

Policy on Power-Based Violence, Sexual Misconduct, and Title IX

DATA REPORT



OUR COMMITMENT

The Southern University System remains committed to maintaining a diverse, equitable, inclusive, and safe educational and work environment for all its stakeholders. The Southern University System adopted the SUS Uniform Policy on Power-Based Violence, Sexual Misconduct, and Title IX in October of 2021 and continues to take the actions necessary to ensure this significant component of legislation is prescribed in the bi-annual data reports.

TRAINING RESPONSIBLE EMPLOYEES

In the matters of meeting the training requirements, training for Responsible Employees was finalized in March of 2022 and disseminated to all Louisiana College and University systems for implantation. The deadline for Responsible Employees to be trained is the beginning of the 2022-2023 Academic Year. To align with state mandates and nationally recognized best practices, President-Chancellor Belton has declared that ALL campus employees are considered Responsible Employees (Mandatory reporters) unless they have been designated and trained by the Office of Title IX to assume other roles in protecting students (e.g., Confidential Advisors). We have included this information in each campus' newly developed training mandates for all employees and extend training and certification options to students.

The proposed training schedule is as follows.

June 2022

Responsible Employee Training (Conducted via each campus' Learning Management system (LMS) with a completion deadline of August 31, 2022.)

July 2022

Train the Trainers (SUS Title IX retreat with all system Title IX constituents and ATIXA)

July 2022

Time with Title IX and Athletics (Departmental training specific to Title IX and the 2022 NCAA regulations.)

August 2022

New Student Orientation ("Time with Title IX" and "What is Consent?")

August 2022

Faculty Convocation (SUS Uniform Policy on Power-Based Violence, Sexual Misconduct, and Title IX)

While this will ensure compliance with the new state laws, the Southern University System will continue to offer both virtual and in-person informational and training sessions to educate our campus communities. Each campus has taken the initiative to begin programming and disseminating information regarding the newly adopted SUS Uniform Policy on Power-Based Violence, Sexual Misconduct, and Title IX. Please see the attached reported on verified completion rates throughout the system required by the Board of Regents.

Form B3 – System Data Report 2021-2022 Academic Year, Fall Semester¹

Confidential Advisors and Responsible Employees²	Total
<ul style="list-style-type: none"> a. Number of Responsible Employees b. Number of Confidential Advisors 	
Annual Training <i>(please include number and percentage)³</i> <ul style="list-style-type: none"> a. Completion rate of Responsible Employees b. Completion rate of Confidential Advisors 	
Responsible Employee Reporting⁴ <ul style="list-style-type: none"> a. Number of employees who made false reports <ul style="list-style-type: none"> i. Number of employees terminated b. Number of employees who made false reports <ul style="list-style-type: none"> i. Number of employees terminated 	
Power-Based Violence Formal Complaints⁵ <ul style="list-style-type: none"> a. Formal Complaints received b. Formal Complaints resulting in occurrence of power-based violence c. Formal Complaints resulting in discipline or corrective action <ul style="list-style-type: none"> Type of discipline or corrective action taken <ul style="list-style-type: none"> i. Suspension ii. Expulsion 	
Retaliation⁶ <ul style="list-style-type: none"> a. Reports of retaliation received b. Investigations c. Findings <ul style="list-style-type: none"> i. Retaliation occurred ii. Retaliation did not occur 	

¹ June 29, 2021 is the effective date of the state statute for purposes of complying with the Title IX Coordinator reporting requirements under Act 472 for 2021-2022 Academic Year, Fall Semester only. Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of August 1st.

² In accordance with Act 472, the System's report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the system.

³ In accordance with Act 472, the System's report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

⁴ Although this section is not required by Act 472, for data collection purposes BOR requests statistics regarding a responsible employees' failure to comply with reporting requirements.

⁵ In accordance with Act 472, the System's report shall include (1) the number of Formal Complaints of power-based violence received by a system, (2) the number of Formal Complaints which resulted in a finding that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and (5) the amount of time it took to resolve each Formal Complaint (*see 2nd form*).

⁶ In accordance with Act 472, the System's report shall include information about retaliation which includes the number of reports of retaliation, and any findings of any investigations or reports of retaliation.