

## *Recommendations of the Faculty-Student Committee on Sexual Misconduct*

### *Academic Year 2014-15*

The Faculty-Student Committee on Sexual Misconduct serves as an advisory group to the University president and provost regarding Princeton's work to prevent sex discrimination and sexual misconduct, assure effective implementation of policies and procedures regarding sex discrimination and sexual misconduct, and support students in compliance with the University's obligations under Title IX. Co-chaired by Professor of English Deborah Nord and Vice Provost for Institutional Equity and Diversity Michele Minter, the Committee identifies and recommends strategies to ensure that students understand their rights under Title IX and the University's related policy and procedures, and understand how to report possible violations of Title IX and/or the policy. The Committee also recommends strategies for improving the effectiveness of the University's procedures, support services and resources available to students; offers input regarding programming focused on the prevention of sex discrimination and sexual misconduct, including outreach and educational activities; and provides consultative support for annual climate surveys. The 2014-2015 Committee was composed of the following members:

- Deborah Nord, Woodrow Wilson Professor of Literature, Professor of English, Co-chair
- Michele Minter, Vice Provost for Institutional Equity and Diversity, Co-chair
- Carl Adair, Graduate Student in English
- Rebecca Basaldua, Class of 2015
- Kathleen Deignan, Dean of Undergraduate Students
- Jacqueline Deitch-Stackhouse, Director of the Sexual Harassment/Assault, Advising, Resources and Education (SHARE) Office
- Brandon Holt, Class of 2015
- Robert Kaster, Kennedy Foundation Professor of Latin Language and Literature, Professor of Classics
- Elizabeth Levy Paluck, associate professor of psychology and public affairs and the John Maclean Jr. Presidential University Preceptor
- Alyson Neel, Graduate Student in Woodrow Wilson School of Public and International Affairs
- Robert Wuthnow, Gerhard R. Andlinger '52 Professor of Social Sciences, Professor of Sociology, Director of the Center for the Study of Religion<sup>1</sup>

Over the course of the 2014-2015 academic year, the Faculty-Student Committee on Sexual Misconduct<sup>2</sup> made a number of recommendations to the University regarding procedures,

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<sup>1</sup> The 2015-2016 membership can be viewed at <http://sexualmisconduct.princeton.edu/faculty-student-committee>. Student participants were nominated by the Undergraduate Student Government and the Graduate Student Government and were interviewed by the Committee Co-Chairs.

outreach, and training related to the University's Sex Discrimination and Sexual Misconduct policy. The following recommendations were made and have been implemented as follows:

1. Recommendation: The Committee recommended that the University's *Persona Non Grata* policy be revised to include instances of electronic stalking, rather than just physical presence.
  - a. Implementation: Section 3.3.1 of *Rights, Rules, Responsibilities* was revised in accordance with the Committee's recommendation.
2. Recommendation: The Committee recommended that advisers for Title IX matters receive additional training regarding Title IX investigations and appeals and that a list of trained advisers be made available to students.
  - a. Implementation: Approximately 25 administrators from various departments (residential colleges, the Graduate School, Athletics, LGBT Center, Women's Center, Fields Center, among others) received additional training in accordance with the Committee's recommendation. A list of trained advisers is now available at [sexualmisconduct.princeton.edu](http://sexualmisconduct.princeton.edu) and is also provided to parties at the outset of a Title IX investigation.
3. Recommendation: The Committee recommended that the University design and administer a customized campus climate survey, based on the White House/Rutgers model.
  - a. Implementation: The University designed and administered the "We Speak: Attitudes on Sexual Misconduct at Princeton" climate survey, in accordance with the Committee's recommendation. The survey was launched on March 25, 2015.
4. Recommendation: With respect to the campus climate survey, the Committee recommended that the Communications department develop a comprehensive and multi-pronged communications plan, so as to maximize participation in the survey.
  - a. Implementation: Working closely with Committee members, the Communications department developed a successful communications plan that included a video campaign and outreach by key University administrators, in accordance with the Committee's recommendation. The survey ultimately had a 51% participation rate.

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<sup>2</sup> During the 2014-2015 academic year, the Committee met on November 20, December 9, February 5, February 19, March 12, March 26, April 9, April 23, and May 14—typically for 90 minute sessions.

5. Recommendation: The Committee recommended that a number of changes be made to the Sex Discrimination and Sexual Misconduct policy Frequently Asked Questions (FAQs) in order to clarify certain procedures and practices.
  - a. Implementation: The FAQs were revised in accordance with the Committee's recommendation. The FAQs are available at [sexualmisconduct.princeton.edu](http://sexualmisconduct.princeton.edu) and are also provided to parties at the outset of a Title IX investigation.
  
6. Recommendation: The Committee recommended that a number of changes be made to the Sex Discrimination and Sexual Misconduct policy for purposes of best practices and compliance, including revising the definitions of Stalking (to be in compliance with VAWA) and Domestic Violence in the Context of Intimate Relationships and adding a provision regarding matters in which the respondent is alleged to have violated both sexual misconduct policy and other rules/regulations in same course of conduct.
  - a. Implementation: Section 1.3 of *Rights, Rules, Responsibilities* was revised in accordance with the Committee's recommendation.
  
7. Recommendation: The Committee recommended that the Faculty Advisory Committee on Policy consider whether to prohibit cross-rank relationships between undergraduates and faculty members and/or to strengthen current policy language that discourages such relationships.
  - a. Implementation: The Dean of the Faculty will consider next steps with respect to the Faculty Advisory Committee on Policy.
  
8. Recommendation: The Committee recommended that the Title IX office prepare an annual report regarding Sex Discrimination and Sexual Misconduct matters reported and adjudicated during the 2014-2015 academic year, similar to the Annual Disciplinary Report prepared by the Office of the Dean of Undergraduate Students.
  - a. Implementation: The Title IX Office prepared an annual report, which will be posted on its website, in accordance with the Committee's recommendation. A copy of the report is attached.

It is anticipated that, following the release of the campus climate survey results in the fall of 2015, the Committee will assess the results and will make recommendations in response to the information gathered through the climate survey.