

University of South Carolina: Interpersonal Violence Education and Initiatives Report

FALL 2018-SPRING 2019



PREPARED BY THE OFFICE OF THE DEAN OF STUDENTS

TABLE OF CONTENTS

I. INTRODUCTION

Purpose and Policy Updates	1
Committees	2
Student Survey	4
Overview	6

II. EDUCATION AND OUTREACH

Sexual Assault and Violence Intervention & Prevention	8
Equal Opportunity Programs	12
Athletics	14
University Housing	16
New Student Orientation	17
University 101	18
Leadership & Service Center	19
Fraternity & Sorority Life	19
Student Conduct & Academic Integrity	20

III. RESULTS

Analysis	21
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IV. CONTACT

Department Information	22
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ABBREVIATION LIST

- 1 Sexual Assault and Violence Intervention & Prevention**
 - SAVIP
- 2 Equal Opportunity Programs**
 - EOP
- 3 Office of the Dean of Students**
 - DoS
- 4 Office of Student Conduct and Academic Integrity**
 - OSCAI
- 5 Substance Abuse Prevention and Education**
 - SAPE

Purpose of Report

The University of South Carolina is committed to providing a safe and healthy campus environment for all students. Campus and community partner collaborations have focused efforts over the 2018-2019 academic year to evaluate our (1) education and outreach when it comes to interpersonal violence, (2) policies and procedures for the investigation and adjudication process, and (3) an expansion of services. By evaluating these efforts, we aim to inform community members of outreach activity and develop goals for the upcoming year.

Policy Updates

During the fall 2018 and spring 2019 academic year, the Office of Equal Opportunity Programs (EOP), the Sexual Assault and Violence Intervention & Prevention (SAVIP) office, the Office of the Dean of Students (DoS), and the Office of Student Conduct and Academic Integrity (OSCAI) worked with campus partners to revise our sexual assault, relationship violence and stalking policy.

Effective November 16, 2018*, former STAF 1.08 (Sexual Assault) and former STAF 1.09 (Relationship Violence, Stalking and Harassment) were consolidated into a new policy designated [EOP 1.05](#) (Sexual Misconduct, Intimate Partner Violence and Stalking).

The new policy addresses sexual misconduct, intimate partner violence and stalking. Updates to this policy included (1) expansion on university definitions, (2) inclusion of more university and community resources, (3) retaliation statement, (4) amnesty statement, (5) rights for respondents in addition to the victim's bill of rights, (6) in-depth procedures, and (7) applicability to faculty and staff concerns. Updates to the policy will also be given once federal Title IX regulations are published.

*Applicable substantive provisions of former STAF 1.08 and/or 1.09 apply to incidents which occurred before November 16, 2018. Applicable substantive provisions of EOP 1.05 apply to incidents which occurred or after November 16, 2018. Any applicable procedural provisions of EOP 1.05 apply to any complaint filed on or after November 16, 2018. EOP 1.05 is available online in the university's Policies and Procedures Manual. Former STAF 1.08 and 1.09 are available on the EOP website's Policies page.

Committees

The university's **interpersonal violence (IPV) work group** is made up of university representatives from DoS, SAVIP, EOP, OSCAI, University Housing, USC Police Department (USCPD), the Respondent Resource Committee, and the Undergraduate Ombudsman. The committee was created to coordinate the university's immediate response to a Title IX concern; discuss appropriate interim measures when necessary; as well as ensure proper communication and timeliness of case management and adjudication. The committee also helps provide feedback on policy and the campus environment to implement positive change for students. During 2018, this group was evaluated and determined more comprehensive goals that focused on the unit acting in a systemized and equitable manner that removed barriers in the process and supported all students during the investigation and resolution process.

Upon reviewing the Title IX environment in 2018, the university noticed a gap in support provided to respondents. To address this discrepancy, the Office of the Dean of Students worked with campus partners to create the Student Title IX and Interpersonal Violence **Respondent Resource Committee (RRC)**. This committee was convened in Spring 2019 and trained 8 members on matters of interpersonal violence, trauma vs stress responses in survivors and respondents, understanding the reasons why perpetrators commit acts of sexual violence, resources available to respondents, and the reporting, investigation, and adjudication process. Although only used twice in Spring 2019, the RRC has been part of an expansion of support at UofSC.

Committees Continued

The **Sexual Assault Policy Group** consists of Student Affairs staff leadership, Athletics, USCPD, EOP, and General Counsel. This team of individuals provides oversight and guidance of Title IX compliance activities related to sexual assaults, including oversight of the IPV Work Group. They also review and revise policies related to interpersonal violence.

The **Sexual Assault Communications Committee** was created during the 2014-2015 academic year to ensure a structure was in place to inform the university community of appropriate Title IX-related information concerning sexual assaults, resources and reporting. The committee was reactivated during the Fall 2019 semester to evaluate processes currently in place and make any necessary changes and enhancements to communication related to interpersonal violence resources and activities. Committee members include Athletics, Communications and Public Affairs, EOP, faculty, Human Resources, Student Affairs leadership and the student body president.

Student Survey

Frequently, many of the interpersonal violence reports received involve the use of alcohol. Spearheaded by DoS, SAVIP, and the Substance Abuse Prevention and Education (SAPE) office, the university created a survey designed to gauge student perception on alcohol and consent to coordinate consistent outreach efforts in this area.

The survey depicted realistic situations of two students drinking and engaging in sexual activity with variables such as gender, relationship status, previous sexual behavior, amount and duration of drinking, and social media. The survey had a total of 84 participants from organizations such as Changing Carolina Peer Leaders, Carolina Judicial Council, Interfraternity Council, Multicultural Greek Council, Student Government, and Student Life. After each survey was conducted, the Dean of Students and a representative from SAVIP had conversations on why some scenarios were consensual and others were not, how alcohol can change the meaning around consent, and the ways in which the university can better communicate these concerns to students and prevent incidents of sexual violence.

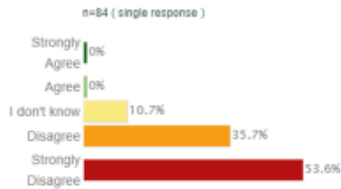
The survey results were discussed with the Interpersonal Violence Work Group and consistent messaging was developed and shared with campus partners. The survey was also used in IMPACT Resident Mentor Training to facilitate discussion with student leaders on the topic of alcohol and consent.

Although a small proportion of the student population, the answers were able to provide insight into the educational conversations that needed to occur. Further training for university staff on the topics on incapacity and consent are planned for the 2019-2020 year.

Student Survey

Focus Group Question and Response

1. Jane and Matt meet at Breakers Bar and Grill in 5 points at 12:30 a.m. After talking for a couple of minutes, Jane tells Matt that she pregame'd for her sorority function at 6 and has been drinking since. She goes to get a slushy and Matt watches her as she stumbles over to the bar, barely able to walk. After 30 minutes, Matt suggests that they go back to his place to hang out. He's already called the uber and asks if she wants to come. She responds with a slurred yes and Matt helps Jane into the uber when it arrives. Once at Matt's apartment, Jane throws up. After throwing up, the two have sex. "The sex between Jane and Matt was consensual."



- 89.3% of students surveyed were able to recognize behaviors of incapacitation (difficulty walking, slurred speech, throwing up) and noted that sex during this state is not consensual. 10.7% were unsure but there were no students who thought the sex was consensual.

“

Consent is a clear, conscious, willing and affirmative agreement to engage in sexual activity.

”

Education, Outreach and Leadership Overview

Sexual assault education and programming at the University of South Carolina primarily originates with two offices: SAVIP and EOP. These two departments work with campus partners to create a cross-campus and community-wide effort that addresses sexual assault with students, faculty and staff. SAVIP's programming focuses primarily on prevention and education, offering presentations that include information on healthy relationships and consent, understanding trauma, bystander intervention, interpersonal violence and the LGBTQ community, and trauma-informed language and behavior. SAVIP also educates and provides guidance to people who are responding to a disclosure, so they can learn the most appropriate way to support a survivor. SAVIP partners with SAPE to provide online sexual assault prevention training which is required for all new undergraduate and transfer students.

EOP provides faculty, staff, and students with information, resources, and tools to help identify and address allegations of unlawful discrimination and harassment, including discrimination and harassment prohibited by Title IX, such as sexual misconduct and interpersonal violence.

EOP's training includes:

- ✓ What constitutes unlawful discrimination and harassment.
- ✓ How to report unlawful discrimination and harassment.
- ✓ Applicable laws and university policies prohibiting unlawful discrimination and harassment.
- ✓ How to support victims and survivors of unlawful discrimination and harassment.
- ✓ Understanding the immobilizing impact of trauma associated with being violated.
- ✓ Identification and contact information for university officials responsible for addressing reports of unlawful discrimination and harassment.
- ✓ The responsibility of students, faculty, and staff members who receive reports of unlawful discrimination or harassment.
- ✓ The consequences of not reporting unlawful discrimination and harassment.
- ✓ The consequences for committing acts of unlawful discrimination and harassment.

Education, Outreach and Leadership Cont.

While there has been a focus on sexual assault and interpersonal violence education and prevention for first-year students, training has also been provided to other students by the EOP Office. Dr. Carl Wells, the EOP Office Director of Training, has traditionally, on an annual basis, provided live training to student athletes (which ranges from first-year student athletes to graduate student athletes), and to students in graduate and professional schools. Providing training to upper-class students is more challenging. This is one of the issues being considered by the Sexual Assault Communications Committee, the goal being to structure a program to effectively reach upper-class students.

The overview on the following pages discusses education and outreach activities conducted during the 2018 - 2019 academic year on the University of South Carolina Columbia Campus.

Sexual Assault and Violence Intervention & Prevention

SAVIP coordinated 154 presentations during the 2018-2019 academic year, totalling 4,897 attendees. These presentations were given for students (106), faculty/staff (25), students, faculty and staff (13), and conference attendees/community partners (13). SAVIP professional and student staff also facilitated 25 tabling events with 2,712 attendees.

SAVIP collaborated with over 20 campus partners and also expanded outreach to community partners like Sexual Trauma Services of the Midlands, Richland County Sexual Assault Response Team, SC Attorney General's Office, SC Criminal Justice Academy, the HIVE community circle, Midlands Technical College, and the South Carolina Coalition Against Domestic Violence and Sexual Assault.

SAVIP's main presentations included *Healthy Relationships; Communication and Consent; Stand Up Carolina*; and *How to Support a Survivor*. Other presentations/trainings the office offers includes *LGBTQ+ and IPV; Intimate Partner Violence Information Session* (this can be geared toward specific populations and is presented to all of Student Health Services' staff annually in May); and *Trauma 101*, which is co-facilitated by Dr. Sarah Wright of Counseling & Psychiatry and Shannon Nix, SAVIP Associate Director. Trauma 101 was created by Dr. Wright; it is a three-series workshop, 90 minutes to two hours per session, and it covers the neurobiology of trauma, reasons trauma is difficult to talk about, and support and coping skills for survivors and support persons of survivors.

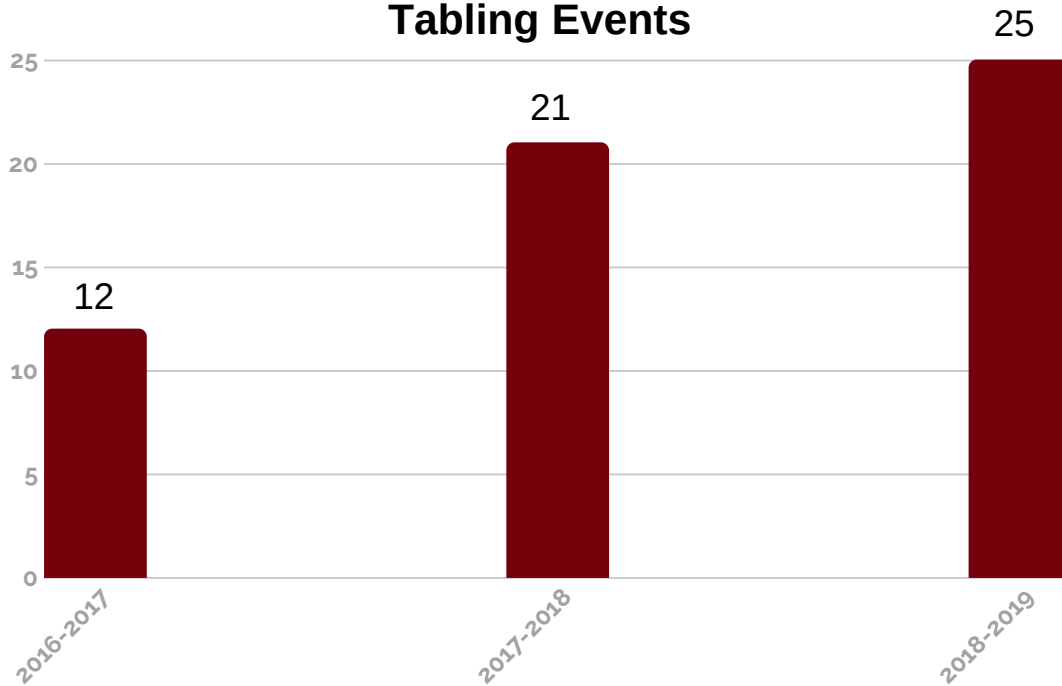
SAVIP continues to coordinate multiple events for Relationship Violence Awareness Month (RVAM), National Stalking Awareness Month (NSAM), and Sexual Assault Awareness Month (SAAM).

SAVIP was awarded grant funds through VOCA (Victims of Crime Act) which allowed for the hiring of part-time victim advocate. The hiring of an additional advocate has allowed the two program coordinators to focus more on primary prevention education and outreach, and has assisted the lead advocate in responding to victims of sexual assault, relationship violence, stalking and harassment. This position has also allowed the Associate Director to do more administrative tasks and support all staff as needed.

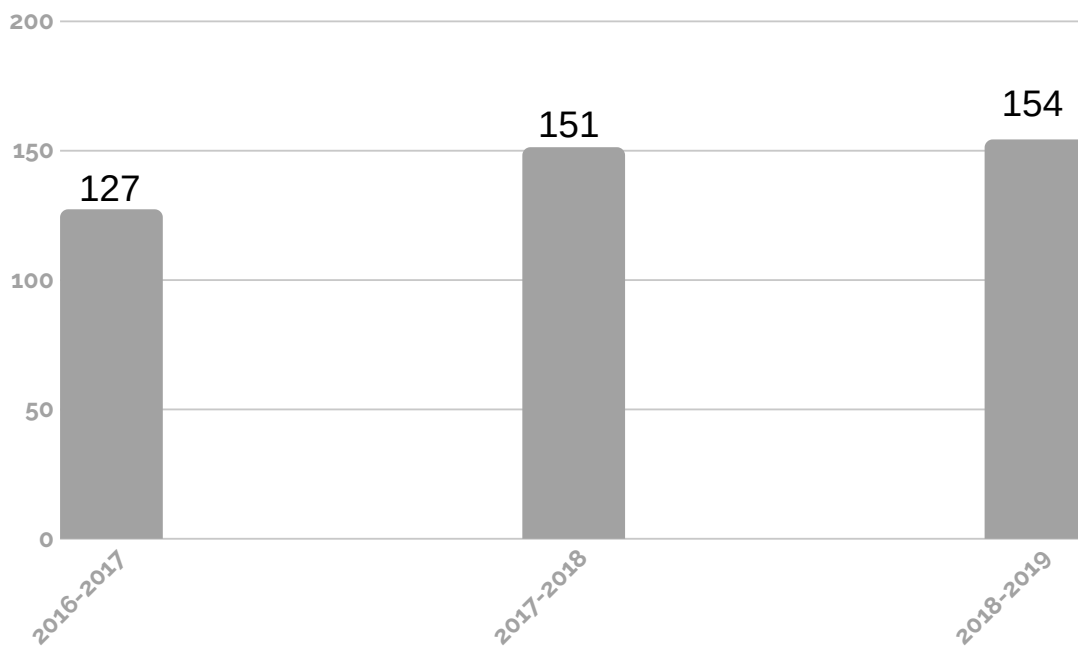
SAVIP staff also participated in local and national professional development conferences and trainings that focused on areas like campus violence prevention, navigating changes with the new regulations from the Department of Education, human trafficking, and more.

SAVIP Data Analysis

Tabling Events



Presentations



SAVIP partners with SAPE to provide online sexual assault prevention training which is required for all new undergraduate students. New undergraduate students include: first-year students, transfer students, change-of-campus students, Gamecock Gateway students, and international students. Created and hosted by EVERFI and tailored to University of South Carolina students, Sexual Assault Prevention for Undergraduates (SAPU) attempts to change attitudes, perceptions, and behaviors related to healthy relationships, communication, consent, sexual assault, relationship violence, stalking, bystander intervention, and awareness of campus policies and resources. It is designed to exceed requirements from Title IX and the Clery Act. There are several peer-reviewed, published studies on the effectiveness of these programs.

The invitation to complete the program was sent to all new undergraduate students during the summer of 2018. Students who failed to complete the training had registration holds placed on their accounts and they were not permitted to register for 2019 Spring classes until they completed the training. During the academic year, **8,176** students completed SAPU.

Sexual Assault Prevention for Undergraduates

90%

of students state they would be an active bystander in a potentially harmful situation and respect others who would be active bystanders.

89%

of students can identify behaviors that would constitute relationship violence.

92%

of students understand the definition of consent.

95%

of students state they would ensure they have consent when engaging in sexual activity.

48%

of students said their peers wouldn't have sex with another person if the other person is incapacitated. This demonstrates a need for social norming around consent.

Data Source: EverFi Sexual Assault Prevention for Undergraduates

Campus Partner Highlight

SAVIP collaborated with over 20 campus partner organizations to bring information regarding interpersonal violence to our students, faculty, staff and community. The offices represented are:

- Athletics
- Dean of Students
- Fraternity and Sorority Life
- International Student Services
- Leadership and Service Center
- Multicultural Student Affairs
- New Student Orientation
- Opportunity Scholars
- University 101
- University Housing
- Study Abroad
- Student Conduct and Academic Integrity
- Student Government Association
- Substance Abuse Prevention and Education



Continued Education for Staff

SAVIP staff members participated in a number of conferences and ongoing training events including:

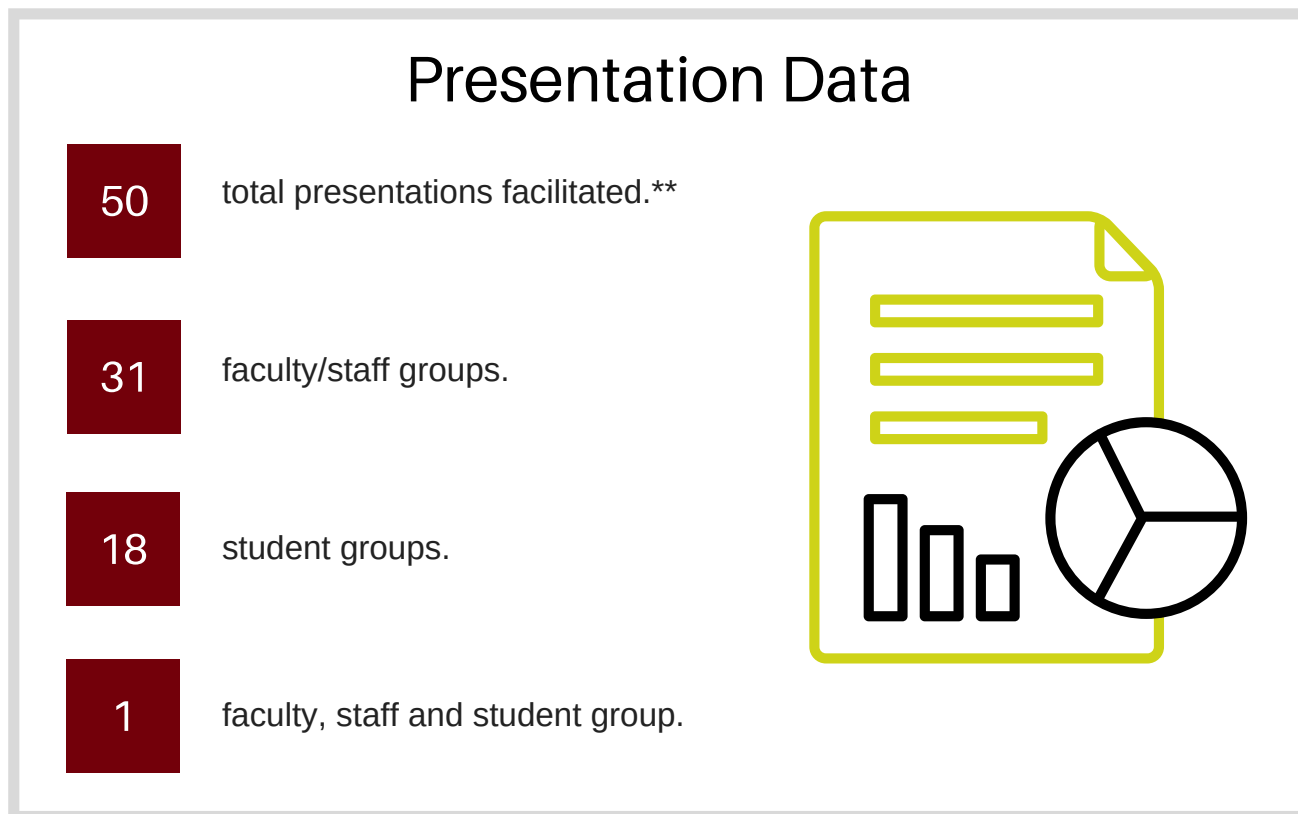
- Becoming Chain Breakers: A Community End to Modern Day Slavery (a training on human trafficking)
- End Violence Against Women International (EVAWI) Conference
- EverFi Campus Prevention Network Summit
- NASPA Strategies
- National Organization for Victim Assistance Conference
- University of Kentucky Center for Research on Violence Against Women Annual Conference- Campus Responses to Sexual Misconduct: Navigating Change at the Department of Education
- Victim Service Provider training, hosted by the SC Coalition Against Domestic Violence and Sexual Assault (SCCADVASA)

Equal Opportunity Programs

During the 2018-2019 academic year, training on Title IX-related matters was given to 31 faculty and staff groups and 18 student groups by members of the Office of Equal Opportunity Programs. Each of the training sessions included a presentation on Title IX related issues and specifically included sexual misconduct.

An opportunity to complete Think About It*, an online program was offered to all upper-class students in the spring 2019 semester. Think About It was prepared pursuant to a Department of Justice directive. The Think About It program covers unlawful discrimination and harassment based on race, color and national origin and Title IX-related issues.

Also during the fall semester, a program titled Sexual Assault Prevention for Graduate Students was implemented by EOP. This program is offered to graduate and professional students. 981 graduate students have completed that program thus far.



*During the 2017-2018 academic year, the Think About It program was offered to all new UofSC Columbia Campus students. Beginning with the fall 2018 semester, the content of that program was incorporated into the AlcoholEdu and Sexual Assault Prevention program, offered by the Office of Substance Abuse Prevention and Education, to all new students on the UofSC Columbia campus.

**Please note a training session was conducted for University 101 instructors on August 12, 2019, and is counted as part of the 2018-2019 academic year.

Equal Opportunity Programs Cont.

Beginning in October 2018, the University of South Carolina in Coordination with EOP implemented a program to train all university employees regarding unlawful discrimination and harassment. The program also covers Title IX-related issues. Since the inception of that program, eighty-two (82%) of University of South Carolina employees have completed the program. Of that percentage, seventy-five (75%) of nonsupervisory personnel have completed the training and eighty-five (85%) of supervisory personnel have completed the training.*

During the 2018-2019 academic year, the EOP Office welcomed a new member, Ms. Melanie Goff-Utsey, thereby increasing its investigative staff. Members of the EOP Office investigative staff have been trained by nationally recognized organizations to augment their skills and knowledge as investigators of unlawful discrimination and harassment. Since Melanie joined the EOP team, she has also received such training, specifically from the Association of Title IX Administrators (ATIXA). In July, the EOP Director/Title IX Coordinator attended the Third Annual SEC Title IX Coordinators Summit, which was held at the University of Mississippi.

*Please note the figures in this paragraph reflect the completion rate as of October 4, 2019.

Campus Partner Presentations



Athletics

Athletics works with multiple departments on-campus as well as off-campus partners to address sexual assault and interpersonal violence with student-athletes and staff. All student-athletes and athletic staff are mandated to complete an online training regarding sexual assault, sexual harassment, discrimination, hazing, bullying, consent, bystander accountability, mandatory reporting, Clery Act, Title IX, Title VII and other related topics. Following [NCAA suggestions](#) for sexual violence prevention, the athletics department focuses efforts on leadership, collaboration, compliance and accountability, education and student engagement to address sexual violence among student-athletes.

In Spring 2019, Title IX attorney Janet Judge spoke with all student-athletes on social media issues, sexual harassment and other topics. Additionally, all incoming freshman and transfer student-athletes are required to take Sport and Entertainment Management 490 which uses an entire class session and partners with SAVIP to educate athletes on Title IX issues including sexual assault, sexual harassment, consent, hazing, discrimination, bystander responsibility, retaliation, reporting an incident and other relevant information. During New Student-Athlete Orientation, Carl Wells, EOP Deputy Title IX Coordinator, spoke to students regarding Title IX topics. Additional programming efforts were provided to the football, softball, and women's soccer teams and included collaborations with EOP, SAVIP, OSCAI, Counseling and off-campus partners. Student-athletes are given informational documents such as the Student-Athlete Handbook and letters from their head coach regarding policies and resources surrounding sexual violence.

Each primary sport administrator shares scripted "Sport Administrator Beginning of the Year Talking Points" with their respective varsity sports as well as with cheerleading and dance. The purpose is to set a tone regarding behavior expectations including NCAA rules, University policy, local/state/federal laws, respect for others, hazing, discrimination, hostile learning environment, sexual harassment, "Who to Call" information for various University resources including SAVIP, EOP and Student Conduct, and the Athletics Department grievance process. Student-athletes are provided the University's Hazing policy and are required to verify in writing that they have read and will adhere to it.

Exit interviews are conducted by the Athletics Director, the Faculty Athletics Representative and sport administrators with most departing student-athletes after they complete their eligibility. This includes review of a comprehensive survey that asks the students about their perceptions related to Title IX issues. Title IX concerns are forwarded to Judy Van Horn, Executive Associate Athletics Director for Sport and Risk Management to make necessary changes or to discuss incidents with EOP.



NCAA Areas of Commitment for Sexual Violence Prevention

Leadership

Collaboration

Compliance & Accountability

Education

Student-Athlete Engagement



In addition to the mandatory online training, athletics staff members receive frequent communication from the Athletics Director, Ray Tanner, and Judy Van Horn, Executive Associate Athletics Director, regarding policies, procedures, and resources for Title IX related incidents.

Athletics department staff and coaches also met with Janet Judge to discuss regulations, boundaries, reporting Title IX violations, language that perpetuates a concerning Title IX environment, and bystander accountability.

Van Horn serves as Deputy Title IX Coordinator/Athletics Liaison for Athletics and is a member of the University's Sexual Assault Policy Group. In addition, she has an outside reporting line to Cliff Scott, Title IX Coordinator and Director of the Office of Equal Opportunity Programs.



University Housing

University Housing coordinates training for its staff and resident mentors with SAVIP and EOP. During the 2018-2019 year, staff spent time with SAVIP and EOP to learn how to support survivors, fulfill mandatory reporting requirements, and the investigative process. New Resident Life Coordinators spent an hour with EOP and an hour with SAVIP during the first two weeks of employment to train on sexual misconduct matters. All professional (25) and graduate (14) staff spent an hour with EOP and an hour with SAVIP in July for refresher training for returning staff and training for new graduate staff members. During this training, there was one practical simulation for professional and graduate staff around sexual misconduct.

280 Resident Mentors went through similar training (one hour with EOP and SAVIP) and, this year, had the option to participate in additional informational sessions offered by SAVIP to discuss bystander intervention, LGBTQ and IPV, alcohol and consent, and trauma-informed language. The general resident mentor training was split between males and females in an effort to address power differentials and facilitate a more open and productive conversation. Although not required, resident mentors can offer repeated exposure opportunities for residents with SAVIP and Housing programming.



New Student Orientation

During the 2019-2020 year, New Student Orientation had 6,311 freshman students and 1,503 transfer students attend orientation. These students all received a "Garnet Guide" which outlined university information and resources available to them. Of these resources, SAVIP and EOP were included with information regarding sexual assault. Parents and guardians received the guide as well and were also educated on resources available to students.

In addition to this booklet, New Student Orientation performed a skit that included information on sexual assault, what to do, and how to support a survivor. Literature shows that students withhold information better following skits than typical lecture style discussions- especially when multiple topics are involved. The skit was performed 13 times throughout the summer for each Freshman Summer Orientation Session. The skits were also performed for around 50 faculty/staff during the Skit Showcase before the Summer Orientation programs began. New Student Orientation partnered with Jason Halterman in SAVIP to help rewrite the scene that discussed sexual assault in 2018. After the skit, Orientation Leaders facilitate a debrief of the skit discussing issues such as consent, sexual assault, and others seen in the skits. In this small group, Orientation Leaders go over a handout from Equal Opportunity Programs outlining their resources. New to this year, the Office of Student Conduct provided information in the Garnet Guide used during this small group about their resources and about conduct violations.

Orientation leaders also received training on sexual misconduct/interpersonal violence matters which included: one hour with EOP, one hour with OSCAI, and one hour with SAVIP during intensive training. New to this year as well, SAPE was invited to participate in Intensive Training because the offices' resources were added to our skit script.

New Student Orientation also facilitated training curriculum during Spring and Intensive Trainings with Orientation Leaders about supporting first-year students. While not directly related, this developed Orientation Leaders' skills in engaging with and supporting students through a variety of challenges and situations.



6,311
Freshman Students

1,503
Transfer Students

3.5
Hours of training for
Orientation Leaders



University 101

University 101 uses SAVIP and their peer leader program to facilitate presentations to U101 classes. SAVIP presented to 31 out of 245 U101 sections during the 2018-2019 year. Stand Up Carolina (bystander intervention program) was presented to 12 classes (4.9% of total sections). Sixty-seven percent of instructors strongly agreed or agreed that this presentation was valuable. Healthy Relationships, Communication and Consent was presented to 19 classes (7.8% of total sections). One hundred percent of instructors strongly agreed or agreed that this presentation was valuable.

University 101 Peer Leaders are also educated on sexual assault, as well as their role as a mandatory reporter. SAVIP conducted a training that included a 17-minute online video which was sent to all sections of EDLP 520 (The Teacher as Manager), totaling 181 students. After the video was distributed, SAVIP staff visited the classrooms for a 15 minute Q&A session with the peer leaders.

The University 101 textbook, *Transitions*, includes a chapter on healthy relationships which has information on consent, interpersonal violence, and resources for support and reporting.

100%

of instructors strongly agreed or agree that the presentation on Healthy Relationships, Communication and Consent was valuable.

Leadership and Service Center

Developed during the 2018-2019 academic year and launched in fall 2019, the Leadership and Service Center created a training video to be completed as part of student organization renewal. The video was created by Leadership Coach, Lauren Haynes, and includes information on harassment, discrimination, sexual violence, and reporting/supportive resources for these concerns. Additionally, all advisors for student organizations are offered to participate in a training through Human Resources which includes reporting sexual violence incidents.

Student-led organizations such as Student Survivors for Survivors, One Love Foundation, and Individuals Respecting Identities and Sexualities (IRIS) also partner with on-campus and off-campus partners to facilitate programming and education among peer groups.



Fraternity and Sorority Life

Starting in January 2019, the Office of Fraternity and Sorority Life developed a new requirement for chapters around Harm Reduction Programming as part of the ACE (Annual Chapter Expectations) Program.* The new requirement states that every two years, chapters must complete programming around hazing, alcohol & substance abuse, sexual assault & interpersonal violence, and bystander intervention. These presentations must be done by a university staff member, a national headquarters staff member or trained volunteer, or a community organization on one of the above topics approved by the Assistant Director of Harm Reduction and Compliance. Chapters need to have 75% of members present to receive full points for this programming, but will still get partial credit for hosting and not meeting the member requirement. Additionally, SAVIP conducted training on interpersonal violence for all twenty property managers so they would be able to recognize, respond, and assist in situations where sexual violence may occur.

*The ACE program enables the Office of Fraternity and Sorority Life to longitudinally evaluate performance and designate standings to each chapter. Each organization's evaluation and designation is shared with chapter leadership, chapter advisors, and national organizations.

Office of Student Conduct

Because the Office of Student Conduct responds to Title IX investigations and often address issues of sexual assault, staff participate in training and programming facilitated by community partners. During the 2018-2019 year, professional staff completed roughly 16 hours of training facilitated with campus partner organizations like EOP, USCPD, and SAVIP, as well as trainings through the Association for Student Conduct Administration and online webinars.

Staff also facilitate presentations like "The Top Five Ways to Get Kicked Out" which mention abusive conduct and interpersonal violence. The office is also involved in presentations if faculty, staff or student groups request information on the adjudication and resolution process.

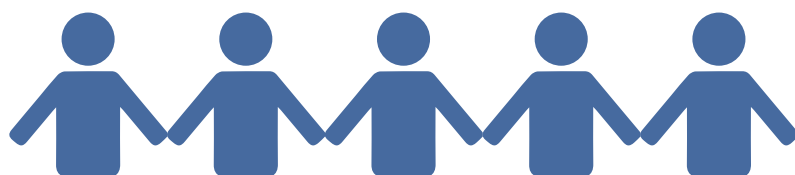
Graduate assistants participated in approximately 11 hours of training facilitated through the Office of Student Conduct during onboarding and multiple trainings throughout the year such as the Carolina Judicial Council, group supervision and professional development opportunities.

It is also important to note that the Carolina Judicial Council, housed in the Office of Student Conduct, has a Title IX training process (six hours in the fall and three hours in the spring) for members to be able to participate in Title IX hearings. This is in addition to the 12 hours of training new student members receive, and the 3 hours new faculty and staff members receive upon joining.

The Office of Student Conduct also trained returning members of the Title IX appellate board (2 hours) and trained the newly formed Respondent Resource Committee (1 hour).

Erin Kitchell, the Title IX Liaison and Maureen Grewe, Director of Student Conduct for the Office of Student Conduct also participated in a five hour training through the South Carolina Coalition Against Domestic Violence and Sexual Assault. The training was Criminal Justice Conference: A Trauma-Informed Law Enforcement Response to Sexual Assault Crimes and taught by former law enforcement within the special victims unit.

Carolina Judicial Council



Faculty/staff

Faculty/staff

Student chair

Student

Student

Analysis



Over the past year, the Office of the Dean of Students and Deputy Title IX Coordinator has evaluated outreach efforts to ensure clear and consistent communication across university departments. By identifying the offices that have the most frequent contact with students, as well as the ones that are most knowledgeable on issues of interpersonal violence, the university has established key leadership areas that help disseminate information on interpersonal violence. The focus now shifts on understanding student perception of our Title IX environment, and increasing outreach efforts as changes begin to occur in social and legislative contexts.

Areas of Focus for 2019-2020

- ➔ Ensure (1) consistency in the university's education on the topics of consent and incapacity and (2) the education is reflected in our adjudication processes.
- ➔ Work with campus partners to identify ways to provide more Title IX education to upper class students.
- ➔ Develop a university and community conference surrounding incapacity and consent, and the effects it has on the adjudication and resolution process.
- ➔ Complete a comprehensive review of Title IX policies and practices should new federal regulations be released as anticipated.

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