

Faculty-Student Committee on Sexual Misconduct
2015-2016 Recommendations

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 2015-2016 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
- Kathleen Deignan, Dean of Undergraduate Students
- Jacqueline Deitch-Stackhouse, Director of the Sexual Harassment/Assault, Advising, Resources and Education (SHARE) Office
- Allison Fleming, Class of 2018
- Kay Gabriel, Graduate Student in Classics
- Robert Kaster, Kennedy Foundation Professor of Latin Language and Literature, Professor of Classics
- Robert Wuthnow, Gerhard R. Andlinger '52 Professor of Social Sciences, Professor of Sociology, Director of the Center for the Study of Religion
- Deborah Yashar, Professor of Politics and International Affairs, Woodrow Wilson School¹

Over the course of the 2015-2016 academic year, the Faculty-Student Committee on Sexual Misconduct² made a number of recommendations to the University regarding procedures,

¹ 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.

² During the 2015-2016 academic year, the Committee met on eight occasions.

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 composition of the appellate body in cases involving students be expanded in order to provide greater flexibility, given the increased number of appeals during the 2014-2015 academic year.
 - a. Implementation: Section 1.3.12 of *Rights, Rules, Responsibilities* was revised in accordance with the Committee's recommendation.

2. Recommendation: The Committee recommended that the University develop an "expedited process" to better serve our students in those limited cases where both parties (and the Title IX Coordinator) agreed to such a process and where, based on precedents and the respondent's prior disciplinary history, the penalty for the alleged violation will not interrupt the student's academic career. The expedited process would include all of the key aspects of our regular process and comply with all legal requirements (and the terms of our Resolution Agreement with the Office of Civil Rights).
 - a. Implementation: Section 1.3.12 of *Rights, Rules, Responsibilities* was revised in accordance with the Committee's recommendation.³

3. Recommendation: The Committee recommended that several changes be made to the FY 2015 campus climate survey, in order to ensure that the FY 2016 campus climate survey better captured the experiences of Princeton students (for example, adding questions relating to harassment and climate issues faced by graduate students, capturing experiences that occurred prior to matriculation at Princeton and over the summer breaks).
 - a. Implementation: The University made the changes suggested by the Committee; the survey was launched on March 22, 2016.

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.

³ The expedited process is identical to the standard procedures described in section 1.3.12 of *Rights, Rules, Responsibilities* in all respects, except that (1) the expedited process will utilize a two-person investigative panel; (2) if a student is found responsible for a policy violation, penalties will be determined by an associate dean of undergraduate students for an undergraduate respondent or by an associate dean of the Graduate School for a graduate student respondent; and (3) appeals in which the respondent is an undergraduate student will be reviewed by the dean of undergraduate students, and appeals in which the respondent is a graduate student will be reviewed by an associate dean of the Graduate School. For more information, see <http://www.princeton.edu/pub/rrr/part1/index.xml#comp1312>.

- a. Implementation: Working closely with Committee members, the Communications department fine-tuned a successful communications plan that included a video campaign and outreach by key University administrators and students, in accordance with the Committee's recommendation. The survey had a 47% participation rate in its second year.
5. Recommendations: Following careful consideration and extensive discussion, the Committee made a number of recommendations relating to the 2015 We Speak results. These recommendations have been shared with the appropriate University offices/departments, each of which will be considering how to best implement these suggestions. Among the recommendations are the following:
- a. Training. For undergraduates, the Committee recommended an expansion from two mandatory trainings (pre-matriculation online training and *The Way You Move* orientation play) to three (adding *Not Anymore* booster online training during junior year). For graduate students, the Committee recommended an expansion from one mandatory training (*Not Anymore* online training for first-year students) to two (adding *Preventing Sexual Harassment* online training for second year students).
 - b. Programming: The Committee recommended that University offices continue to encourage more educational and social initiatives designed to encourage awareness of consent, sexual misconduct prevention, and bystander intervention, as well as activities directed toward men on campus. The Committee encouraged coordination with the USG and GSG to promote such activities.
 - c. Eating Clubs. While recognizing that the Eating Clubs are independent nonprofit corporations with their own governing bodies, the Committee recommended that the University administration work together with the ICC (Interclub Council) and the graduate boards of the various Eating Clubs to improve the climate and safety of club life.
 - d. Athletics: The Committee recommended that the University administration continue to work with the athletic teams and coaches regarding the SCORRE program, which allows for the training of coaches and some student athletes, who in turn train team members.

It is anticipated that, following the release of the We Speak results in the fall of 2016, the Committee will assess the results and will make additional recommendations in response to the information gathered through the climate survey.