



Final Report: University of Richmond  
Sexual Misconduct Prevention and Response Coordinating Committee

January, 2020

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***The University's Commitment***

The University of Richmond is unwavering in its commitment to prevent sexual violence, support survivors of sexual assault, respond promptly to reports of any type of sexual misconduct, and investigate and adjudicate reports in a manner that is fair and equitable to all parties involved.

***The President's Advisory Committee on Sexual Violence Prevention and Response (PAC)***

In 2016, President Ronald A. Crutcher established the President's Advisory Committee for Sexual Violence Prevention and Response (PAC). The PAC, an administrative, ad hoc committee, was charged with making recommendations to President Crutcher regarding the University's prevention and response efforts with respect to sexual misconduct and sexual violence. The committee included representation from students, staff, faculty, alumni, parents, and trustees.

The initial focus of the PAC was to assess and make recommendations regarding the University's *Policy Prohibiting Sexual Misconduct, Standards of Student Conduct*, and related policies by June 30, 2017. To accomplish this task, the PAC formed a Policies and Procedures Subcommittee, which included faculty, staff, and student members.

The recommendations adopted by the PAC were set forth in the PAC's Interim Report dated June 30, 2017. Appendix A provides an update on the status of implementing the recommendations contained in the PAC's June 30, 2017 report.

During the 2017-2018 academic year, the PAC, working in subcommittees, focused primarily on the University's prevention and education efforts. Recommendations were discussed and refined over the course of the academic year. The June 2018 PAC final report contains the PAC's final recommendations.

***The Sexual Misconduct Prevention and Response Coordinating Committee***

To continue the momentum of their work, the PAC recommended the formation of a successor or coordinating committee to discuss the PAC recommendations with the appropriate individuals, offices, committees, and working groups and to monitor the evaluation, refinement, and implementation of such recommendations.

Consequently, the Sexual Misconduct Prevention and Response Coordinating Committee (SMPRCC) was formed in 2018. Members agreed to serve for a two year term. The SMPRCC was charged with facilitating the implementation of the final recommendations of the PAC, serving as a forum for the exchange of ideas and best practices, and supporting the work of the University to enhance policies, procedures, and training for all campus constituencies. The SMPRCC was comprised of faculty, staff and students.

### ***SMPRCC Membership***

- Kristine Nolin (Faculty, A & S/Chemistry) (Co-Chair)
- Kris Henderson (Staff, Compliance and Title IX) (Co-Chair)
- Tracy Cassalia (Staff, Deputy Title IX Coordinator and Substance Abuse Coordinator)
- Kris Day (Staff, Counseling and Psychological Services)
- Mark Detterick (Staff, Campus Operations)
- Lee Dyer (Staff, Common Ground)
- Logan Etheredge (Student, Peer Sexual Misconduct Advisor)
- Jessica Flanigan (Faculty, Jepson School of Leadership/Leadership Studies and PPEL)
- Tamara Lapman (Staff, Admissions)
- Stacy Price (Staff, Law School)
- Lindsey Pritchard (Staff, Residential Life)
- Elisabeth Sciolla (Student, Peer Sexual Misconduct Advisor [PSMA])
- Zara Sibtain (Staff, Westhampton College)
- Beth Simonds (Staff, URPD)
- Brittany Taylor Schaal (Staff, Director of Emergency Management)
- Steve Thompson (Faculty, Robins School of Business/Management)
- Kaylin Tingle (Staff, Sexual Misconduct Prevention Educator)
- Montgomery Thornburn (Student)

The SMPRCC began the first phase of its work by forming working groups focused on a specific recommendation or related group of recommendations. The SMPRCC understood that each recommendation would require further assessment, evaluation, and refinement by the appropriate individuals, offices, and committees on campus. The working groups therefore reached out to relevant University faculty and staff committees and working groups explaining the work of the PAC and the respective recommendations. The SMPRCC working groups collaborated with these committees to determining the feasibility of implementing the PAC recommendations. Appendix B provides an update on the status of implementing the recommendations contained in the PAC's June 30, 2018 final report.

### ***Next Steps***

While the first phase of the work is complete, members of the SMPRCC believe that faculty, staff, and student involvement in this initiative is important to ongoing success of violence prevention and response. The Sexual Misconduct Prevention Educator has created an Interpersonal Wellness Advisory Committee to support the work of the Center for Awareness, Response and Education (CARE). This Advisory Committee, involving faculty, staff, students, alumni, and community members, will assist in the University's efforts to strengthen our work regarding sexual misconduct prevention and education.

The Interpersonal Wellness Advisory Committee (IWAC) will meet on a quarterly basis to:

- identify opportunities to advise campus departments, administrators, and stakeholders on more effective policies, practices, and programs;
- receive updates from subcommittees, working groups, and others;
- identify and discuss opportunities for collaboration among subcommittees and between the Advisory Committee and other campus and community constituencies;

- and offer feedback on the structure and approaches of the work of the IWAC and its subcommittees. The Advisory Committee will also provide feedback to the Title IX office on any proposed updates or changes to the University’s Title IX policy.

Members may be invited to join both time-limited and ongoing subcommittees that will be tasked with accomplishing specific goals. Members and prospective members also agree to receive updates on a listserv and take necessary action with these updates (e.g., sharing information, connecting with stakeholders and networks, encouraging UR community to attend programs by posting and/or offering extra credit, etc.). The SMPRCC encourages its membership to continue to support the work of CARE and the Title IX office by serving on the Advisory Committee and to provide other assistance as needed. Those interested in serving on the Interpersonal Wellness Advisory Committee may do so by completing [this form](#) ([www.bit.ly/urcareiwac](http://www.bit.ly/urcareiwac)) or reaching out to Kaylin Tingle, Sexual Misconduct Prevention Educator, at [ktingle@richmond.edu](mailto:ktingle@richmond.edu).

**Appendix A: Recommendations from June 2017 PAC Interim Report**

Subject	Recommendation	Status
Role of Dean’s Offices in Investigations and Adjudication	As of the spring 2017 semester, the responsibility for investigating and adjudicating sexual misconduct cases was moved from Westhampton College and Richmond College. The University should continue this approach, using outside investigators and an independent hearing officer. The Westhampton and Richmond Deans’ offices will retain their critically important roles in supporting students.	<i>Fully Implemented</i>  The Title IX and Compliance Office was established and is staffed by the Director of Compliance and Title IX Coordinator and the Deputy Title IX Coordinator for Students. Sexual misconduct investigations are conducted by independent investigators from Jackson Lewis Law Firm. The University Conduct Officer for sexual misconduct is not part of the Coordinate College system and the Hearing Officer is an independent, retired judge.
Policy Content and Organization	The University should reorganize the presentation of information in its Policy Prohibiting Sexual Misconduct for clarity and effectiveness.	<i>Fully Implemented</i>  The policy was reorganized and issued in August 2017. The Standards of Student Conduct was revised in August 2018, clarifying the appropriate procedures for cases involving sexual misconduct.

Subject	Recommendation	Status
	The University Policy Prohibiting Sexual Misconduct should include an explanation that sexual misconduct may also constitute a criminal act and may be subject to criminal prosecution.	<i>Fully Implemented</i>  Article I of the <a href="#">Policy Prohibiting Sexual Misconduct</a> states that certain types of sexual misconduct may also constitute a crime.
Input on Policy Prohibiting Sexual Misconduct and Procedures	The University should issue interim revised policies for the fall 2017 semester, which include the recommendations of the PAC. The PAC will solicit feedback from the University community during the fall semester and will incorporate that feedback into final policies issued prior to the spring 2018 semester.	<i>Fully Implemented</i>  The final policy was issued in August 2018.
Policy and Resources Webpage	The comprehensive review of the sexual misconduct webpage should continue to focus on retaining important content while presenting information in a way that is useful and accessible to students, faculty, and staff.	<i>Fully Implemented</i>  The sexual misconduct webpage was reviewed and reorganized as <a href="http://prevent.richmond.edu">prevent.richmond.edu</a> on December 5, 2017.
Role of Title IX Coordinator	The Title IX Coordinator should continue to be designated as the primary point of contact regarding Title IX matters and the University should continue to encourage students to report directly to Title IX Coordinators to ensure prompt and appropriate response.	<i>Fully Implemented</i>  The <a href="http://prevent.richmond.edu">prevent.richmond.edu</a> webpage and the <a href="#">Policy Prohibiting Sexual Misconduct</a> highlight the role of the Title IX Coordinator as the primary point of contact regarding Title IX matters.
	The Title IX Coordinator should meet with the Conduct Officer on every sexual misconduct investigation, not just those where the Title IX Coordinator feels there is sufficient evidence to refer to the Conduct Officer.	<i>Fully Implemented</i>  Article VI, Section B.3.f of the <a href="#">Policy Prohibiting Sexual Misconduct</a> requires the Title IX Coordinator to meet with the Conduct Officer upon completion of an investigation by the independent Title IX investigator.

Subject	Recommendation	Status
	<p>The University should ensure that the descriptions of Title IX roles are accurate and show who has ultimate responsibility for a task. Those with Title IX responsibilities unrelated to sexual misconduct should be clearly identified as outside the sexual misconduct process.</p>	<p><i>Fully Implemented</i></p> <p>Both <a href="#">the Policy Prohibiting Sexual Misconduct</a> and the <a href="#">Title IX Compliance Coordinators Policy</a> specify the roles of the Title IX Coordinators.</p>
No Contact Orders	<p>The University should continue the current practice of issuing no contact orders, prior to a finding of responsibility, only when requested by the complainant or respondent or when needed to ensure safety.</p>	<p><i>Fully Implemented</i></p> <p>Article VI, Section B.2 of <a href="#">the Policy Prohibiting Sexual Misconduct</a> provides that an order will be issued when requested or when necessary to ensure safety.</p>
	<p>The University should continue the current practice of ensuring that no contact orders issued prior to a finding of responsibility do not disproportionately burden either the complainant or the respondent. The University should continue to monitor the effectiveness of this approach.</p>	<p><i>Fully Implemented</i></p> <p>Article VI, Section B.2 of <a href="#">the Policy Prohibiting Sexual Misconduct</a> provides that an order should not disproportionately impact either party. The Title IX office, URPD, and the Academic Deans' offices are utilizing a centralized and confidential data form to track all no contact orders and have implemented a yearly review process.</p>
Investigators	<p>As of the spring 2017 semester, independent investigators investigate all Tier I sexual misconduct reports. The only role of the investigator is to complete a thorough, objective investigation. The investigators analyze the facts, but do not make a determination about whether the respondent should be charged or sanctioned. The University should maintain this process.</p>	<p><i>Fully Implemented</i></p> <p>The University continues to use independent investigators for all Tier I sexual misconduct reports and the role of the investigator is to determine facts but not recommend charges. See Article VI, Section B.3 of <a href="#">the Policy Prohibiting Sexual Misconduct</a>.</p>

Subject	Recommendation	Status
Access to Attorneys as Advisors	Currently, students can select an advisor of their choice, who can be present at all interviews and at any hearing. The advisor may be an attorney. The University should identify a diverse pool of attorneys willing to assist students on a <i>pro bono</i> basis.	<p><i>Fully Implemented</i></p> <p>A resource list of local attorneys willing to represent complainants and/or respondents has been created and is available for all respondents and complainants.</p>
Conduct Officer Role	The University should retain the conduct officer function but revise the role to eliminate the ability to conduct an additional investigation and to require a meeting with the Title IX Coordinator on every investigation prior to determining whether to charge a student under the Standards of Student Conduct. The University should explore alternatives to the current assignment of the conduct officer role to eliminate the perception of a potential conflict of interest.	<p><i>Fully Implemented</i></p> <p>Article VI, Section B.3.f of <a href="#">the Policy Prohibiting Sexual Misconduct</a> provides that the Conduct Officer shall not conduct an investigation. Additionally, the University has designated a primary and back-up conduct officers to avoid conflicts of interest.</p>
Pre-Hearing Timeframe for Submission of Witnesses, Evidence, etc.	Consistent with the objective of timely adjudication, the University should extend the time for students to submit and have access to witness lists, witness statements, documentary evidence, and other submissions.	<p><i>Fully Implemented</i></p> <p>Article VII, Section B.2 of the <a href="#">Standards of Student Conduct</a> was revised in August 2017 to extend the time for submissions to the University Hearing Board.</p>
Submission of Written Objections to Investigative Report	Prior to the hearing, both the complainant and the respondent should have an opportunity to submit written corrections or challenges, if any, to the factual findings contained in the investigative report. Such written corrections or challenges would be included in the hearing materials and accessible to the	<p><i>Fully Implemented</i></p> <p>Article VII, Section B.2.c of the <a href="#">Standards of Student Conduct</a> provides both parties the opportunity to submit written corrections or challenges to the investigative report.</p>

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	other party and the hearing board members.	
Removal of Inadmissible Information from Hearing Materials	The independent hearing officer should review all submissions of documentary evidence and remove or redact inadmissible information prior to disseminating hearing materials to the parties and the University Hearing Board.	<p><i>Fully Implemented</i></p> <p>Article VII, Section B.3.d of the <a href="#">Standards of Student Conduct</a> requires the independent hearing officer to review all written materials and remove inadmissible materials prior to the hearing.</p>
Standard of Proof for University Hearing Board Proceedings	The University should continue to employ the preponderance of the evidence standard of proof in hearings, absent changes in federal or state statutes, regulations, or binding regulatory guidance.	<p><i>Fully Implemented</i></p> <p>Article VII, Section B.7.c of the <a href="#">Standards of Student Conduct</a> implements the preponderance standard.</p>
Title IX Coordinator and Conduct Officer Should Not Be Witnesses	The Conduct Officer should not be called as a witness at the University Hearing Board proceeding. The Title IX Coordinator should only serve as a witness if they actually conducted the investigation. The University Hearing Board should make its own assessment of the evidence and should not be influenced by testimony from the Title IX Coordinator or the Conduct Officer regarding their rationale for referring a case to conduct or charging the respondent.	<p><i>Fully Implemented</i></p> <p>Article VII, Sections B.8.a and b of the <a href="#">Standards of Student Conduct</a> prohibits the Conduct Officer and the Title IX Coordinator from being called as witnesses in a hearing.</p>
Limit on Character Witnesses	In order to ensure equity in the hearing process and to maintain the focus on relevant, probative evidence, the University should limit the number of character witnesses that a complainant or respondent can call during a hearing.	<p><i>Fully Implemented</i></p> <p>Article VI, Sections A.9.c and B.9.c of the <a href="#">Standards of Student Conduct</a> limit to two the number of character witnesses that may be called by either party.</p>

Subject	Recommendation	Status
Impact Statements	Both the complainant and respondent should have an opportunity to make an impact statement to the University Hearing Board. The impact statements should be made after the University Hearing Board has made a decision about responsibility of the respondent and prior to determining the sanction.	<p><i>Fully Implemented</i></p> <p>Article VII, Section B.7.1 of the <a href="#">Standards of Student Conduct</a> allows both parties to make an impact statement after the University Hearing Board has made a decision regarding responsibility of the respondent, but before determining the sanction.</p>
Sanctions Guidance for UHB/Appellate Review Board	Prior to imposing a sanction against a respondent, the University Hearing Board members should have access to sanctioning guidelines that include summary of sanctions imposed in prior cases. In considering an appeal of the sanction, the appellate review board should also have access to this information.	<p><i>Fully Implemented</i></p> <p>The Title IX Coordinator for Students provides the Hearing Officer with guidelines for sanctioning based on prior cases. These guidelines are also available to the appellate review board.</p>
Notice of Outcome	The notice of a decision by the University Hearing Board to sanction a respondent should include the effective date of such sanctions.	<p><i>Fully Implemented</i></p> <p>Article VI, Sections A.14 and B.14 of the <a href="#">Standards of Student Conduct</a> provide that both parties shall be given written notice of when sanctions become final.</p>
Appellate Review	Currently, the Vice President for Student Development serves as the appellate officer. He may consult with an appellate review board, but the final decision rests with the appellate officer. The University should revise the appellate process so that the appellate officer is required to convene an appellate review board. The appellate review board decides the appeal.	<p><i>Fully Implemented</i></p> <p>Article IX, Section E.2 of the <a href="#">Standards of Student Conduct</a> requires the appellate officer to convene an appellate review board to decide an appeal.</p>

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Post Appeal Follow-up with Participants	The Title IX Coordinator should offer the complainant and respondent an opportunity to meet following a hearing and appeal process to discuss additional accommodations and to provide feedback on the process. Complainants and respondents should have the right to decline to participate in this meeting.	<i>Fully Implemented</i>  An internal protocol for offering both parties an opportunity for feedback at the end of an investigation/adjudication process was finalized in June 2019.
Review of Closed Cases	The University should develop and implement a policy requiring an annual or semi-annual review of closed cases, including investigative reports and hearing transcripts, to ensure that best practices and University policies are being followed and that concerns are addressed swiftly.	<i>Fully Implemented</i>  An internal protocol for reviewing closed cases was finalized in June 2019.
Training	The University should develop and implement a formal policy for training all individuals involved in the sexual misconduct investigative and adjudicative process. The policy should require such training on a semi-annual basis and “just-in-time” training before any hearing.	<i>Fully Implemented</i>  An internal protocol documenting the current practice of “just-in-time” training for members of the University Hearing Board and regular training for all individuals involved in the investigative and adjudicative process was completed in June 2019.

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Oversight Structure	Establish a sexual misconduct prevention and response committee as a successor to the President’s Advisory Committee for Sexual Violence Prevention and Response.	<p><i>Fully Implemented</i></p> <p>The Sexual Misconduct Prevention and Response Coordinating Committee (“SMPRCC”) was established in the fall of 2018.</p>
Website	Explore opportunities to systematically redesign the University’s Sexual Misconduct Prevention and Response webpage ( <a href="http://www.prevent.richmond.edu">www.prevent.richmond.edu</a> ).	<p><i>Fully Implemented</i></p> <p>SMPRCC sought input on design issues from students, faculty, and staff. Committee members included that input into a set of recommended changes. The Deputy Title IX Coordinator and University Communications have completed a redesign of the website which went live in August 2019.</p>
Engage Members of the University Community in Prevention and Education	Enhance and expand partnerships between the Center for Sexual Assault Prevention and Response and student leaders and organizations.	<p><i>Partially Implemented</i></p> <p>The Center for Awareness, Response &amp; Education (CARE) has engaged in partnership building with student leaders in organizations such as Richmond College Government Association, Westhampton College Government Association, Interfraternity and Panhellenic Councils. Additionally, student groups such as Spiders Against Sexual Assault and Violence, Spiders for Spiders, Peer Sexual Misconduct Advisors (PSMA’s) and Law PSMA’s, LGBTQ+ Coalition, and Shades of Pride have been reached. Partnership building is a key component of the CARE strategic plan. Cultivating these partnerships is an on-going initiative.</p>
	Where appropriate, encourage faculty and staff to integrate sexual violence awareness into relevant coursework and provide resources to facilitate teaching	<p><i>Partially Implemented and Referred for Consideration</i></p> <p>This recommendation has been referred to both the Office of the Provost, the Coordinating Council for Thriving, Inclusion, Diversity, and</p>

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	and academic discussion regarding sexual violence.	<p>Equity, Arts and Sciences Department Chairs and Program Coordinators, Robins School of Business Deans, and Jepson School of Leadership Deans for consideration.</p> <p>Work is currently underway on a “Don’t cancel that class” initiative allowing Health Promotion and CARE to make class presentations if the assigned faculty member cannot conduct a scheduled class.</p> <p>Faculty are being invited to participate in the Interpersonal Wellness Advisory Committee to explore strategies for infusing awareness and prevention into curricula.</p>
Proactive Prevention Communications and Messaging	Evaluate rebranding the Center for Sexual Assault Prevention and Response.	<p><i>Fully Implemented</i></p> <p>Center has been renamed the Center for Awareness, Response and Education (“CARE”). The new name took effect as of July 1, 2019.</p>
	Review current apps (e.g., LiveSafe and Guidebook) used on campus and, where appropriate and feasible, integrate sexual misconduct prevention messaging/information.	<p><i>Partially Implemented</i></p> <p>The Coordinating Committee, partnering with Office of Institutional Effectiveness, has conducted a student survey on student attitudes and use of LiveSafe apps. This information has been forwarded to the Sexual Misconduct Prevention Educator along with the recommendation for review.</p>
	Develop and/or promote the development of social media content that can be shared by student groups/organizations.	<p><i>Partially Implemented</i></p> <p>The CARE developed an Instagram account in August 2019 with expanding reach (335 followers as of Oct. 2019). Student groups, athletics teams, University departments, and first-year students are some of the primary accounts following</p>

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		<p>@spiders_care. Event advertisements and educational posts are developed and shared multiple times per week with the support of CARE Student Assistants.</p>
	<p>Create and share videos/content from students, faculty, and staff, including University leaders, prior to high-risk events.</p>	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the Sexual Misconduct Prevention Educator for review. This will be reviewed over the coming year with the Interpersonal Wellness Advisory Committee.</p>
	<p>Evaluate sending a pre-arrival letter to new students and families that sets clear expectations about our culture and values, including well-being, prevention of sexual misconduct, and responsible consumption of alcohol.</p>	<p><i>Fully Implemented</i></p> <p>In collaboration with University's Office of Admissions, Title IX Office, Richmond College and Westhampton College Dean's Offices, Health Promotion, and Enrollment Management, University Communications developed and distributed a safety and well-being brochure for first year students and their families. Additionally, the Peer Sexual Misconduct Advisors (PSMAs) have been invited to participate in <i>Preview Richmond</i>.</p>
	<p>Provide parents and families with resources to understand Richmond's approach to student well-being and its ties to sexual health and sexual misconduct.</p>	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to Enrollment Management for consideration. Discussions are currently underway on an engagement strategy for parents that would include appropriate parental resources (<i>e.g.</i>, web portal)</p>

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	Evaluate requiring information on sexual misconduct resources to be included in faculty syllabi.	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the Academic Skills Department for consideration. Currently, Academic Skills distributes a standardized syllabus insert with a wide range of campus resources to all faculty. Faculty can chose to include the insert on their syllabus. The Sexual Misconduct and Prevention Educator will work with Academic Skills to draft appropriate language to be included in the insert.</p>
Policy Review and Development	Allow for ongoing policy feedback through the Prevent. Richmond.edu website.	<p><i>Fully Implemented</i></p> <p>Opportunity for policy feedback has been incorporated into the website redesign.</p>
	Evaluate and design a voluntary resolution process for certain types of reported sexual misconduct.	<p><i>Partially implemented</i></p> <p>The Title IX office has solicited student feedback, participated in several webinars, and collected information from peer institutions and subject matter experts. A draft process will be distributed for feedback during the spring 2020 semester and a pilot will be implemented in Fall 2020.</p>
	Determine whether a fraternization policy is warranted to signal our values and desired behavior regarding faculty or staff relationships with students.	<p><i>Partially Implemented</i></p> <p>The Faculty Senate has tasked the faculty handbook subcommittee to review policies of other institutions and make a recommendation on a policy for faculty. Human Resources will draft a similar policy for staff.</p>
	Review campus alcohol policies in preparation for significant changes in the policies of national Greek organizations.	<p><i>Fully Implemented</i></p> <p>The University has adopted and implemented new procedures for alcohol at fraternity events in line with changes imposed by national</p>

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		<p>organizations. The University conducts an annual review of its alcohol policy.</p>
<p>Training and Education — Students</p>	<p>Evaluate current new student orientation programs and communications to determine whether they provide effective education about sexual misconduct policies, procedures, and support services.</p>	<p><i>Partially Implemented</i></p> <p>In August 2019, the Title IX and Consent programs were integrated and co-presented by the Deputy Title IX Coordinator for Students and Sexual Misconduct Prevention Educator. The program was approximately 70 minutes in length. The remaining time was used by University of Richmond Police Department to cover campus safety. The program received great feedback from the first year class. Recommendations were made to the orientation committee for the following considerations for change:</p> <ol style="list-style-type: none"> <li>1. Dedicate 90 minutes to Title IX and Consent. This would allow for the consent content to be expanded and to include more in-depth information on dating/relationship violence.</li> <li>2. Provide Title IX training earlier in orientation so students know how to report should an incident occur during orientation.</li> </ol> <p>This recommendation has also been referred to the New Spider Orientation Committee and the UR 100 Course committee for consideration.</p>
	<p>Establish and implement a peer education model for sexual misconduct prevention.</p>	<p><i>Partially Implemented</i></p> <p>The Sexual Misconduct Prevention Educator along with the Health Promotion staff are exploring a pilot program for a new peer education model with a team of Violence Prevention Peer Educators. A Certified Peer Educator training will be offered</p>

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		<p>in January 2020. A subcommittee of the Interpersonal Wellness Advisory Committee will be tasked with supporting the Sexual Misconduct Prevention Educator in revising the Spiders for Spiders program.</p>
	<p>Evaluate the benefits of embedding education and prevention strategies within the curriculum.</p>	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the Gen Ed Committee reviewing the current curriculum.</p>
	<p>Conduct a systematic review of the Well 090 offerings.</p>	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the UR 100 Course Committee reviewing first year programming and required courses.</p>
	<p>Evaluate training for non-traditional students.</p>	<p><i>Partially Implemented and Referred for Consideration</i></p> <p>The Law School require all 1L's to complete sexual misconduct prevention training as of August 2019. This recommendation has been referred to the Business School for students pursuing an MBA and to the School of Continuing Studies (SPCS) for continuing studies students. Representatives from the Law School and SPCS have been identified to serve on the Interpersonal Wellness Advisory Committee.</p>
	<p>Identify community-based training needs and deliver more targeted training and programming.</p>	<p><i>Partially Implemented</i></p> <p>Efforts are currently underway to identify training needs and resources as part of the CARE strategic plan. The Strategic Planning subcommittee of the Interpersonal Wellness Advisory Committee will be tasked with identifying strategies to reach underserved targeted populations such</p>

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		as non-traditional students, 3 <sup>rd</sup> and 4 <sup>th</sup> year students, and marginalized student populations. Training among Greek organizations and student-athletes are implemented on an ongoing basis and are being reviewed for higher effectiveness and engagement. 3 <sup>rd</sup> and 4 <sup>th</sup> year student-athletes are receiving in-person healthy relationship programming in the 19-20 academic year.
Training and Education -- Faculty and Staff	Develop a voluntary SafeZone-style sexual misconduct and violence prevention program for faculty and staff.	<i>Referred for Consideration</i>  This recommendation has been referred to the Sexual Misconduct Prevention Educator for consideration. A voluntary prevention program is a key component of the Center for Awareness, Response and Education's (CARE) strategic plan
	Ongoing education and training for all faculty and staff.	<i>Fully Implemented</i>  In- person Title IX training is required for all new employees (faculty and staff). The Title IX office has partnered with Deans of all 5 colleges to strongly encourage all faculty to complete online Sexual Harassment Prevention training. Sexual Harassment Prevention training is currently required for all staff.
	Create an online resource guide for faculty and staff navigating Title IX and sexual misconduct policies and supportive practices.	<i>Fully Implemented</i>  The redesign of the prevent website includes a dedicated faculty/staff portal providing access to policies and targeted procedures.
Assessment and Process Improvement	Establish clear goals and objectives for prevention efforts at the University.	<i>Partially Implemented</i>  This recommendation has been referred to the Sexual Misconduct Prevention Educator for consideration. Efforts are currently underway to identify prevention goals and

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		objections as part of the Center for Awareness, Response and Education’s (CARE) strategic plan.
	Establish and implement tools to assess the effectiveness of programming.	<i>Partially Implemented</i> Collaborative efforts are currently underway with the Sexual Misconduct Prevention Educator and the Office of Institutional Effectiveness to identify tools to assess program effectiveness.
	Review current Title IX orientation programming for faculty and staff.	<i>Fully Implemented</i> Title IX orientation training for new faculty and staff is updated annually reflecting both policy and legal changes.
	Adopt a methodology for continual process improvement of programming based on assessment data.	<i>Referred for Consideration</i> This recommendation has been referred to the Sexual Misconduct Prevention Educator for consideration. Annual reviews of existing programming are an important element of the Center for Awareness, Response and Education’s (CARE) strategic plan.
	Explore options to integrate faculty research into prevention efforts to evaluate effectiveness and publish results.	<i>Referred for Consideration</i> This recommendation has been referred to the Office of the Provost, Women, Gender & Sexuality Studies, Arts and Sciences Department Chairs, and Program Coordinators for consideration.
	Evaluate ways to assess incoming students to establish a baseline for developing and	<i>Partially Implemented</i> Efforts are currently underway by the Sexual Misconduct Prevention Educator to develop a survey

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	executing prevention and education programming.	instrument to help assess incoming student awareness and knowledge as part of the Center for Awareness, Response and Education's (CARE) strategic plan.
Human, Financial, and Other Resources	Consider dedicating an additional full-time position to prevention and education.	<i>Referred for Consideration</i>  This recommendation has been referred to the Sexual Misconduct Prevention Educator for consideration. Strategic Planning will determine what additional staffing needs are necessary.
	Evaluate the adequacy of funding for programming and increase funding to provide resources for high-impact programming.	<i>Referred for Consideration</i>  This recommendation has been referred to the Sexual Misconduct Prevention Educator for consideration. Efforts are currently underway to assess adequacy of funding as part of the Center for Awareness, Response and Education's (CARE) strategic plan.
	Consider dedicating a full-time staff position to liaise with Richmond parents and families.	<i>Referred for Consideration</i>  This recommendation has been referred to Enrollment Management and Student Development for consideration as part of the larger parent engagement strategy.
	Provide increased access for students to social life opportunities in the City of Richmond.	<i>Partially Implemented and Referred for Consideration</i>  On September 16, 2019, UR Transportation launched the new Uber to UR Downtown pilot program to provide transportation to and from our campus and UR Downtown. This program allows current faculty, staff and students to enroll and charge

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		<p>eligible Uber rides to UR Transportation.</p> <p>Additionally, this recommendation has been referred to Student Development for further consideration as part of ongoing planning initiatives.</p>
	<p>Evaluate providing student access to on-campus counseling services year-round.</p>	<p><i>Referred for Consideration</i></p> <p>Staffing and hours of operation will be considered as part of the larger review of health services delivery on campus.</p>
<p>Campus Spaces and Facilities</p>	<p>Consider redesigning Tyler Haynes Commons to provide new and/or redesigned multipurpose social spaces for students.</p>	<p><i>Partially Implemented</i></p> <p>As of September 2019, the majority of Tyler Haynes Commons is open 24 hours a day for student use. This recommendation has also been referred to the BML/THC space evaluation committee for further consideration.</p>
	<p>Consider renovating and repurposing the Whitehurst Dean's Den and The Web to make each space more welcoming and accessible to students for social gatherings.</p>	<p><i>Partially Implemented</i></p> <p>The Whitehurst Game Room is now being used for the pilot multicultural gathering space. The recommendation regarding the Web has been referred to the University's Space Planning Leadership Team for further consideration.</p>
	<p>Evaluate the reservation process for students to encourage their use of on-campus spaces for social gatherings.</p>	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the University's Space Planning Leadership Team for further consideration.</p>
	<p>Evaluate current and future residence hall furnishings.</p>	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the University's Space Planning Leadership Team for further consideration.</p>

Category	Recommendation	Status
	Review and revise, if necessary, residence hall access and exterior door-locking policies.	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to URPD for consideration as part of an overall evaluation of residence hall security and policies.</p>
	In reviewing current and developing future floor plans for residential buildings, consider inclusion of open lobby space and centralizing entry.	<p><i>Referred for Consideration</i></p> <p>This recommendation has been referred to the University's Space Planning Leadership Team for further consideration.</p>