Sexual Misconduct Prevention and Response at University of Minnesota Rochester

Andrea Wilson, Human Resources Director (faculty and staff)
Kris Barry, Health and Wellness Director (prevention)
Julie Thornton, Student Engagement Director (students)

- Prior to 2017
  - Our campus has been addressing incidents of sexual misconduct, but can improve by working more collaboratively
  - Low incident reporting
  - Sent a team to the first annual Minnesota Coalition on Sexual Misconduct
  - We have trained investigators and a board- need to do more
  - Implemented Haven by EverFi for new students
  - We offered a few sessions for new and returning students, but have not had campus buy-in on the issues
  - Collaborate with Olmsted County Victim Services for programming and participate in SAIC (Sexual Assault Interagency Council) a collaborative council designed to continually improve response to sexual assault in Olmsted County.

- Jan 2017- started a 3-member Title IX Lead Team (Andrea, Kris and Julie)
  - Focused together on faculty, staff and student prevention, response and support
  - Training all faculty (online and in person)
  - Trained peer leaders at start of school year
  - Orientation- Haven by EverFi online training (86% of new students completed)
  - Orientation session- Dating, Consent, Sex and Healthy Relationships (co-led with a student)
  - Course embedded healthy relationships content - CLI 1711
  - Coordinated a Current Events Community Conversation on Sexual Misconduct, in light of #metoo- engaged many students on the topics
  - Starting a new student organization- peer education and peer mentoring program around sexual violence prevention
  - Coordinate resources and having one location on-line and a new condensed handout for UMR-related resources/tools
  - Plans to improve training for board and investigators

- February 2018- Preventing Sexual Misconduct Committee started
  - Membership includes faculty, staff, and students
  - 2 meetings already
  - Initial tasks include- work through UMTC-generated resources shared, incite participation in new faculty/staff training, enhance upper-class
student prevention training and create a comprehensive public health awareness campaign

- Goal is to better educate our campus (faculty, staff and students), so that ultimately our community understands the following:
  - What does sexual misconduct looks like at UMR
  - What it means to get/give consent
  - What does a healthy relationship looks like
  - How to report incidents of sexual misconduct (at all levels)
  - Why reporting low-level concerns is an important part of prevention
  - The value of bystander intervention and how to intervene
  - Modeling how to talk with a friend or student (role playing)
  - Cultural and international components of sexual misconduct
  - Aspects of healthy relationships and healthy sexuality
  - How healthy sexuality and prevention are integral to wellbeing

- Ultimate goal is to plan a comprehensive plan for a public health campaign that focuses on respect and empowerment to address sexual misconduct on an individual, relationship and community level while using our experts and existing programs for multiple touchpoints so that ultimately reporting of incidents increases

- Upcoming Programs and Initiatives
  - UMR CONNECTS: Panel Presentation in Collaboration with Olmsted County newly created Sexual Harassment Task Force
  - Sharing our Stories event
  - Diversity Dialogue focused on sexual harassment and the #metoo movement
  - New student group forming focused on raising awareness of sexual assault and harassment