

Southern University System Power-Based Violence Reporting

DATA NARRATIVE

OUR COMMITMENT

As you know, 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 approved and fully implemented the policy on power-based violence, sexual misconduct, and Title IX. Federal guidelines for Title IX state that policies and protective measures should be applicable to both students and employees. With newly proposed regulations anticipated to be published in the Spring or Summer of 2023, SUS has requested a full review and revision of its current policy to include those proposed revisions. The updates to the system policy will be more inclusive of processes and measures applicable to employees should they experience discrimination or sexual misconduct on any of the system's campuses. We anticipate that a draft of the revision will go before the system Board of Supervisors in the first quarter of 2023.

TRAINING RESPONSIBLE EMPLOYEES

All campus employees are now 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). The system's campuses rolled out virtual training through our Learning Management Systems in August of 2022. The training topics included Preventing Sexual Harassment in the Workplace, Responsible Employee Reporting, and Explaining Power-Based Violence. Successfully, the system has trained and certified 100% of its confidential advisors, investigators, and Title IX Coordinators. We also have a 77% Responsible Employee training completion rate which yields an almost 20% increase from last year's completion rate. We have also onboarded, certified and trained hearing panel participants and decision makers for the landmass campuses. The next training will include all campus leadership and athletics to prepare for the upcoming Title IX regulations and provisions.

Pursuant to the system's compliance office training to include 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 education 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. We have also had a 100% completion rate of training for each designated Confidential Advisor for each campus.



Form B3 - System Data Report

2022-2023 Academic Year, Fall Semester¹

Confidential Advisors and Responsible Employees ²	Total
a. Number of Responsible Employees	2052
b. Number of Confidential Advisors	19
Annual Training (please include number and percentage) ³	
a. Completion rate of Responsible Employees	1584(77%)
b. Completion rate of Confidential Advisors	19(100%)
Responsible Employee Reporting⁴	
a. Number of employees who made false reports	0
i. Number of employees terminated	0
b. Number of employees who failed to report	0
i. Number of employees terminated	0
Power-Based Violence Formal Complaints⁵	
a. Formal Complaints received	12
b. Formal Complaints resulting in occurrence of power-based violence	3
c. Formal Complaints resulting in discipline or corrective action	3
Type of discipline or corrective action taken	
i. Suspension	0
ii. Expulsion	0
Retaliation⁶	
a. Reports of retaliation received	0
b. Investigations	0
c. Findings	0
i. Retaliation occurred	0
ii. Retaliation did not occur	0

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.