FRAMINGHAM STATE UNIVERSITY

SHAPE
Sexual Harassment and Assault Prevention and Education

YEAR-END REPORT
AY 2014-2015

Framingham State University is committed to promoting a campus environment in which all of our community members are treated with respect and dignity and in which they can fully participate in the life of the University without the fear and trauma perpetuated by sexual violence. Framingham State University constantly reaffirms its commitment to creating and sustaining a culture of prevention and education, where expectations are clear, reporting processes are easily navigable, resources are readily available, and perpetrators are held accountable for their actions. This report provides an accounting of programmatic efforts around prevention and awareness of sexual violence, training for community constituencies, summary data on complaints under Title IX, and findings from the University’s campus climate survey on sexual violence for academic year 2014-2015.
# Contents

Awareness, Prevention, and Training ............................................................................................................................ 2

AY 2014-2015 Highlights ............................................................................................................................................ 3

Itemized AY 2014-2015 Prevention and Awareness Efforts ........................................................................................... 5

Trainings/Workshops Attended By University Employees with Title IX Responsibilities ........................................ 20

AY 2015-2016 Planning ................................................................................................................................................ 25

Summary Data on Formal Title IX Complaints Under The Equal Opportunity Plan ..................................................... 26

Student Complaints Against Students ....................................................................................................................... 26

Complaints By/Against Third Parties ......................................................................................................................... 26

Student Complaints Against Employees .................................................................................................................. 26

Employee Complaints Against Students ................................................................................................................... 27

Employee Complaints Against Employees .............................................................................................................. 27

Findings from the AY 2014-2015 Campus Climate Survey on Sexual Violence ........................................................... 28
Awareness, Prevention, and Training

Framingham State University has engaged in significant awareness, prevention, and training efforts to address sexual violence during AY 2014-2015. These efforts include the development and implementation of a new comprehensive Sexual Violence Policy (Including Sexual Harassment, Gender Based Harassment, Domestic Violence, Dating Violence, and Stalking) as well as revised Complaint Resolution and Investigation Procedures. These documents are part of a larger Equal Opportunity Plan adopted by the nine Massachusetts State Universities. The Equal Opportunity Plan reflects current laws, regulations, and government requirements and applies to every educational, employment, and co-curricular activity at the University.

At Framingham State, each of us has a role in ending sexual violence in our community and we actively embrace that responsibility. The efforts outlined in the following pages demonstrate this commitment by individuals, offices, departments, divisions, and student organizations across the institution. This section includes highlighted efforts with a focus on those activities that we believe have had the most far-reaching and impactful effects on our community. Then follows an itemized accounting of those efforts which have served to directly and tangentially promote continued awareness and dialogue around sexual violence, domestic and dating violence, and stalking. We have attempted to track as many efforts as possible over the past year but acknowledge that there may be specific unreported efforts which have been unintentionally omitted from this report. This section concludes with a simple outline of efforts and activities planned for the 2015-2016 academic year.
AY 2014-2015 HIGHLIGHTS

You will find highlighted below specific notable efforts undertaken by various campus departments and groups to address and prevent sexual violence in our community during AY 14-15.

- **Haven** – Understanding Sexual Assault online training required for all incoming students, addressing issues associated with sexual assault and relationship violence, including key definition and statistics, bystander skill and confidence building, policies, procedures and resources.

- **Bringing in the Bystander**, a sexual violence prevention program which emphasizes a bystander intervention approach and assumes that everyone has a role to play in ending sexual violence. Over 100 students and staff trained this past academic year.


- **SHAPE (Sexual Harassment and Assault Prevention and Education) webpage**, consolidating into one venue information on sexual violence, University policies, support resources, reporting options, victim rights, and bystander intervention trainings. Visit SHAPE at www.framingham.edu/shape.

- **SHAPE Tumblr and Twitter sites**: SHAPE online presence includes a SHAPE twitter feed from https://twitter.com/SHAPE_FSU and a Tumblr blog, http://shape-fsu.tumblr.com/, which draw attention to issues surrounding sexual violence.

- **SHAPE Student Liaison roundtable**, providing consistent and formalized opportunities for student representatives and Title IX administrators to share information and address concerns.

- **Employee Training**:
  - Campus administrators responsible for the implementation of the revised policy and procedures participated in full-day trainings in February and March. Those assigned as investigators likewise received comprehensive training during the year and in advance of the policy implementation.
  - Responsible Employees (“REs”), as designated under the new EOP were notified of their status and obligations. RE trainings have been offered to those university employees designated as REs.

- **Sexual Violence Climate Survey** distributed to all students.

- **Title IX Compliance Team**, monthly meetings of administrators monitoring and assessing FSU’s compliance with Title IX.
• **Ad hoc programming** by various campus groups and departments including the SEALS (Support, Education, Action, Leadership, Strength), volunteer student leaders trained to provide interactive, educational programs on health and wellness issues.

• **Passive educational efforts**, including:
  o Featured content on sexual violence in Student Health 101, a digital health publication distributed to our students via email and social media;
  o Sexual assault awareness tables in the McCarthy Center and Athletic Center;
  o The Clothesline Project installations across campus;
  o SHAPE materials available to prospective students during Accepted Students Days.
Title: Haven - Understanding Sexual Violence  
Date: Fall Semester 2014  
Estimated Attendance: 772  
Description: Haven is an online sexual assault prevention training. The Dean of Students sent an email to all new students entering in Fall 2014, with the requirement that they complete this training prior to the start of the fall semester.

Title: Custom Pages in Student Health 101  
Date: Ongoing for entire academic year  
Estimated Attendance: Student readership  
Description:  
October: Message to Community, Title IX Coordinators, On-Campus and Local/Remote Resources, Information on SHAPE;  
November: Profile of a Framily Member, What is SHAPE?, Being an Active Bystander, FSU Talks – What can you do as a student to prevent sexual violence on campus?, Seeing Red Flags?, Sexual Violence Resources on Campus;  
December: SHAPE FSU, I Think A Friend May Be A Victim of Sexual Violence, What is Sexual Abuse?, What is a Rape Kit?, The Bystander Pledge, 7 Tips on How to be Body Positive;  
March: Profile of Framily Member, It’s On Us Quick Facts, FSU Talks – What can men do to help educate and prevent sexual violence, Unsure of How to Ask Consent?, But What About Male Survivors?, Am I an Abuser?;  
April: Being an Active Bystander, Emotional Abuse is Still Abuse, I Think A Friend May Be A Victim of Sexual Violence, Seeing Red Flags?, SHAPE FSU, What is Sexual Assault?  
May: I Mustache You For Consent, LGBTQ Survivors of Sexual Assault, The Clothesline Project, I Am Only One But I Am One
Title: Content Provided by Student Health 101  
Date: Ongoing for entire academic year  
Estimated Attendance: Student readership  
Description: September: Profile of a Perpetrator; October: Profile of a Bystander; November: Profile of a Friend; December Guide to Reporting Sexual Assault; January: Survivors Speak Up; February: Consensus on Consent; March: Men as Allies; April: Red-Flagging Unhealthy Behaviors; May: Individual and Community Empowerment; June: Recovering from Sexual Assault and Abuse

Title: Varsity Sport paperwork meeting  
Date: start of each season (13 meetings)  
Estimated Attendance: based on team size ranging from 15-120  
Description: Completion of required NCAA student-athlete paperwork including the required a student-athlete statement, drug testing consent forms, HIPAA/Buckley Amendment waiver, hazing forms.

Title: Bringing in the Bystander Facilitator Training  
Date: August 11-12, 2014  
Estimated Attendance: 16  
Description: Fifteen staff members and one student were trained by Prevention Innovations to present the Bringing in the Bystander program to other members of the FSU community.

Title: Sexual Assault and Intimate Partner Violence  
Date: August 27, 2014  
Estimated Attendance: 60  
Description: Training for the Resident Assistant and Residence Director staffs. Presented by Jeanne Haley and Karen Nicholas on understanding sexual assault/partner violence and responding in a supportive and effective manner.

Title: Sexual Harassment/Sexual Assault Awareness Board – O’Connor Hall  
Date: September 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Sara Meredith Starr as an educational board for O’Connor Hall.
Title: Sexual Assault Awareness Board – Corinne Hall Towers  
Date: September 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Dylan Piehl as an educational board for Corinne Hall Towers.

Title: Sexual Violence Awareness Board – Larned Hall  
Date: September 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Sara Silvestro as an educational board for Larned Hall.

Title: Sexual Assault Awareness Board – Linsley Hall  
Date: September 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by Linsley RA Sydney Hurrell as an educational board on her floor.

Title: Sexual Assault Awareness Board – Horace Mann Hall  
Date: September 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by Horace Mann RA Calvin Ridley as an educational board on his floor.

Title: Sexual Assault Awareness Board – Peirce Hall  
Date: September 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by Peirce RA Stephanie Pollard as an educational board on her floor.

Title: Sexual Assault Awareness Table  
Date: September 24, 2014, 12-2pm  
Estimated Attendance: Student and employee passersby (light traffic)  
Description: Table in McCarthy Center lobby sponsored by Wellness Education, SHAPE, and Voices Against Violence with information on sexual violence, SHAPE, and support services.
Title: Self Defense Class
Date: September 24, 2014
Estimated Attendance: 16-24
Description: A coed self-defense program. Sponsored by Campus Police.

Title: Bringing in the Bystander
Date: September 26, 2014
Estimated Attendance: 60
Description: Members of the Resident Assistant staff and Residence Director staff participated in this one and half hour training. Facilitated by Kim Dexter and David Baldwin.

Title: Sexual Violence Awareness Table
Date: September 30, 2014, 11:30am-3pm
Estimated Attendance: Student and employee passersby (heavy traffic)
Description: Table in McCarthy Center lobby sponsored by multiple offices in Student Affairs as well as Athletics and SHAPE with information on sexual violence, SHAPE, and support services. Also, an activity was conducted in which people added post it notes with ideas on how to stop sexual violence to a large poster board. A sign-up sheet for Bringing in the Bystander was also available.

Title: Let’s Yak
Date: September 30, 2014
Estimated Attendance: 15
Description: An open forum to discuss concerns around sexual violence on campus. Held in the Multicultural Center and facilitated by Dean Stoops. Representative from Voices Against Violence also present.

Title: Sexual Assault Awareness Board – Corinne Hall Towers
Date: October 2014
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by RA Cassandra Bernabel as an educational board for Corinne Hall Towers.
Title:  Let’s Yak
Date: October 1, 2014
Estimated Attendance: 15
Description: An open forum to discuss concerns around sexual violence on campus. Held in the Multicultural Center and facilitated by Ilene Hofrenning. Representative from Voices Against Violence also present.

Title: Sexual Violence Awareness Table
Date: October 1, 2014, 12-2pm
Estimated Attendance: Student and employee passersby (heavy traffic)
Description: Table in Athletic Center lobby sponsored by multiple offices in Student Affairs as well as Athletics and SHAPE with information on sexual violence, SHAPE, and support services. Also, an activity was conducted in which people added post it notes with ideas on how to stop sexual violence to a large poster board. A sign-up sheet for Bringing in the Bystander was also available.

Title: Self Defense Class
Date: October 1, 2014
Estimated Attendance: 16-18
Description: A coed self-defense program. Sponsored by Campus Police.

Title: Title IX and Campus SaVE: Preventing and Addressing Sexual Violence (for President’s Council)
Date: October 7, 2014
Estimated Attendance: 30
Description: One and a half hour training for President’s Council led by Kim Dexter, Erin Nechipurenko, and Melinda Stoops. Topics covered include: prevalence of sexual violence, current political atmosphere, applicable laws and regulations such as Title IX, Campus SaVE, and Clery Act. Definitions of terms, review of university efforts to address sexual violence, university and individual obligations, responsible employees and reporting requirements, review of Title IX Coordinators and their roles, and resources.
Title: Sexual Assault Prevention Pledge Banner – O’Connor Hall
Date: October 9, 2014
Estimated Attendance: high visibility
Description: O’Connor Hall Council placed a large banner asking community members to pledge to end sexual assault in a prominent location in the residence hall lobby. The banner remained in place for the duration of the academic year and was signed by a large number of the hall’s residents.

Title: Bringing in the Bystander
Date: October 15, 2014
Estimated Attendance: 8
Description: Residents of Horace Mann and Peirce Halls attended this two hour training. Facilitated by Kim Dexter and Glenn Cochran.

Title: Bringing in the Bystander
Date: October 16, 2014
Estimated Attendance: 10
Description: Members of the SGA e-board attended this two hour training. Facilitated by Melinda Stoops and Dave Stender.

Title: Saturday of Service – Voices Against Violence 3rd Annual Walk to Break the Silence
Date: October 18, 2014
Estimated Attendance: Not available
Description: A 5K walk to support Voices and to send a message to victims and survivors that their community cares about them. Sponsored by SILD.

Title: Sexual Assault Awareness Board – Linsley Hall
Date: November 2014
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by RA Nick Martin as an educational board for Linsley Hall.

Title: Sexual Assault Awareness Board – Peirce Hall
Date: November 2014
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by Peirce RA Jessica Geary as an educational board for Peirce Hall.
Title: Sexual Assault Awareness Board – Corinne Hall Towers  
Date: November 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Nicole Burdick as an educational board for Corinne Hall Towers.

Title: Bystander Awareness Board – Corinne Hall Towers  
Date: November 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Benni Arias-Gonzalez as an educational board for Corinne Hall Towers.

Title: Be A Better Bystander Awareness Board – Linsley Hall  
Date: November 2014  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Ali McGrath as an educational board for Linsley Hall.

Title: Diversity Dialogue: How far will you let it go? Drawing the line on intimate partner violence.  
Date: November 13, 2014  
Estimated Attendance: Not available  
Description: Facilitated by students Fernando Rodriguez, Victoria Dansereau, and Kimberly Awiszio.

Title: Bringing in the Bystander  
Date: November 14, 2014  
Estimated Attendance: 14  
Description: Melinda Stoops, Dean of Students, and David Baldwin, Associate Dean of Students, completed this training in O’Connor Hall. Attendees included members of O’Connor Hall government, other hall residents, and guests.
Title: Diversity Dialogue: How far will you let it go? Drawing the line on intimate partner violence.
Date: November 18, 2014
Estimated Attendance: Not available
Description: Facilitated by students Fernando Rodriguez, Victoria Dansereau, and Kimberly Awiszio and Dr. Xavier Guadalupe-Diaz.

Title: Passive Sexual Violence Awareness Table (unstaffed)
Date: November 24, 2014; December 1, 2014; February 3, 2015; March 3, 2015; April 2, 2015
10-2pm
Estimated Attendance: Passersby
Description: Monthly table in the McCarthy Center lobby with handouts and information about SHAPE, bystander intervention, and ways to help prevent sexual violence. Sponsored by Wellness Education.

Title: “Think Before You Act: Title IX” Awareness Board – North Hall
Date: December 2014
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by RA Kayla Gibbons as an educational board for North Hall.

Title: Gatepost Article: Coming to terms with rape: One student’s journey toward understanding
Date: December 5, 2014

Title: SHAPE Student Liaison Meetings
Date: December 5, 2014; February 13, 2015
Estimated Attendance: 7
Description: Student representatives from SGA, SLID, SEALS, RA Staff, and Res Hall Council. Facilitated by Kim Dexter and Melinda Stoops.

Title: Sexual Assault Climate Survey
Date: December 8, 2014
Estimated Attendance: 632
Description: Dean of Students administered this survey, developed by Everfi and in its pilot year, to all current students.
Title: #FraminghamSpeaksUp: The Event
Date: December 8, 2014
Estimated Attendance: Not available
Description: Based on the #FraminghamSpeaksUp social media campaign in which members of the FSU community spoke out about issues of sexual violence, racism, homophobia, transphobia, and more. Sponsored by the Multicultural Center.

Title: Email: Message to the Campus Community
Date: December 11, 2014
Estimated Attendance: all students, faculty, and staff
Description: A message from President Cevallos regarding an article in The Gatepost, “Coming to terms with rape: One student’s journey toward understanding”.

Title: Open Forum on Sexual Violence
Date: December 15, 2014
Estimated Attendance: 20
Description: Community question and answer in response to Gatepost article about a sexual assault.

Title: Responsible Employee and Campus Security Authority Training
Date: January 6, 2015
Estimated Attendance: 76
Description: Provided training on applicable policies and regulations to faculty and staff designated as Responsible Employees under the University’s Equal Opportunity Plan and CSAs under the Clery Act. Training conducted by Kim Dexter, Erin Nechipurenko, and Brad Medeiros.

Title: Bringing in the Bystander
Date: January 7, 2015
Estimated Attendance: 7
Description: Staff members attended this two hour training. Facilitated by Kim Dexter and Matt Mangano, a current member of the Football Team.
Title: Responsible Employee Training  
Date: January 16, 2015  
Estimated Attendance: 60  
Description: Provided training on applicable policies and regulations to Resident Assistants designated as Responsible Employees under the University’s Equal Opportunity Plan. Training conducted by Kim Dexter.

Title: Self Defense Class  
Date: February 18, 2015  
Estimated Attendance: Not available  
Description: A coed self-defense program. Sponsored by Campus Police.

Title: Sexual Assault and Intimate Partner Violence  
Date: February 25, 2015  
Estimated Attendance: 10  
Description: Training provided to the Counseling Center staff. Presented by Jeanne Haley on supporting students who present to the CC with sexual assault/partner violence issues.

Title: The Yellow Dress  
Date: February 26, 2015  
Estimated Attendance: Not available  
Description: A theatrical performance about domestic abuse. Sponsored by SGA.

Title: Bringing in the Bystander  
Date: February 27, 2015  
Estimated Attendance: 10  
Description: Members of the RAMMS program attended this two hour training. Facilitated by Melinda Stoops and David Baldwin.

Title: Sexual Violence Awareness Board – Larned Hall  
Date: March 2015  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Sara Silvestro as an educational board for Larned Hall.
Title: Sexual Violence Awareness Month Board – O’Connor Hall
Date: March 2015
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by RA Sara Meredith Starr as an educational board for O’Connor Hall.

Title: Gender Awareness Board – North Hall
Date: March/April 2015
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by RA Talia Johnson as an educational board for North Hall.

Title: Sexual Assault Awareness Month Board – Corinne Hall Towers
Date: March 2015
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by RA Tyler Carden as an educational board for Corinne Hall Towers.

Title: White Ribbon Campaign
Date: March 5, 2015
Estimated Attendance: 400
Description: Sponsored by SGA and SUITS, white ribbons were distributed at a table in the McCarthy Center. Community members were asked to sign a pledge against violence against women and to wear a white ribbon.

Title: Implementation of Sexual Violence Policy
Date: March 15, 2015
Estimated Attendance: entire campus community
Description: The new Sexual Violence Policy (Including Sexual Harassment, Gender-Based Harassment, Domestic Violence, Dating Violence, and Stalking) took effect on March 15, 2015 as part of the revised Equal Opportunity Plan for the nine Massachusetts State Universities. Faculty and staff were informed of the policy via email on March 13, 2015. Students were informed of the policy via email on March 16, 2015.
Title: Responsible Employee Training
Date: March 16, 2015; March 19, 2015; March 23, 2015; March 25, 2015
Estimated Attendance: 47
Description: Provided training on applicable policies and regulations to faculty and staff designated as Responsible Employees under the University’s Equal Opportunity Plan. Training conducted by Kim Dexter and Erin Nechipurenko.

Title: Sexual Harassment and Discrimination Training for Employees
Date: March 17, 2015
Estimated Attendance: 17
Description: Three hour training conducted by Jacquie Kittler and Kim Dexter addressing workplace based sexual harassment and discrimination.

Title: Bringing in the Bystander
Date: March 27, 2015
Estimated Attendance: 3
Description: Two staff and one student attended this two hour training. Facilitated by Kim Dexter.

Title: Sexual Assault Awareness Board – Linsley Hall
Date: April 2015
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by Linsley RA Carla Mungovan as an educational board on her floor.

Title: Sexual Harassment Board – Linsley Hall
Date: April 2015
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by Linsley RA Sydney Hurrell as an educational board on her floor.

Title: Sexual Violence Prevention Board – Peirce Hall
Date: April 2015
Estimated Attendance: 35 floor residents plus guests and visitors to floor
Description: Passive programming effort posted by Peirce RA Ameliah Lawrence as an educational board on her floor.
Title: Sexual Violence Prevention Board – Horace Mann Hall  
Date: April 2015  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by Horace Mann RA Laura Cranshaw as an educational board on her floor.

Title: Sexual Harassment Awareness Board – Corinne Hall Towers  
Date: April 2015  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Kaitlyn Shannon as an educational board for Corinne Hall Towers.

Title: No More: Bystander Intervention Awareness Board – North Hall  
Date: April 2015  
Estimated Attendance: 35 floor residents plus guests and visitors to floor  
Description: Passive programming effort posted by RA Molly Buckley as an educational board for North Hall.

Title: Sexual Assault Awareness – Horace Mann Hall Council Program  
Date: April 2015  
Estimated Attendance: 33  
Description: The Horace Mann Hall Council distributed sexual assault prevention literature from SEALs and the Health Center and also created a "Something I Learned" poster on which students could write down a fact or two that they learned from the resources. Calvin Ridley and Eric Belisle closely monitored comments and the poster was hung in the Horace Mann Lobby for the next few weeks for community viewing.

Title: Wheel of Fortune Bystander Intervention Program  
Date: April 2015  
Estimated Attendance: 22 floor residents plus guests and visitors to floor  
Description: Program sponsored by RA Taylor Carden for Corinne Hall Towers. Terms used for the game were Title IX and Bystander related terms which were defined and discussed once revealed to participants.

Title: Gatepost Article: FSU students recount experiences and opinions on catcalling and derogatory remarks  
Date: April 3, 2015
Title: Healthy Relationship Training  
Date: April 2015  
Estimated Attendance: Not available  
Description: Tasha Bjork from Voices Against Violence provided training on healthy relationships with the SEALS in the Multicultural Center.

Title: Accepted Students Days  
Date: April 4, 2015, April 11, 2015  
Estimated Attendance: Prospective students and families  
Description: SHAPE table at student services fair with informational handouts and magnet business cards on April 4, 2015. SHAPE informational handouts and magnet business cards available at Counseling, Police, and Residence Life tables at student services fair on April 11, 2015.

Title: The Clothesline Project  
Date: April 6-9, 2015  
Estimated Attendance: Passersby  
Description: T-shirt installations across campus. T-shirts were created by women affected by sexual violence as a testimony to the problem and impact of sexual violence.

Title: Bringing in the Bystander Facilitator Training  
Date: April 17, 2015  
Estimated Attendance: 6  
Description: Four staff members and two students were trained by Kim Dexter, University Title IX Coordinator, to present the Bringing in the Bystander program to other members of the FSU community.

Title: #FSUSaysNoMore  
Date: April 22, 2015; April 27, 2015  
Estimated Attendance: Not available  
Description: Social media campaign featuring pictures with members of the FSU community holding signs speaking out against sexual violence. Sponsored by SUAB.
Title: Bringing in the Bystander Facilitator Training
Date: April 26, 2015
Estimated Attendance: 1
Description: Carey Eggen, Associate Director of Athletics was trained by Kim Dexter, University Title IX Coordinator, to present the Bringing in the Bystander program to other members of the FSU community.

Title: Denim Day
Date: April 29, 2015
Estimated Attendance: Not available
Description: Patch making sessions led by Student Leaders in Diversity (SLID) focused on an Italian court case in which a woman was blamed for her rape because she was wearing tight jeans. Sponsored by the Multicultural Center & CDI.
Trainings/Workshops Attended by University Employees with Title IX Responsibilities

**Title:** Hearing Officer Title IX Training  
**Date:** August 7, 2014  
**Participants:** Johnny Hurley, Jay Hurtubise, Sarah Moretti, Jessica Linehan, David Case, David Stender  
**Description:** Training session for those who are Hearing Officers and Residence Directors facilitated by Glenn Cochran and Kim Dexter. The following topics were described and discussed: Policies and definitions, student conduct concerns specific to sexual violence policy cases, pre-investigation conferences, investigation guidelines, interviewing, written outcomes, final reports, and additional resources.

**Title:** Resident Assistant Policy and Procedure Review (RA Training Session)  
**Date:** August 18, 2014  
**Estimated Attendance/Estimated Attendance:** 60 RA/RL Professional Staff  
**Description:** Review of all pertinent policies and procedures including sexual violence and sexual harassment prior to the Fall Semester completed with Resident Assistant staff.

**Title:** Title IX Training for Residence Hall Staff (RA Training Session)  
**Date:** August 21, 2014  
**Participants/Estimated Attendance:** 60 RA/RL Professional Staff  
**Description:** Presented by Kim Dexter, residence hall staff members were trained on FSU’s policies and staff member responsibilities.

**Title:** FSU RA Training Program - Other  
**Date:** August 21-26, 2014  
**Participants:** Resident Assistant and Residence Director Staff  
**Description:** While not planned as specific Title IX related programs, other training sessions provided to Resident Assistant and Residence Director staff members during the RA Training program supported response to Title IX incidents, addressed basic skill building, and/or reinforced information. Some of these sessions include Impact of Alcohol and Other Drugs (8/21/14), Psychological Emergencies and Counseling (8/25/14), Staff Confidentiality (8/20/14), Reporting Incidents (8/21/14), Programming (8/21/14), and Ed Boards (8/26/14).
Title: Communication and Title IX (RA Training Session)
Date: August 25, 2014
Participants/Estimated Attendance: 60 RA/RL Professional Staff
Description: Presented by Janna Jacobson from True to Life Training, this training session focused on communication skills for residence hall staff members responding to, and supporting, students who have experienced trauma related to sexual violence.

Title: Sexual Assault and Domestic Violence (RA Training Session)
Date: August 26, 2014
Participants/Estimated Attendance: 60 RA/RL Professional Staff
Description: Presented by the FSU Counseling Center and FSU PD to discuss these issues from public safety and counseling perspectives.

Title: Behind Closed Doors (RA Training Session)
Date: August 28, 2014
Estimated Attendance: 60 RA/RL Professional Staff
Description: Role-playing scenario-based training session for Resident Assistant staff by Residence Director staff. RA response to sexual assault scenario was used for training purposes at this session.

Title: Title IX Compliance Team Meetings
Date: September 4, 2014; October 2, 2014; November 6, 2014; December 4, 2014; February 5, 2015; March 5, 2015; May 7, 2015; June 4, 2015
Participants: Kim Dexter, Erin Nechipurenko, Brad Medeiros, Melinda Stoops, Glenn Cochran, Carey Eggen, Paul Welch, Ilene Hofrenning, Rita Colucci
Description:
Title: Title IX Investigator Training
Date: October 30, 2014
Participants: Kimberly Dexter, Erin Nechipurenko, Jacquie Kittler, Rita Colucci, Glenn Cochran, Melinda Stoops, David Baldwin, Dave Stender, David Case, Jay Hurtubise, Sarah Moretti, Johnny Hurley, Jessica Linehan, Carey Eggen.
Description: A full-day comprehensive investigator training program led by Elizabeth Sanghavi. Agenda included conducting a prompt, fair, impartial, and complete investigation, understanding the effects of sexual assault on victims as it impacts their participation in investigations, understanding perpetrators, special considerations around male survivors and LGBTQ survivors, personal conduct during an investigation, confidentiality, effective questioning, assessing credibility, identifying, gathering, and assessing available evidence, assessing consent, applying preponderance of evidence, reaching a conclusion, documenting the investigation, requirements for outcome notifications, appeals, preparing the final investigation report, role playing opportunities for the participants to practice engaging in investigation interviews.

Title: Combatting Campus Sexual Violence: Complying with the Final VAWA Rules
Date: November 13, 2014
Participants: Kim Dexter
Description: Webinar sponsored by Workplace Answers.

Title: Resident Assistant Policy and Procedure Review
Date: January 13, 2015
Estimated Attendance: 60 RA/RL Professional Staff
Description: Review of all pertinent policies and procedures including sexual violence and sexual harassment prior to the Spring semester. Completed with Resident Assistant staff.

Title: Behind Closed Doors (RA Training Session)
Date: January 13, 2015
Estimated Attendance: 60 RA/RL Professional Staff
Description: Role playing scenario based training session for Resident Assistant staff by Residence Director staff. RA response to sexual assault scenario was used for training purposes at this session.
Title: NCAA Convention
Date: January 14-15, 2015
Participants: Carey Eggen and Michael Harrison (as part of the general education offerings)
Description: NCAA Workshops: Sexual Harassment and Violence Prevention: The Law and the Role of the Athletic Department; Division III: Addressing Student-Athlete Health and Wellness; Embedding Inclusion into the Athletics Department; and Crisis Communication: How to Use Social Media to Your Advantage

Title: Series on Sexual Violence
Date: February 4, 2015; February 11, 2015
Participants: Kim Dexter, Erin Nechipurenko, Jacque Kittler, Glenn Cochran, Dave Stender, David Case, Johnny Hurley, Sarah Moretti, Jessica Linehan, Jay Hurtubise, Rita Colucci, David Baldwin, Carey Eggen
Description: Tasha Bjork from Voices Against Violence provided training on sexual violence and its impact on survivors.

Title: Equal Opportunity Plan Implementation Training
Date: February 26-27, 2015; March 5-6, 2015
Participants: Kim Dexter, Erin Nechipurenko, Glenn Cochran, Dave Stender, Melinda Stoops, David Baldwin, David Case, Sarah Moretti, Johnny Hurley, Jessica Linehan, Jay Hurtubise, Sean Huddleston, Carey Eggen
Description: Two day training program to inform and train on new Equal Opportunity Plan and investigation process. Conducted by Rubin and Rudman.

Title: “What Happens When” Discussion and Theatrical Production at Wheaton College
Date: April 16, 2015
Participants: Kim Dexter
Description: Roundtable discussion with local college and university personnel regarding efforts to end and prevent sexual violence. Play was a multimedia montage of the before-and-after moments of campus sexual encounters, alternating between early childhood and present day to shed light on the misunderstandings that persist, the discussion that needs to increase, and the violence that must stop. Sponsored in part by a grant awarded by the Office of Violence Against Women, U.S. Department of Justice.
Title: 2015 NCAA Inclusion Forum  
Date: April 24-26, 2015  
Participants: Kim Dexter and Carey Eggen  
Description: The NCAA Inclusion Forum brings together intercollegiate athletics leaders passionate about improving the educational and professional environment for student-athletes, coaches and staff. Sessions engage on a broad range of topics related to policy, research and best practices for racial and ethnic minorities, women, international student-athletes, LGBTQ and disability-access to sport.

Title: The 2015 Everfi Coalition Annual Research Summit  
Date: June 18-19, 2015  
Participants: Glenn Cochran & David Stender  
Description: Training sessions presented based on recent research during two day national conference. Sessions related to Title IX included: How We Got Here: College Sexual Assault From the 1950’s to Today by Caitlin Flanagan; Taking Stock of the National Landscape Around Campus Sexual Assault by Rob Buelow, VP Partner Education, Everfi; Trends in incoming Student Responses to Sexual Assault Prevention Education by Dann Zapp, Ph. D. and Alan Berkowitz, Ph. D.; Sexual Assault Prevention Discussion Group; Preparing Peers for Sexual Violence Prevention by Anna Sotelo-Peryea; and, It’s On Us: Engaging Administrators and Students to Build Stronger Campus Prevention Programs by Robin Kaler & Matt Hill, University of Illinois; Kristin Avery, Campaign Manager, It’s On Us; Kyle Lierman, Associate Director, White House office of Public Engagement.
AY 2015-2016 Planning

The following ongoing awareness and prevention efforts and trainings are currently planned and/or are already underway for AY 15-16:

- SHAPE information available at Accepted Students Days
- Session on consent and sexual violence provided during New Student Orientation
- Bringing in the Bystander offered during Black and Gold Beginnings
- Bringing in the Bystander offered to fall preseason athletes
- Haven – Understanding Sexual Assault online training required for all incoming students
- Speak About It, a First Year Foundations passport event
- Annual Title IX Investigator Training for all designated investigators
- Discrimination and Harassment Training offered to all employees online through Campus Answers
- Title IX Training offered to all employees online through Campus Answers
- Annual Responsible Employee Training for all designated REs
- Ongoing Bringing in the Bystander trainings offered to all community members
- Culture of Respect CORE Evaluation self-assessment
- Sexual violence campus climate survey
- SHAPE Liaison roundtables
- Monthly Title IX Compliance Team meetings
- Student Health 101 features and custom content
- Passive tabling with information on sexual violence
- Residence hall programming
- Support of ad hoc programming by various campus groups and departments
- Distribution of Equal Opportunity Plan to faculty and staff during the new hire onboarding process and annual policy announcement
- Distribution of Equal Opportunity Plan to students via the RAM Handbook
**Summary Data on Formal Title IX Complaints Under the Equal Opportunity Plan**

Listed are those formal complaints processed under the Complaint Investigation and Resolution Procedures of the Equal Opportunity Plan and/or the Student Conduct Process. For those complaints alleging violations under more than one category of offense, complaints are categorized below under the predominant violation alleged.

Informal complaints and other related matters brought to our attention are not documented below. The numbers below do not represent all incidents reportable under the Clery Act.

### Student Complaints Against Students

**Title IX Total = 10**

- Sexual Assault: Rape = 7
- Sexual Assault Other Than Rape = 1
- Sexual Exploitation = 1
- Domestic/Dating Violence = 0
- Stalking = 1
- Sexual Harassment = 0
- Gender Based Harassment = 0
- Retaliation = 0

### Complaints By/Against Third Parties

**Title IX Total = 1**

- Sexual Assault: Rape = 0
- Sexual Assault Other Than Rape = 0
- Sexual Exploitation = 0
- Domestic/Dating Violence = 1 (Non-Student Complainant, Student Respondent)
- Stalking = 0
- Sexual Harassment = 0
- Gender Based Harassment = 0
- Retaliation = 0

### Student Complaints Against Employees

**Title IX Total = 2**

- Sexual Assault: Rape = 0
- Sexual Assault Other Than Rape = 0
- Sexual Exploitation = 0
- Domestic/Dating Violence = 0
- Stalking = 0
- Sexual Harassment = 0
- Gender Based Harassment = 1
- Retaliation = 1
**Employee Complaints Against Students**

**Title IX Total = 1**
- Sexual Assault: Rape = 0
- Sexual Assault Other Than Rape = 0
- Sexual Exploitation = 0
- Domestic/Dating Violence = 0
- Stalking = 0
- Sexual Harassment = 1
- Gender Based Harassment = 0
- Retaliation = 0

**Employee Complaints Against Employees**

**Title IX Total = 0**
- Sexual Assault: Rape = 0
- Sexual Assault Other Than Rape = 0
- Sexual Exploitation = 0
- Domestic/Dating Violence = 0
- Stalking = 0
- Sexual Harassment = 0
- Gender Based Harassment = 0
- Retaliation = 0
FINDINGS FROM THE AY 2014-2015 CAMPUS CLIMATE SURVEY ON SEXUAL VIOLENCE

In fall 2014, Framingham State University partnered with Everfi, purveyor of the Haven – Understanding Sexual Assault online education program, to administer a campus climate survey on sexual violence to all students. Framingham State understands that effectively preventing and addressing sexual violence in our community requires a candid assessment of the experiences and perceptions of our students, transparency of findings, and a community-based approach for moving forward.

In December 2014, an invitation to participate in the climate survey was sent to all active student email addresses including those of graduate students. Six hundred and thirty two students accessed the survey, with 625 moving past initial statement of consent, providing data regarding demographics, living arrangements, alcohol and drug use, experiences of sexual assault, relationship violence, and stalking, perpetration of sexual assault, campus training, resources, and complaint processes, and bystander intervention.

This section synthesizes significant findings from the climate survey which will inform future programming and training efforts and is adapted from a presentation of survey findings provided to President’s Council in Spring 2015. This section is not intended to provide a discussion of the findings. Community constituents are invited to review the data and share interpretations and concerns. The full report of survey findings is available for download on the SHAPE website at www.framingham.edu/shape.

Gender Identity was reported as:

- Female = 81%
- Male = 17%
- Gender-nonconforming = .8%
- Transgender male = .2%
- Genderqueer = .5%
- Other = .2%

![Gender Demographics Chart](chart.png)
Race/ethnicity was reported as:

\( (n = 600) \)

- White = 84%
- Hispanic/Latino = 10%
- Black/African American = 7%
- Other = 2%
- Asian/Pacific Islander = 3%
- Native American Indian/Native Alaskan = 1%

Sexual orientation was reported as:

\( (n = 597) \)

- Heterosexual = 82%
- Bisexual = 6%
- Asexual = 6%
- Questioning = 2%
- Lesbian = 2%
- Gay = 1%
- Other = 1%
Class year was reported as:

\((n = 599)\)

- Freshman = 20%
- Sophomore = 25%
- Junior = 21%
- Senior = 29%
- Graduate = 4%

Age was reported as:

\((n = 599)\)

- 18 = 13%
- 19 = 21%
- 20 = 19%
- 21 = 18%
- 22 = 10%
- 23 = 5%
- 24 or older = 13%
Living arrangements of respondents were reported as:

\((n = 594)\)  
- Residence hall = 57%  
- At home w/ family = 27%  
- Off-campus apartment/house = 16%

Additional demographic data reveal:
- 23% are Transfer Students (Q11, n=597)  
- 98% are US Citizens (Q12, n=600)  
- 93% are Full-Time Students (Q10, n=595)  
- 93% Report a C Average or Better (Q14, n=586)
Respondents identified the frequency of their alcohol use as:

- Never: 25%
- <1x/month: 25%
- 1-2x/month: 25%
- 1-2x/week: 25%
- Daily/almost daily: 1%

(\(n = 517\))

Q22
32 students (6.4% of question respondents) indicate that they experienced unwanted sexual contact through force or threat of harm as students at FSU.

54 students (10.8% of question respondents) indicate that they experienced unwanted sexual contact through force or threat of harm prior to coming to FSU.

36 students (7.2% of question respondents) faced attempted unwanted sexual contact involving force or threat of harm as students at FSU.

49 students (9.8% of question respondents) faced attempted unwanted sexual contact involving force or threat of harm prior to coming to FSU.

51 students (10.2% of question respondents) indicate experiencing unwanted sexual contact through coercion since coming to FSU.

76 students (15.2% of question respondents) indicate experiencing unwanted sexual contact through coercion prior to coming to FSU.

70 students (14.1% of question respondents) indicate attempted unwanted sexual contact through coercion since coming to FSU.

86 students (17.3% of question respondents) indicate attempted unwanted sexual contact through coercion prior to coming to FSU.

21 students (4.3% of question respondents) are certain that they experience unwanted sexual contact while incapacitated since coming to FSU.

25 students (5.1% of question respondents) are certain that they experience unwanted sexual contact while incapacitated prior to coming to FSU.

24 students (4.9% of question respondents) think they may have experienced unwanted sexual contact while incapacitated since coming to FSU.

25 students (5.1% question respondents) think they may have experienced unwanted sexual contact while incapacitated prior to coming to FSU.
Additionally, 8 survey participants were not sure if they assaulted someone. \( (n=498) \)

**Perpetrators**

- 6 survey participants indicated that they had sexually assaulted someone while a student at FSU. \( n=498 \)
- 12 survey participants indicated that they had sexually assaulted someone prior to attending FSU. \( n=498 \)
- 94% of those reporting being sexually assaulted identified their perpetrators as male. \( n=69 \)

**Stranger Danger?**

In the vast majority of cases, the victim had prior knowledge of the perpetrator. Only 18% of perpetrators were identified as a “stranger”. \( n=72 \)

66% of the time the perpetrator was known to be another student at the school. \( n=71 \)
Alcohol

Responses were limited, but when asked about alcohol use prior to the incident:

- Of 70 responses indicating unwanted sexual contact, 69% involved the use of alcohol and/or drugs.
- Of 22 responses where incapacitation was indicated, alcohol had been consumed in 86% of incidents.
- Of those 19 responses where incapacitation was indicated, 100% said they were drunk.

Q33, Q34, Q42

Location of Sexual Assaults

- 60% off campus
- 40% on-campus

(n = 69)
Behaviors consisted of multiple instances of being followed or spied on, receiving unsolicited emails, texts, phone calls or other correspondence, showing up a places where the victim was but where the perpetrator had no business being, leaving unwanted items for the person to find, vandalizing property or destroying something the person loved, or otherwise trying to communicate with the person against their will.

20% of survey participants report behavior towards them that may be considered stalking

77% were at least a little frightened by this behavior.
The behaviors listed were the most commonly reported behaviors that indicate possible intimate partner violence. On the low end, under 1% report threats or use of a weapon, while 24-28% are reporting less recognizable behaviors such as controlling behaviors and criticism. 46% of respondents answering this question reported at least one or more of these behaviors.

(Q58 n = 341)
About 31% of question respondents experienced some level of fear.

(Q59, Q60 n=199)
47% of question respondents had a concern for their safety. Less than 5% sought services after the incident.

(Q61 n=200)
8% of question respondents were physically injured.
Respondents indicated if they had received training in specific areas related to sexual assault. The majority consistently indicated they had not received training in any of the areas.

But majority (82.6%) of those who did receive training found it to be at least somewhat useful.
Procedures and Helping Resources

35% Understand formal procedures to address complaints of sexual assault

58% Know where to get help at FSU regarding sexual assault

Perceptions of Administration

84% Believe administrators are moderately or very likely to take a report of sexual assault seriously

75% Trust administrators (moderately to very likely) to keep information as private as possible

79% Believe administrators will protect the safety of the victim

72% Trust them to protect victims from retaliation

(n = 517)

(n = 522)
Reporting of Sexual Assaults

- 19% Told no one
- 14% Told a counselor
- 6% Made a report to the police
- 6% Made a report through formal school procedures

\((n \sim 70)\)

Did Reporting Help?

100% of those who utilized the school’s formal procedures felt that it helped at least a little.

\((n = 4)\)
While these were the top four reasons, other significant reasons included fear of retribution, fear that others would harass them or treat them negatively, they would not be believed, others would not understand, they had other things requiring their attention, and they did not know the reporting procedure.
Other Reasons to Promote Reporting

4.3% of the reported assaults resulted in an STD
8.6% resulted in physical injury

But only 1.4% of reporters sought medical treatment

(n = 70)

Negative Impact On...

Schoolwork 40%
Job 19%
School/Recreation Activities 47%
Social Relationships 56%
Intimate Relationships 63%

(n ~ 71) Percentage of those reporting a negative impact on various aspects of their lives resulting from assault.
Perceptions about SA at FSU

71% think sexual violence is a problem at FSU

53% think there is something they can do about it

93% said, when given the opportunity to intervene, they took some form of action

Only 9% think doing something about sexual violence is solely on administrators

(n = 467 for Q63. n = 44 for Q71)
Bystander Action

Students expressed significant confidence in themselves that they would engage in bystander action.

They were markedly less confident that their peers would do the same.

(n ~ 425)

Bystander Action

22% had a friend tell them of an unwanted sexual experience this academic year.

10% witnessed a situation they believed was or could have led to a sexual assault.

Recall that 93% said they took some form of action.

(n ~ 410 for those reporting on whether a friend told them of an unwanted sexual experience this year or witnessing a situation that was or could have been sexual assault. n = 44 for those reporting on action or inaction.)
Do students “get it”?

Survey respondents demonstrated varying opinions as to whether certain situations were problematic as well as varying understanding of the causes and reactions to sexual assaults.

The majority of students were able to identify potentially problematic situations and expressed healthy attitudes regarding cause and reaction.

(n ~ 390)

Our students:

- do experience sexual assault at FSU (16%-20%), stalking (as many as 20%), and intimate partner violence (as many as 46% of those in dating/romantic relationships).
- experience even greater incidence of sexual assault prior to arriving at FSU (31%).
- do perpetrate sexual assault (3-5%).
- are severely impacted by sexual assault psychologically, physically, in academics, in employment, and in interpersonal relationships.
- trust us to help, to respond, and to take sexual violence seriously.
- feel we have provided positive outcomes for those who have experienced sexual assault.
- want to be educated on sexual assault but have not felt engaged in training opportunities.
- want to be effective in preventing and addressing sexual assault.