

Faculty-Student Committee on Sexual Misconduct
2016-2017 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, assures effective implementation of policies and procedures regarding sex discrimination and sexual misconduct, and supports students in compliance with the University's obligations under Title IX. Co-chaired by Professor of Psychology Nicole Shelton 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 Committee's recommendations are not intended to address concerns that may arise in the context of individual cases or experiences, which are addressed through the Title IX investigation and adjudication process.

The 2016-2017 Committee was composed of the following members:

- Nicole Shelton, Stuart Professor of Psychology, Co-chair
- Michele Minter, Vice Provost for Institutional Equity and Diversity, Co-chair
- Kathleen Deignan, Dean of Undergraduate Students
- Jacqueline Deitch-Stackhouse, Director of the Sexual Harassment/Assault, Advising, Resources and Education (SHARE) Office
- Krupa Jani, Graduate Student in Molecular Biology
- Peyton Lawrenz, Class of 2019
- James Smith, William and Edna Macaleer Professor of Engineering and Applied Science
- Lisa Tkalych, Graduate Student in Music
- Deborah Yashar, Professor of Politics and International Affairs, Woodrow Wilson School
- Nicholas Wu, Class of 2019¹

Following careful consideration and extensive discussion, the Committee made a number of recommendations relating to the 2016 We Speak survey results and other campus data. These recommendations have been shared with the appropriate University offices/departments, each of

¹ The 2016-2017 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. During the 2016-2017 academic year, the Committee met six times.

which will be considering how to best implement these suggestions. Among the recommendations are the following:

1. Additional Training for Graduate Students: Graduate students currently participate in two mandatory trainings related to sexual violence and sexual harassment (*Not Anymore!* online training for first-year students and *Preventing Sexual Harassment* online training for second year students). The Committee recommended that the University consider additional avenues through which to provide training to graduate students, specifically regarding sexual harassment and professionalism in the workplace, including (1) at Graduate School Orientation, (2) through individual departmental and/or lab-specific meetings, (3) through existing required courses (*e.g.*, mandatory ethics trainings).
2. Additional Training for International Students: The Committee recommended that additional training be provided to incoming international students (undergraduates and graduate students) and postdocs, some of whom may have experienced different cultural and social norms regarding gender, dating, and relationships.
3. Additional Training for Postdocs: Postdocs currently participate in the *Preventing Sexual Harassment* online training but receive no additional training related to sex discrimination and sexual misconduct. The Committee recommended that additional training be developed for postdocs.
4. Additional Training and Support for International Travelers/Researchers: The Committee recommended that the University continue to develop additional training and support for students who are engaged in University-sponsored international travel and/or research, as these students face increased risk for sexual violence and/or sexual harassment.
5. Bystander Training for Faculty: In light of the University's 2016 climate survey, which revealed a significant number of graduate students experience sexual harassment in the workplace, the Committee recommended that the University develop a workshop/training opportunity for faculty members regarding how to serve as effective bystanders, including how to appropriately and effectively intervene in concerning or potentially problematic situations, particularly those involving colleagues.
6. Departmental Diversity and Inclusion Committees: The Committee recommended that the University continue to support and monitor the development of departmental Diversity and Inclusion Committees (currently being piloted by six academic departments), and should consider whether this pilot program should be expanded to additional departments.
7. Collaboration with Eating Clubs' Graduate Interclub Council: While recognizing that the Eating Clubs are independent nonprofit corporations with their own governing bodies, the Committee recommended that the University offer a workshop to the Eating Clubs' Graduate Interclub Council. The workshop would be designed to provide information regarding the University's policies related to sexual misconduct, as well as the

University's efforts to educate students regarding sexual misconduct and how the Eating Clubs can support such efforts.

8. Four-Year Training Curriculum for Undergraduates: Undergraduate students currently participate in four mandatory trainings related to sex discrimination and sexual misconduct (pre-matriculation *Not Anymore!* online training, *The Way You Move* orientation play for first year students, a follow-up debrief session for first year students regarding *The Way You Move*, and junior year *Not Anymore!* booster online training). The Committee recommended that the University develop a comprehensive mandatory four-year sexual violence prevention and education program for undergraduate students. The Committee recognized that developing the proper curriculum will necessitate a careful review of what is developmentally appropriate to each year, careful consideration of the various mediums and approaches through which different students absorb information, and an evaluation of the efficacy of the proposed programs. As such, the Committee recognized that this will be a long-term project and will not be implemented in the 2017-2018 academic year.
9. Assessment: The Committee recommended that the University consider whether there is currently sufficient capacity for University administrators to properly analyze sexual misconduct data and to evaluate the educational programs (those already in place and those being developed) related to sex discrimination and sexual misconduct.

It is anticipated that, following the release of the campus climate survey results in the fall of 2017, the Committee will assess the results and will make additional recommendations in response to the information gathered through the climate survey.²

² The 2017 We Speak survey was launched on March 29, 2017 and had a 47% response rate.