USU STUDENT ORGANIZATION
PILOT TRAINING SPRING 2019
WHAT ARE YOU PILOT TESTING?

i. Organization leadership must report all known allegations of “misconduct”, including sexual or other misconduct, as defined in this paragraph, by an organization member. Misconduct is defined as:
   (1) any actual or threatened sexual harassment, including, but not limited to, unwelcome sexual attention, unwelcome touching, coerced sexual activity, dating violence, stalking, sexual assault, and any form of sexual violence (hereinafter “sexual harassment”);
   (2) physical violence; or
   (3) other conduct that a reasonable person would believe endangers the safety of persons, whether immediately or in the foreseeable future.

ii. All known allegations or reports of alcohol or controlled substance infractions (e.g. DUI or Minor in Possession) of 1) organization members and 2) any non-members that resulted from participation in an organized sponsored event, whether on or off campus.

iii. Actions taken by the organization to internally address reported misconduct and infractions;

iv. Description of actions taken by the organization to prevent sexual harassment, underage drinking, and alcohol and substance abuse.

v. Organization Check-Ins
   i. There will be at least two unannounced check-ins by a USU representative to ensure the organization is taking reasonable steps to ensure a safe environment.
WHAT CONSTITUTES SEXUAL MISCONDUCT

Presented by Felicia Gallegos from SAAVI

- Sexual Harassment
- Sexual Assault
- Unwelcome Sexual Attention
- Unwelcome Touching
- Dating Violence
- Stalking

https://www.usu.edu/saavi/
Sexual Harassment

Unwelcome verbal or physical conduct of a sexual nature that is so severe, pervasive and objectively offensive that it:

- Substantially interferes with a person’s academic performance, employment or equal opportunity to participate in or benefit from University programs or activities, or
- Creates an intimidating, hostile or offensive working or educational environment.

Two types of sexual harassment:
1. Quid Pro Quo ("this for that")
2. Hostile Environment
Sexual Assault

• Any physical act which is sexual in nature that is committed by force or without the full and informed consent of all persons involved

• Two categories
  o Penetration – any form of penetration without a person’s consent and oral to genital contact without a person’s consent
  o Contact – any intentional sexual touching without a person’s consent
Dating Violence

• Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant
  o The existence of such a relationship shall be based on:
    • The length of the relationship
    • The type of relationship
    • The frequency of interaction between the persons involved in the relationship
Domestic Violence

• Violence committed by:
  o A current or former spouse or intimate partner
  o A person with whom the complainant shares a child in common
  o A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
  o A person similarly situated to a spouse of the complainant under the domestic or family violence laws of the jurisdiction receiving grant monies
  o Any other person against an adult or youth complainant who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction receiving grant monies
Stalking

• Repeatedly following, harassing, threatening, or intimidating another by:
  o Telephone
  o Mail
  o Electronic communication
  o Social media or
  o Any other action, device or method

• Purposely or knowingly causes substantial emotional distress or reasonable fear of bodily injury or death
USU TITLE IX PROCESS

Presented by Hilary Renshaw — Coordinator of Title IX

Affirmative Action/Equal Opportunity Office (AAEO)

• Topic Areas
  • Affirmative Action Regulations
  • Equal Opportunity (EO) Laws
  • Discrimination and Harassment
  • Title IX-Sexual Harassment

• Education, training, supportive measures (accommodations), and investigation

http://aaeo.usu.edu/
TITLE IX

• If a school knows or reasonably should know about student or employee harassment that creates a hostile environment, the school must:
  • Eliminate the harassment
  • Prevent its recurrence
  • Address its effects
ADMINISTRATIVE ASSESSMENT

• Jurisdiction
  • Subject Matter
  • Respondent

• Initial Email
  • Invitation to meet
  • Supportive Measures
  • Resources
INVESTIGATION AND COMPLAINT PROCESS

• Investigation
  • Prompt, objective, and thorough
  • All documentation submitted by involved parties is reviewed
  • Witnesses are interviewed and evidence is obtained
  • Title IX Coordinator handles complaints confidentially, sharing information only with the persons necessary to conduct the investigation

• Findings
  • Will provide written summary of the findings to complainant and respondent that includes whether University policy(s) have been violated
USU CONFIDENTIAL RESOURCES

• Sexual Assault and Anti-Violence Information (SAAVI) Office
  • Advocates can help you: navigate options, seek medical attention, get a forensic exam, file a report, and receive counseling
    • TSC 311; 435-797-7273

• Counseling and Psychological Services (CAPS)
  • Emotional and psychological support to help you process your experience and manage its effects
    • TSC 306; 435-797-1012

• Student Health & Wellness Center
  • Treat injuries resulting from sexual assault or dating/domestic violence experiences
    • 850 E 1200 N; 435-797-1660

• Other Resources (non-confidential)
  • USU Police Department https://dps.usu.edu/police/; (435) 797-1939
COMMUNITY CONFIDENTIAL RESOURCES

- Citizens Against Physical & Sexual Abuse (CAPSA)
  - Provide safe, caring, and confidential shelter, advocacy, and support for victims of domestic violence and sexual assault
    - 435-753-2500 (24/7 crisis line)

- Cache Valley Hospital
  - Sexual Assault Nurse Examiners (SANE’s) can conduct a sexual assault forensic exam and treat injuries
    - 2380 E 400 E, North Logan; 435-719-9700
HOW TO ACCESS THE FORMS

Department of Student Affairs homepage [https://studentaffairs.usu.edu/](https://studentaffairs.usu.edu/)

*Once you go to the homepage, click on “Student Organization Resources and Forms” on the top left hand side

- Annual Student Organization Recognition Application (ASORA)
- Misconduct Incident Reporting Form (MIRF)
- Findings Report
- Semester Summary Report (SSR)
- Title IX Sexual Misconduct Reporting Form
ANNUAL STUDENT ORGANIZATION RECOGNITION APPLICATION (ASORA)

This is the tool used to apply to be recognized as an official student organization at Utah State University. It is also used for the annual renewal process for current recognized student organizations. The ASORA is located on the Department of Student Affairs homepage.
MISCONDUCT INCIDENT REPORTING FORM (MIRF)

This is an electronic form that organization leadership will use to report misconduct. Misconduct must be reported when law enforcement becomes involved, and any type of citation is issued. Misconduct must also be reported if during the Registered Student Organization (RSO) check-ins misconduct is observed by a university official. This report must be submitted within 24 hours of the leadership learning of the misconduct.

If the misconduct does not happen at an formal or informal organization sponsored event, you DO NOT need to fill out a MIRF. The only exception is sexual misconduct. It does not matter when or where it happened, a report to Title IX must be filed if the accused perpetrator (respondent) is a member of your community.

RSO Communities are defined as:
• Fraternity & Sorority Life Members
• Club Sports Team Members
• Access & Diversity Center Club Members
• USUSA Student Organization Members
• Residence Hall Association Members
• Center for Community Engagement Student Group Members
ORGANIZATION SPONSORED EVENTS

Fraternity and Sorority Specific: USU Event Registration Form: https://studentaffairs.usu.edu/

Organization event criteria for an informal event: if a misconduct incident happens, a MIRF must be filed within 24 hours of leadership learning of the misconduct.

A. There will be four (4) criteria used to assess if something is an informal organization event. If #1 is met, it is automatically a sponsored event. If #1 is not met, two (2) of the other three (3) criteria must be met for it to qualify as organization sponsored.

- 1. Funded by the organization (if this is met, it is automatically a sponsored event.)
- 2. Hosted by the organization
- 3. Posted, promoted, or discussed on ANY social media platform associated with the organization. This includes public or private platforms, discussed in an organization meeting, posted on flyers, etc.
- 4. 25% of members for organizations of 51 or more
   50% of members for organizations between 25-50
   75% of members for organizations with less than 25
FINDINGS REPORT

This is an electronic form that organizational leadership will use to provide updated or additional information related to the misconduct that was previously submitted via the Misconduct Incident Reporting Form. Organizations have up to seven (7) calendar days to conduct any internal processes and submit the outcome.
SEMESTER SUMMARY REPORT (SSR)

This is a structured report the student organization will submit three (3) times per year. It will include a compilation of all Misconduct Incident Reporting Forms involving the organization along with all items listed under section 1.a.i and ii. Additional information will also be submitted; i.e. total service hours, campus involvement. The SSR will be due by 5:00 pm the second Friday of the following semester. The SSR will feed the organization annual scorecard.
ANNUAL SCORECARD

The Department of Student Affairs tracks a number of metrics for all current recognized student organizations. This includes data on alcohol infractions, hazing, service hours completed, etc. This information will be posted on a public website. The scorecard will cover the past three (3) semesters of data for each recognized student organization. Any recognized student organizations who have lost recognition will also be listed. There will be a link on department homepages to view individual scorecards.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Membership</th>
<th>Academic Performance</th>
<th>Conduct</th>
<th>Standards of Excellence (Annual)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delta Sigma Phi</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phi Gamma Delta</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pi Kappa Alpha</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alpha Chi Omega</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kappa Delta</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women’s Lacrosse</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residence Hall Association (RHA)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American Student Council (NASC)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>USUSA Octaves</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grandfriends</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All data are reflective of the academic semester, except Philanthropy and Community Service which are reflective of the entire year.

1. All Men’s GPA: 3.25 / All Women’s GPA 3.39
2. Other violations include: University Regulations, Disorderly Conduct, etc. Only completed conduct cases resulting in sanctions are included.
3. * = Poor, ** = Basic, *** = Intermediate, **** = Exemplary
Reporting Sexual Misconduct

Reporting is done via the student portal, https://my.usu.edu/

Reporting Requirements

• **Students** – Registered Student Organizations (RSO) leadership will be required to submit reports to Title IX about any sexual misconduct they become aware of involving an accused perpetrator (respondent) within their defined community. All students, regardless of membership or leadership in any certain group or community are strongly encouraged to report any information they have regarding sexual misconduct to the Title IX office.

• **Advisors** – Registered Student Organizations (RSO) advisors and/or coaches will be considered Campus Security Authorities (CSA) under the Clery Act. They will receive the necessary training required for this role. As CSA’s they will report Clery Crimes that fall within the geographic area(s) as outlined by the law. CSA are only required to report aggregate data.
UTAH STATE’S AMNESTY POLICY

USU has an amnesty policy for people seeking medical attention and reporting sexual misconduct. It is located within the student code of conduct; Article II, Section II-4

https://studentconduct.usu.edu/studentcode/article1

There is also a new Amnesty FAQ page located on the Sexual Assault Resource website

https://www.usu.edu/sexual-assault/policies/amnesty