



**EQUITY, INCLUSION, &
TITLE IX**

December 7, 2021

Allison Smith, Ph.D.
Senior Program Administrator
Louisiana Board of Regents
Baton Rouge, LA 70802
Email: allison.smith@laregents.edu

Mode of Delivery: Electronic Mail

Re: Southern University System Power-Based Violence Reporting Data Narrative

Dear Dr. Smith,


Institutions are mandated to provide a safe learning environment that is free from sexual misconduct as provided in Title IX of the Education Amendments of 1972 and its implementing regulations, along with other applicable laws. Title IX and its regulations prohibit any form of discrimination or harassment based on sex for all students and employees of educational systems that receive federal funding.

The Southern University System remains committed to maintaining a diverse, equitable, inclusive, and safe educational and work environment for all its stakeholders. The State of Louisiana approved the Uniform Policy on Power-Based Violence for college and universities statewide on August 10, 2021. Heretofore, the Southern University System has begun to take the actions necessary to ensure this significant component of legislation is prescribed in the biannual data reports, newly adopted Power-Based Violence, Sexual Misconduct, and Title IX policy and the Title IX Grievance Procedural Manual.

In the matters of meeting the training requirements, training for Responsible Employees has not yet been developed by the Board of Regents (which has until January 1, 2022, to develop it) and 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 will include this information in each campus' newly developed training mandates for all employees and extend training and certification options to students.

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The BOR's sessions will be introduced and scheduled during both Faculty Convocation and New Student Orientation for each campus with a 100% completion goal by the end of the first quarter of the year. 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 of the training provided by each campus. We have also had a 100% completion rate of training by the Board of Regents for the designated Confidential Advisors for each campus.

Sincerely,

Allison C. Smith, Ph.D.

System Director and Associate Vice Chancellor
Equity, Inclusion, & Title IX
Southern University System

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.

Form B3 – System Data Report

2021-2022 Academic Year, Fall Semester

Institution	Date Formal Complaint Filed [1]	Status of Formal Complaint [2]	Basis for Complaint [3]	Disposition [4]	Disciplinary Status [5]	Gender of Complainant [6]	Gender of Respondent [7]
SULC	29-Oct-21	Closed	Harassment/Assault	Referred to System	N/A	Female	Male
SUBR	13-Sep-21	Dismissed	Racial Discrimination	Referred to Academic Affairs	N/A	Female	Male
SUBR	25-Oct-21	Dismissed	Racial Discrimination	Referred to Academic Affairs	N/A	Female	Male
SUBR	8-Sep-21	Dismissed	Retaliation	Referred to Human Resources	N/A	Female	Male
SUBR	28-Sep-21	Under Investigation	Sexual Assault	Title IX Investigation	N/A	Female	Male
SUBR	28-Sep-21	Dismissed	Violence	Referred to Student Conduct	N/A	Female	Male
SUBR	28-Oct-21	Dismissed	Bullying	Referred to Academic Affairs	N/A	Male	Female

[1] Information about Formal Complaints is specifically required to be included in the Chancellor's report. For convenience, BOR Recommends the Title IX Coordinators' reporting in the third column serve as the basis of information to be included in the Chancellor's report, so effectively Title IX Coordinators can copy and paste their reports regarding Formal Complaints into the Chancellor's report.

[2] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation.

[3] Type of power-based violence or retaliation alleged.

[4] Disposition of any disciplinary processes arising from the Formal Complaints.

[5] Institution should indicate where they are in the disciplinary status and also note if there was a sanction imposed and what sanction was imposed.

[6] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.

[7] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.