



**MEMORANDUM**

**To:** USC Community

**From:** Elizabeth Garrett, Provost and Senior Vice President for Academic Affairs

**Date:** August 27, 2014

**Subject:** New Initiatives Against Sexual Misconduct for Fall 2014

USC takes sexual misconduct and assault very seriously. We do not tolerate sexual misconduct in any form, whether it is sexual violence, abuse, or harassment; stalking; partner violence; gender identity violence; or discrimination. When an investigation determines that sexual misconduct has occurred, we impose punishments up to and including expulsion. We also act to protect victims throughout the process and cooperate fully with the LAPD in any criminal investigation. The entire community of Trojans has a shared responsibility to create an environment where sexual assault is unacceptable.

USC is a national leader in developing educational programs to deal with sexual misconduct. As part of our ongoing process of improvement, each year I ask a sexual misconduct task force made up of USC representatives from a range of offices to comprehensively review our policies and practices. As a result and also following a series of discussions with student leaders, this fall we are launching seven new initiatives, outlined below. Ongoing programs are also listed separately. Please contact the Office of Student Affairs with any questions about our new initiatives.

I am pleased to announce that Ekta Kumar, Psy.D, has been named Director of the Center for Women and Men, reporting to Ainsley Carry, Vice Provost for Student Affairs. Dr. Kumar comes to USC from the Loyola University Maryland counseling center, where she provided sound leadership in responding to sexual assault and other campus crises, provided individual, couples and group counseling, and served as a consultant and trainer for multicultural communities. She has facilitated numerous workshops including issues involving LGBTQA, gender and women of color, and she has presented at national conferences and published in national journals. Dr. Kumar is no stranger to USC, having done her pre-doctoral psychology internship here in 2012-2013 at the Student Counseling Services.

As a reminder, survivors or witnesses of sexual misconduct can contact the Department of Public Safety at 213-740-4321, and resources are explained at the Sexual Assault Resource Center, <<http://sarc.usc.edu/>>.

## New Initiatives

**Mandatory Online Module for Incoming Students.** The Office of the Title IX Coordinator is launching an online educational tool – *Think About It* – to provide education about sexual misconduct. Incoming students are required to complete *Think About It* before enrolling for spring term; failure to complete this module will result in a registration hold.

**Campus-Wide Task Force.** A new task force of students, faculty, and staff will monitor policies, develop educational programming, review advocacy procedures, and provide communication to the USC community. Co-chairs are Ekta Kumar, Director of the CWM, and Jody Shipper, Title IX Coordinator and Executive Director of the Office of Equity and Diversity.

**Step-Up at USC.** *Step-Up at USC* is a bystander intervention education program that teaches members of the USC community how to intervene effectively in situations that could endanger the health or safety of others. Students will learn how to take action when they sense potential danger. We must all understand that non-consensual sex is assault, identify situations where consent is not given or cannot be given, appropriately intervene in these situations, and create an academic environment where sexual assault is unacceptable.

**Student Conduct Code Improvements.** The sexual misconduct task force reviewed the sections of SCampus related to sexual misconduct, and recommended appropriate changes, which I have approved, to ensure our policies continue to be aligned with current best practices and federal and state guidelines. As these guidelines change, USC will update our policies accordingly.

**Greek-Life Student Leadership Initiative.** Student leaders in USC's Greek-letter organizations have launched an initiative on education about consent, bystander intervention, and cultural change. All chapter presidents must attend an education program focused on preventing sexual misconduct; all chapters will have a speaker for new member education; and at least 80% of all chapter members must participate in an education program on preventing sexual misconduct. Failure to comply with these initiatives will result in sanctions through the Greek Life governance structure.

**USC Safety Committee.** Assistant Provost Larry Neinstein, Director of the Engemann Student Health Center, and Ekta Kumar, Director of the Center for Women and Men, will co-chair a bi-monthly safety committee meeting to discuss individual cases of concern, and improvements in procedures and policy. It will have members from DPS, OED, Student Counseling Services, Student Support and Advocacy, Office of Wellness and Health Promotions, the Engemann Center and the Center for Women and Men.

**National Conference of Student Affairs Leaders, and USC Training.** USC will host the Vice Presidents for Student Affairs from major research universities, September 21–23, 2014, for a conference on preventing sexual assault on college campuses. They will discuss the White House Task Force Report, sexual assault prevention programs, Title IX investigation procedures, sexual assault climate surveys, bystander education and other best practices. USC staff and faculty will be invited to participate September 22 with national experts on preventing and responding to sexual misconduct.

## **Ongoing Programs to Assist Sexual Assault Survivors**

### **Resources for Survivors**

- USC Center for Women and Men (213-740-4900): confidential 24-hour crisis counseling, including assistance with initiation of a university and/or criminal investigation; advice in obtaining medical assistance and connecting with off-campus resources, including the Santa Monica Rape Treatment Center.
- Sexual Assault Resource Center website as the one-stop source of information for survivors, within the Center for Women and Men. <<http://sarc.usc.edu/>>.
- Engemann Student Health Center/Eric Cohen Student Health Center: medical attention and USC Student Counseling Services (213-740-7711).
- Office of Equity and Diversity, Title IX Coordinator (213-740-5086): advice and support for all Title IX-related cases.
- Department of Public Safety (213-740-4321): assistance with initiating LAPD criminal investigation.
- Trojans Care for Trojans <<http://sait.usc.edu/ca/tc4t/>>: empowering students to take action when they are concerned about a Trojan.
- Violence Intervention Program Sexual Assault Center: (323-226-3961): forensic medical exam and treatment for survivors, supervised by USC faculty physicians.

### **Education and Training**

- Education sessions investigators, appeals panel members, and others involved in the investigation or adjudication of cases involving gender-based misconduct on the adjudication process in sexual misconduct cases.
- Resident Assistant training centered on working with sexual assault survivors.
- Enhanced DPS Officer training to increase collaboration with the Santa Monica Rape Treatment Center.
- Enhanced training of other members of the university staff who work closely with students, such as coaches and Student Affairs staff.

### **Other**

- Employment of two specially-trained university staff members with an exclusive commitment to the investigation of Title-IX cases.
- Employment of a specially-trained university staff member with an exclusive commitment to Clery Act reporting.
- Doubling the space of the Center for Women and Men by relocating to the Engemann Student Health Center.
- Addition of a Medical Amnesty/Good Samaritan Policy, to reduce students' concern about seeking support for classmates in danger and to encourage students to reach out for help for their friends and classmates.