations of the sexual misconduct and discrimination policies. Sanctioning needs fully developed explanation and rationale concerning purpose and intended outcomes (e.g., an educational sanction intended to correct behavior; a punitive sanction intended to punish behavior; a sanction designed to protect the safety of an individual).

The BW Sexual Misconduct and Discrimination policies and procedures need to be

Publicly accessible list of non-mandated reporters, mandated reporters, and Title IX staff.

Bias and hate crime reporting system needs separate, clearly explained policies and procedures.

Develop social media use policy for BW faculty and staff that provides guidelines for appropriate use. The policy should be developed to maintain and protect respect for employee expression and privacy, while providing clear guidelines for use that may be considered in violation of the BW Community Standards, Sexual Misconduct, and Discrimination policies. Procedures for reporting and addressing concerns will need to be developed. Awareness and training for faculty and staff will be necessary.

Unified address for Sexual Misconduct, discrimination,

Procedures

Investigators need to engage in consistent and regular meeting times, which can serve as professional development opportunities and help establish consistency among investigation protocols (i.e., sanctions, investigator language when meeting with complainants). The Title IX officer and investigators need administrative support to deal with organizing, scheduling, etc. Timely response, investigation, documentation and resolution of cases is critically important in developing and maintaining community trust that complaints are taken seriously.

Thorough review and analysis of cases submitted to the BW Title IX office for the period of 2013-2017 by an independent third party with expertise in Title IX sexual misconduct and discrimination procedures.

Protection for all alleged victims during waiting period of investigation including, but not limited to: accused person(s) may not contact the alleged victim(s); providing alternative, secure housing for alleged victims during investigation; escorts to classes for alleged victims; excused absences from any and all required BW functions for the alleged victim (classes, events, work) for the duration of the investigation.

Maintain Counseling Center practice of providing priority attention to persons seeking counseling services who are involved in a sexual misconduct or discrimination incident and/or case investigation.

Develop a hearing board composed of trained faculty and staff for the purpose of reviewing case findings and determining sanctions. The Board would also be responsible for oversight of the Title IX policy, procedures, training, and campus awareness programs.

Students receiving a sanction for a severe policy violation who receive probation, suspension, or expulsion from the University should have such action marked on their academic transcript.

A peer support group - possibly advised by the Director of Counseling Services or a CRCC representative.

Special attention is needed to strengthening enforcement of policy concerning retaliation. Many victims feel like they cannot report because they feel like they do not have enough evidence or will experience some form of backlash.

More transparency in the investigation process. Students should know what the process looks like before they need to go through it. Create a FAQ that provides quick information about what to do when faced with an incident of sexual misconduct or discrimination. Policies and procedures should be clearly laid out and followed. All parties should be updated each step of the way. There should be a reasonable time line for resolution of investigations, and this should be followed.

Review security and safety of all academic buildings, with particular attention to the security of staff, faculty and students involved in evening classes and events. The university should prioritize installation of swipe card access to academic buildings in the evenings, and review the need for use of security cameras in potential at-risk locations.

Personnel and Training

BW should have Human Resources contact anyone who has not completed Everfi training and bring them into compliance. Faculty compliance with mandated university training should be considered as part of the Professional and Ethical Relationships component of the promotion and tenure process.

Thorough vetting process for hiring safety and security personnel to ensure that those being hired respect and believe in the rights and dignity of all students. Safety and Security needs more women, minorities, and LGBTQ+ individuals to accurately represent the student body and its needs.

Following best practices of other campuses, Safety and Security personnel should be trained as first responders to possible cases (trauma-informed training), but should not have the formal role of Title IX investigators. This unit should also receive regular training in diversity awareness and engagement as first responders to situations of alleged discrimination.

In addition to providing training during Weekend of Welcome, Bystander training and dissemination of information regarding policy/procedures and campus resources is also provided for transfer students and students that enroll at BW mid-academic year.

Focused training for staff and faculty with specific responsibilities for students in Athletics and performing arts to look for behavioral signs that may indicate a student has experienced a situation involving sexual misconduct and/or discrimination, and how this should be addressed.

Campus-wide ongoing training plan (with schedule) about topics surrounding Title IX concerns: sexual misconduct prevention, response, healthy boundaries/relationships, consent.

Utilize this tool: <https://www.justice.gov/ovw/page/file/910301/download> in crafting