



POLICY ON PROHIBITED DISCRIMINATION, HARASSMENT AND RELATED MISCONDUCT, INCLUDING SEXUAL AND GENDER-BASED HARASSMENT, SEXUAL VIOLENCE, INTERPERSONAL VIOLENCE, AND STALKING

2014-2015 Annual Report (Part I)

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The University of North Carolina at Chapel Hill's Equal Opportunity and Compliance Office (EOC) oversees the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct, Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking (Policy), and is responsible for preparing an annual report that examines both actions taken in support of the Policy and recommendations for improvement.¹ This Annual Report covers activities initiated or completed during the period from August 2014 through August 2015.

The Report is presented in two parts. Part I (below) contains information about reports of misconduct under the Policy, as well as specific initiatives the University took during the 2014-15 academic year to strengthen its Policy, procedures, trainings, outreach, and resources. Part II of the Annual Report will include recommendations for improvement made by an advisory group as set forth in the Policy.

¹ The University of North Carolina at Chapel Hill's Policy on Prohibited Discrimination, Harassment and Related Misconduct, Section XI, available at <http://policies.unc.edu/files/2013/04/PPDHRM.pdf>.

The last two academic years have been pivotal at Carolina in our efforts to ensure a welcoming, equitable, and inclusive environment. In response to significant and comprehensive recommendations from a campus task force, the University implemented a revised Policy in August 2014 that strengthens and clarifies the University's prohibition against discrimination and harassment, including sexual assault and related forms of misconduct. EOC is responsible for the implementation and enforcement of the Policy.

Over the course of the past year, EOC staff have implemented all components and procedures of the Policy and have worked to raise awareness about the Policy and the support services available to the campus community. Specifically, EOC staff have developed and distributed information about the Policy, facilitated interim protective measures (e.g., changes to housing, no-contact orders) that are provided for in the Policy, and connected individuals to confidential support services, such as the Gender Violence Services Coordinator, who began serving our campus community in 2014. In addition, EOC staff implemented a revised investigation process, recruited and trained members for the new hearing panel structure, and formed an advisory committee to provide input on the first year of the implementation of the Policy. That group is expected to offer feedback and make recommendations to EOC staff later this year. The recommendations will form Part II of this Annual Report.

The work of EOC staff has been informed and supported by many campus efforts. Last spring, the University participated in the Association of American Universities' (AAU) Campus Climate Survey on Sexual Assault and Sexual Misconduct, which provided information about incidence rates and perceptions of these issues on campus. Likewise, staff in EOC and across campus have worked hard to expand existing response and bystander intervention skills programs and to launch new prevention trainings and awareness campaigns. EOC staff are also engaged with departments and units across campus in the provision of support services and are continuing to build upon existing prevention and awareness efforts. Collectively, these efforts have been supported with the formation of a Prevention Task Force, which was charged in April 2015 with the task of creating recommendations for a strategic prevention plan. That committee expects to complete their work this academic year.

We are wholly committed to the safety and well-being of our campus community, and this initial Annual Report details the progress behind that commitment. We are thankful to the members of our campus community who have helped build a strong foundation for our prevention and response systems at Carolina. We will look to you once again this year for assistance as we continue this important work.

Felicia A. Washington, Vice Chancellor for Workforce Strategy, Equity, and Engagement

Becci Menghini, Senior Associate Vice Chancellor for Workforce Strategy, Equity, and Engagement

Katie Nolan, Interim Title IX Compliance Coordinator, EOC

POLICY ON PROHIBITED DISCRIMINATION, HARASSMENT AND RELATED MISCONDUCT

On August 28, 2014, the University adopted the [Policy on Prohibited Discrimination, Harassment and Related Misconduct, Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking](#) (the Policy).

Policy Improvements

In January 2012, the University removed jurisdiction for sexual assault cases from the student-led Honor System. Since that time, state and federal laws and guidance have continued to evolve. The University has continuously worked to ensure that policies and procedures meet both legal requirements and the needs of students and employees.

In May 2013, the University embarked upon an approximately year-long policy review process through the formation of a campus task force. The task force was charged with developing recommendations that not only satisfied the requirements of applicable federal and state law and guidance from the U.S. Department of Education's Office for Civil Rights, but that also incorporated trauma-informed practices and reflected the values of the campus community. This task force included representation from the community and the following groups and offices on campus:

- Academic Advising
- Counseling and Psychological Services (CAPS)
- Department of Public Safety (campus police) (DPS)
- EOC
- Faculty
- Graduate students
- LGBTQ Center
- Office of the Dean of Students
- Office of the Vice Chancellor for Student Affairs
- Office of University Counsel
- Staff
- Student Wellness
- Undergraduate students
- University Ombuds Office

The task force recommended a comprehensively revised policy, as well as new procedures for reports of student misconduct that prioritized the well-being of individuals and optimized efficiency, fairness, and balance throughout the process. In addition to addressing sexual assault and related forms of misconduct, the task force recommended that the Policy address a broad range of behaviors, all of which are detrimental to the learning and working environment, including discrimination and harassment based on any protected status (i.e., age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status). The University adopted the recommendations in August 2014. Key components of the revised Policy and procedures for student misconduct include:

- more precise scope of prohibited conduct

- comprehensive definition of “consent” and “incapacitation”
- new adjudication process
- new composition and structure for the hearing panel

Specific procedures are designated for reports based on the relationship of the reporting party (any individual who reported being the subject of prohibited conduct) or responding party (any individual accused of engaging in conduct in violation of the Policy) to the University. Revised [procedures](#) for reports involving students as the responding party were implemented on August 28, 2014. The University is currently reviewing employee procedures, which can be found on the same [Web page](#) as the student procedures. The employee procedures are under review and are targeted to be adopted during the next academic year.

The following chart addresses the key differences between the current Policy and the prior 2012 policy.²

Area of the Policy	Current Policy (Adopted in August 2014)	2012 Policy
More precise scope of prohibited conduct	Defines “prohibited conduct” to include: discrimination, harassment, sexual or gender-based harassment, sexual assault or sexual violence, sexual exploitation, interpersonal violence, stalking, complicity, and retaliation.	Stated that prohibited conduct included: discrimination, harassment, sexual or gender-based harassment, sexual assault or sexual violence, and retaliation.
Comprehensive definition of consent	Includes several paragraphs offering detailed guidance on the definition of consent and what is and what is not consent, including: “[c]onsent is the communication of an affirmative, conscious, freely-made decision by each participant to engage in agreed upon forms of sexual contact;” and “[c]onsent is not to be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone may result in a violation” of the Policy.	Provided a single paragraph defining the term consent, including that consent means words or actions demonstrating a knowing and voluntary agreement to engage in mutually agreed upon sexual activity.
Definition of incapacitation	States that “[a]n individual who is incapacitated is unable to give consent to sexual contact.” Defines incapacitation, where alcohol or other substances are involved, as “a state beyond intoxication, impairment in judgment or ‘drunkenness.’” Provides factors to assess whether an individual is incapacitated.	Stated that consent cannot be obtained by taking advantage of the incapacitation of another.

² Reports prior to this time were addressed under the University’s previous Policy on Prohibited Harassment, Including Sexual Misconduct, and Discrimination.

New adjudication process (Applies to reports involving a student as the responding party. Procedures for employees are being reviewed.)	Provides that the reporting party can choose between adjudication and voluntary resolution (in certain circumstances). Voluntary resolution includes a mutual decision among the reporting and responding party to pursue mediation, restorative justice, and other alternatives that would not result in the discipline of the responding party. Under the adjudication process, an investigator, in consultation with the EOC, makes a finding of a Policy violation or no Policy violation at the conclusion of the investigation. The investigator and EOC issue sanctions for Policy violations and offer remedies. Parties can accept or challenge the finding(s) and/or sanction(s) through an administrative review or hearing.	Stated that an investigator gathered information and determined whether there was sufficient information to move the case, at the election of the reporting party, to the Office of the Dean of Students for informal resolution or to the Student Grievance Committee for formal resolution, where the determination as to responsibility (and sanctions, if warranted) was made.
Composition of the Hearing Panel (Applies to reports involving a student as the responding party. Procedures for employees are being reviewed.)	Provides for a three-person Hearing Panel that includes faculty and/or staff; students do not serve as panelists.	Provided for a three-person Student Grievance Committee that included two employees (faculty and/or staff) and one student.

Reports

The reports EOC receives can be largely classified into two categories, ones which: (1) require **formal investigations** or (2) constitute **informal reports**. The EOC is prepared to conduct a thorough investigation of each report it receives, including interviewing witnesses and rendering a finding as to whether a Policy violation has occurred, along with appropriate sanctions and remedies. This process constitutes a formal investigation. By contrast, reporting parties and other reporting individuals sometimes come to EOC and request only needed support and interim protective measures and ask that the University refrain from moving forward with an investigation. When this occurs, the University conducts an investigative assessment and determines whether, consistent with University Policy and OCR guidance, there is ongoing threat to any one individual or the campus community. This process constitutes an informal report. The University may be unable to honor a reporting party's request for confidentiality when the facts and circumstances reported constitute a threat to any one individual or the campus community. The University will make every effort to respect an individual's autonomy in making the determination as to how to proceed.

Formal Investigations

The data described below capture the number of **formal investigations** EOC conducted during both the 2013-2014 and 2014-2015 academic years. **Each investigation may have involved more than one allegation of prohibited conduct under the University's Policy.** The data reflect student and employee reports made during this time under the 2012 policy (through August 27, 2014), which was still in effect at the start of the 2014-2015 academic year, and the current Policy (effective August 28, 2014). Reports of all forms of misconduct under the Policy are provided below, including but not limited to discrimination and harassment based on any protected status, sexual assault or sexual violence, and interpersonal violence.

Total Formal Investigations³ (2012 Policy and Current Policy)				
Affected Individuals	Types of Policy Misconduct	2013-2014	2014-2015	Percent Change
Students and Employees ⁴	All	27	41	+52%

Total Formal Investigations by Status ⁵								
Affected	Types of Policy Misconduct	2013-2014	2014-2015		Affected	Types of Policy Misconduct	2013-2014	2014-2015
Employees	All	13	27		Students	All	16	21

Total Formal Investigations by Type of Conduct ⁶								
Affected	Types of Policy Misconduct	2013-2014	2014-2015		Affected	Types of Policy Misconduct	2013-2014	2014-2015
Employees	Sex discrimination, sexual harassment, sexual assault or sexual violence.	18*, ***			Students	Sex discrimination, sexual harassment, sexual assault or sexual violence.	14	17**

³ Each formal investigation may involve one or multiple allegations of prohibited conduct.

⁴ If the investigation affected both an employee and student, the investigation is counted separately in the charts that provide information solely about employees and solely about students. The investigation is not counted twice in the chart regarding investigations affecting both students and employees.

⁵ See footnote 4.

⁶ This chart separates formal investigations into two categories for both students and employees. If an investigation involved allegations of conduct in more than one category, the investigation was included in the number of investigations for both categories. The types of conduct are not further disaggregated to avoid identifying individuals.

	interpersonal violence, and stalking				interpersonal violence, and stalking		
Employees	Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status ⁷	9	18		Students	Discrimination or harassment based on age, color, disability, national origin, race, or religion as the protected status ⁸	6*

* The University is not disaggregating this information any further to prevent identifying individuals.

** Includes 15 reports under the current Policy.

*** Includes 10 reports during the 2014-2015 academic year under the current Policy.

There was a significant increase in the number of reports requiring formal investigations for nearly all forms of misconduct. EOC anticipated this increase with the adoption of the revised Policy in August 2014 and with the University's increased efforts in communicating to the campus community about available resources, as well as how to get help and report incidents.

Student Process

When a formal investigation is conducted under the Policy, a trained and impartial investigator gathers facts and any available physical or documentary evidence. When a student is the responding party, the investigator completes the investigative process and consults with other staff in EOC to make an investigative finding, by a preponderance of the evidence,⁹ regarding whether a Policy violation occurred. This standard differs from that used in the criminal process. The investigator also recommends a sanction and/or remedy based on the finding.

Formal investigations involve a resolution that results in one of three outcomes for each allegation that is the subject of the investigation: a finding of a Policy violation and proposed sanctions, voluntary resolution,¹⁰ or a finding of no Policy violation. Where both the parties agree to the investigative finding and any recommended sanction, or where neither party requests further review, the outcome becomes final. Where the reporting party requests administrative review of the investigative finding that no Policy violation occurred, the investigation report is reviewed by a designee of the Vice Chancellor for Workforce Strategy, Equity and Engagement. The designated reviewer may request additional investigative follow-up, affirm the investigative finding, or reverse the finding. If the responding party challenges the investigative finding that a Policy violation occurred, the report will be forwarded to a Hearing Panel for adjudication – a full assessment of the facts and to determine whether a Policy violation occurred by a preponderance of the evidence and, if warranted, impose sanctions and/or remedies.

Specific Allegations of Conduct Prohibited by Title IX and Related Forms of Misconduct Involving Students¹¹ (Current Policy Only from the 2014-2015 Academic Year)	
	Interpersonal Violence, Sex Discrimination, Sexual Assault, Sexual Harassment, or Stalking
Allegations of Misconduct	18
Outcomes	18

⁷ Each report may involve more than one protected status.

⁸ See footnote 7.

⁹ The 2011 *Dear Colleague Letter* issued by the United States Department of Education's Office for Civil Rights establishes that a school's grievance procedures must use a preponderance of the evidence standard.

¹⁰ If a formal investigation is initially pursued, a reporting party can request to end the formal investigation and pursue voluntary resolution at any time.

¹¹ Because this chart captures reports of misconduct by specific allegation, the data in this chart may be different than other charts in this report.

• Policy Violations and Voluntary Resolution	11
• No Policy Violations	7

Employee Process

With regard to similar types of reports of misconduct involving employees, formal investigations involve a resolution that results in one of two outcomes for each allegation that is the subject of the investigation: a finding of a Policy violation and proposed corrective action or a finding of no Policy violation. ***Again, each formal investigation may involve more than one allegation of prohibited conduct under the University's Policy.*** Voluntary resolution is not available as a path of resolution in the procedures for reports against employees.

Specific Allegations of Conduct Prohibited by Title IX and Related Forms of Misconduct <u>Involving Employees</u> (Current Policy Only from the 2014-2015 Academic Year)	
	Interpersonal Violence, Sex Discrimination, Sexual Assault, Sexual Harassment, or Stalking
Allegations of Misconduct	12
Outcomes	12
• Policy Violation	6
• No Policy Violation	6

Sanctions and Corrective Actions

Where Policy violations were found for reports of Title IX violations and related misconduct as described in the charts above, the following sanctions and corrective actions were issued to students, often in combination: expulsion, indefinite suspension, probation, orders of no-contact, behavior management counseling, community service, written apology, and housing restrictions. The following corrective actions were issued to employees, often in combination: termination, training, revised staff procedures, and diversity plans. Given the broad range of prohibited behaviors under the policy, sanctions and corrective actions are tailored to the facts and circumstances of each report, the impact of the misconduct on the reporting party and surrounding community, and accountability for the responding party. The University is not disaggregating this information any further to prevent identifying individuals.

The data in this report capture the number of incidents reported to EOC for the purpose of pursuing a formal investigation under the University's policy, thus the numbers reported above vary from statistics provided in other reports and surveys. For example, the Association of American Universities (AAU) Campus Climate Survey on Sexual Assault captures data that may or may not have been reported to University officials. Additionally, the University's Annual Security Report, published in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, compiles incident information reported to many different departments and law enforcement agencies for specific geographic areas and for specific allegations of criminal acts, regardless of whether the individuals involved sought an investigation by the University.

Informal Reports, Resources, and Interim Protective Measures

The following data capture the number of informal reports EOC received during the 2013-2014 and 2014-2015 academic years. As stated above, in each instance, the reporting individuals

were informed of, offered, and often provided available support and interim protective measures (e.g., academic accommodations, changes to housing, changes to class or work schedules) but requested that the University refrain from moving forward with a formal investigation. After determining that no one individual or the community was at future risk, the University honored those wishes with this assessment. The data capture student and employee reports under both the 2012 policy (since it was in effect at the start of the 2014-2015 academic year) and the current Policy (effective August 28, 2014) concerning all forms of misconduct, including but not limited to discrimination and harassment based on any protected status, sexual assault or sexual violence, and interpersonal violence. The University is not disaggregating this information further to prevent identifying individuals.

Informal Reports Where Interim Protective Measures Were Explored and/or Offered (2012 Policy and Current Policy)				
Affected Individuals	Types of Policy Misconduct	2013-2014¹²	2014-2015	Percent Change
Students and Employees ¹³	All	128	328	+156%

Informal Reports Where Interim Protective Measures Were Explored and/or Offered by Status (2012 Policy and Current Policy) ¹⁴								
Affected	Types of Policy Misconduct	2013-2014	2014-2015		Affected	Types of Policy Misconduct	2013-2014	2014-2015
Employees	All	55	87		Students	All	91	264

Total Informal Reports Where Interim Protective Measures Were Explored and/or Offered by Type of Conduct (2012 Policy and Current Policy) ¹⁵								
Affected	Types of Policy Misconduct	2013-2014	2014-2015		Affected	Types of Policy Misconduct	2013-2014	2014-2015
Employees	Sex discrimination, sexual harassment, sexual assault or sexual violence, interpersonal violence, and stalking	19	31		Students	Sex discrimination, sexual harassment, sexual assault or sexual violence, interpersonal violence, and stalking	62	186
Employees	Discrimination or harassment based on disability as the protected status	12	10		Students	Discrimination or harassment based on disability as the protected status	9	7
Employees	Discrimination or harassment based on age, color, national origin, race, or religion as the protected status	13	19		Students	Discrimination or harassment based on age, color, national origin, race, or religion as the protected status	24*	
Employees	Other types of conduct not based on protected status	13	31		Students	Other types of conduct not based on protected status	18	55

*The University is not disaggregating this information any further to prevent identifying individuals.

¹³ If the informal report affected both an employee and student, the report is included in (1) the chart on the total number of reports affecting employees and (2) the chart on the total number of reports affecting students; however, the report is counted only once in the chart on the total number of all informal reports.

¹⁴ See footnote 13.

¹⁵ This chart separates informal reports into several categories for both students and employees. If a report involved allegations of conduct in more than one category, the report was included in the number of informal reports for all relevant categories. The types of conduct are not further disaggregated to avoid identifying individuals.

With the adoption of the revised Policy and the increased focus on communicating information about the Policy and resources on campus, the University anticipated an increase in the number of individuals seeking assistance from campus support and reporting options. The Policy places an emphasis on providing for the care and well-being of students and employees through interim protective measures along with confidential supports. Interim protective measures may provide critical assistance to those who have experienced discrimination, harassment, retaliation, and/or violence.

The University has many resources dedicated to supporting the campus community's safety and well-being, as well as fulfilling the University's Title IX obligations. Each resource set forth in the University's Policy meets a unique need. Individuals may use or request as many or as few of these options as needed.

Law Enforcement: Criminal Investigation

At any time, students and employees can call 911 for protection and to initiate a criminal investigation. When 911 is dialed from campus, the Department of Public Safety (DPS) responds. DPS informs the necessary University staff of relevant incidents. Similarly, University staff work closely with local law enforcement agencies to support individuals who report that they have experienced violence or criminal conduct.

Confidential Medical Support: Care and Evidence Collection

Campus Health Services and the Emergency Department at UNC Hospitals can provide evidence collection, treatment of injuries, and medication for sexually transmitted infections and pregnancy prevention. Forensic exams can be obtained for up to five days after an assault.

University Reporting: Campus Protective Measures and Proceedings

Reporting to the University provides two options: addressing an incident under the University's Policy and/or accessing or utilizing any available interim protective measures such as academic accommodations, changes to housing, and changes to class or work schedules. Individuals are encouraged to make reports to the Report and Response Coordinators, Title IX Compliance Coordinator, Office of the Dean of Students, or EOC. These individuals and staff within these offices are well-trained on how to conduct investigations, document incidents, and respond to reports.

Confidential Support: Emotional and Psychological Support

The ComPsych Employee Assistance Program (for employees), Counseling and Psychological Services (CAPS) (for students), the Gender Violence Services Coordinator (for students and employees), and the University Ombuds Office (for students and employees) are confidential resources that offer emotional and/or psychological support. Confidential community resources, such as the Orange County Rape Crisis Center and Compass Center for Women and Families, are also available, and University staff members can connect individuals to these resources.

Students and employees may obtain confidential support whether or not they report an incident to the University or to law enforcement.

Training and Education

The University provides training and education to its students, faculty, and staff as part of its commitment to assuring a comprehensive prevention, support, and response system. Programs address types of prohibited conduct, bystander intervention, compassionate support and response, and information regarding the University's Policy and resources. In the past year, several new programs were introduced and many others were enhanced, expanded and/or continued.

New Programs

Title IX Awareness and Violence Prevention Training

The University provides an online training module about prohibited discrimination, harassment, and retaliation that all students and employees are required to complete. This module offers information about:

- How to identify sexual and gender-based harassment and violence, interpersonal violence, and stalking
- How to report and respond to incidents of sexual and gender-based harassment and violence, interpersonal violence, and stalking
- The requirements of Title IX and related laws and guidance, including Section 304 of the Violence Against Women Reauthorization Act of 2013
- The University's prohibition against retaliation
- The University's Policy and procedures

The University unveiled this training module to employees in December 2014 and students in January 2015. The University requires that every student complete the training annually. Faculty members and staff are also required to complete the training when they are first employed and subsequently on a biennial basis.

Responsible Employees Training

The University also implemented mandatory annual training for "Responsible Employees" under the University's Policy. Employees with administrative or supervisory responsibilities on campus or who have been designated as Campus Security Authorities are considered Responsible Employees. See <http://policies.unc.edu/files/2013/04/PPDHRM.pdf> for more information.

Upon receiving a report of a potential Policy violation, Responsible Employees will safeguard an individual's privacy, but they are required by the University to immediately share all details about any report of prohibited conduct they receive. Specifically, Responsible Employees must communicate the following information to EOC or to the Title IX Compliance Coordinator in person, by telephone, electronically, or by email: the known details of the incident (e.g., date, time, location), the names of the parties involved, a brief description of the incident, and whether the incident has been previously reported. Such reporting ensures timely support for all parties and enables an effective and consistent institutional response. The mandatory annual training for Responsible Employees outlines the types of conduct these individuals are expected to report, the procedures for reporting, and tips on how to inform students and peers of these reporting responsibilities.

Existing Programs

The University offers several additional trainings for students and employees that are related to the broad range of misconduct prohibited by the Policy. Some of the current offerings include:

Americans with Disabilities Training: This session is offered by EOC and is designed to provide an overview of the Americans with Disabilities Act of 1990 (ADA) and ADA Amendments Acts of 2008. The session also increases awareness of the University's Reasonable Accommodations in Employment Policy and familiarizes employees and supervisors with their responsibilities and available resources. Accessibility Resources & Service (ARS) also offers customized training programs throughout the year upon request to departments and organizations regarding reasonable accommodations, resources, and services for undergraduate and graduate/professional students with disabilities.

Carolina Community Session at New Student Orientation: This session reinforces the principle that discrimination, harassment, and related forms of misconduct are strictly prohibited at Carolina. Students also learn about the definition of "consent" under the Policy, campus resources, and how to help a friend in need. Approximately 4,100 first-year and transfer students attended the session prior to the start of this academic year. The session is led by staff from the Office of the Dean of Students, Student Wellness, the Office of Student Conduct, and the Office of Fraternity & Sorority Life and Community Involvement.

Diversity in Hiring Workshop: The Diversity and Multicultural Affairs Office (DMA) offers this workshop for units and groups seeking to recruit a more diverse workforce. This workshop explores national trends and the practices of peer institutions, as well as the use of inclusive language, open communication, and ways to address barriers. This workshop provides tactics and resources to build an inclusive hiring experience.

Diversity in the Workplace Workshop: DMA offers this workshop to help units and groups understand University policies and procedures related to diversity. This workshop also addresses diversity and its intersections, influence on identity and work performance, climate, and overall team dynamics.

Everfi's Haven: Understanding Sexual Assault: Student Wellness provides a mandatory online training for incoming students to learn about important prevention skills for sexual assault and relationship violence. This online module is separate from the in-person HAVEN training described below.

Green Zone: Green Zone is training offered by the Office of the Dean of Students that is for faculty and staff who wish to learn more about the military-affiliated student experience. Its goals are to train members of the Carolina community about the challenges and concerns faced by military-affiliated students and to identify individuals who are available to assist this population.

HAVEN (Helping Advocates for Violence Ending Now): HAVEN is a collaboration between EOC, the Carolina Women's Center, the Office of the Dean of Students, and Student Wellness. The training provides students, faculty, and staff with tools to be an ally to someone who has experienced sexual or interpersonal violence or stalking. The three-hour training emphasizes the importance of listening, responding compassionately, and connecting those affected by violence to resources on campus and in the community.

Men's Project: The UNC Men's Project, which is coordinated by Student Wellness, is an initiative that seeks to create opportunities for students to learn, listen, reflect, and work together to increase men's involvement in gender equity and violence prevention efforts. The UNC Men's Project works to promote positive, healthy, inclusive, and non-violent masculinities.

One Act and One Act for Greeks: One Act is a skills training program offered by Student Wellness for students who are interested in preventing violence and learning about bystander intervention. Peer educators and a full-time or graduate student staff member lead the program. One Act for Greeks is specially tailored for members of fraternities and sororities.

Raise the Bar: Raise the Bar involves both outreach and education to local bars on drug facilitated sexual assault (DFSA) and a bystander intervention training specifically for bar staff to help them recognize and intervene when they see warning signs of DFSA. The program, which is led by Student Wellness, includes both volunteer driven outreach and campus-based training and service delivery. During the 2014-2015 academic year, program volunteers had conversations with staff at 18 bars and restaurants in the area about the program and about DFSA. In addition, 110 staff members from local bars and restaurants attended the training.

Recognizing the Need for Cultural Competency in Our Everyday Lives: This workshop, which is offered by DMA, provides space to engage in a discussion on culture, power, and privilege within organizations and workplaces. By attending this workshop, attendees learn about microaggressions, bias, and strategies to increase self-awareness and self-reflection in everyday work and life.

Safe Zone: Safe Zone is a four-hour training program offered by the LGBTQ Center that is designed to create a network of allies for people who may be marginalized on the basis of their sexual orientation, gender identity, or gender expression. The desired goal for the Safe Zone program is ultimately to make the University community a safer and more supportive place for people of all sexual orientations, gender identities, and gender expressions. During the 2014-2015 academic year, 25 Safe Zone trainings were conducted, and the program added 609 new Safe Zone allies. Additionally, 97 percent of participants reported having greater knowledge of sexual orientation, gender identity, and gender expression as a result of the training.

Sustaining Healthy Relationships: This six-lesson online module offered by the LGBTQ Center and Student Wellness introduces participants to healthy relationship ideas and addresses the dynamics of interpersonal violence and bystander intervention. During the 2014-2015 academic year, 46 individuals participated in the training.

THINKPosium: This annual program is led by DMA to help build capacity and cultural competency for inclusive teaching and learning practices among staff and faculty. The 2014 program focused on implicit bias and its specific impact on hiring practices and classroom instruction. The program was designed to allow participants to reflect on their own practices, understand the concepts and behaviors associated with implicit bias, and be part of facilitated conversations to develop capacity and skills to address these issues within their own workplaces. Participants also had the opportunity to participate in thought-provoking exercises to understand unconscious bias.

EOC and many other departments above also coordinate and direct custom training and consulting services for groups and units on or connected to campus. These programs include, but are not limited to, targeted outreach to student-athletes and coaches, the Greek community, and residence hall directors and communities.

Awareness and Outreach

In addition to training and education programs, the University has focused on growing the awareness of campus resources among students and expanding the network of people and offices who can distribute information, lend expertise, and aid in efforts related to both service delivery and prevention. These efforts include:

Delta Advocates

EOC, the Carolina Women's Center, the Office of Fraternity & Sorority Life and Community Involvement, and Student Wellness partnered in fall 2014 to create the Delta Advocates program. Delta Advocates are students in the Greek community who are trained to provide an empathetic and informed response to survivors of sexual and interpersonal violence. Delta Advocates support an environment where their peers can freely discuss their experiences and learn about support and reporting resources on campus and in the community. Delta Advocates collaborate with campus and community partners to engage the Greek community in campus prevention efforts. They strive to create space for open and meaningful dialogue around interpersonal and sexual violence and empower members to be active participants in creating a safer and more supportive Greek community at Carolina. The first cohort of Delta Advocates, which included 22 students, began serving in March 2015. Each participant received 25 hours of training.

Expect and Empower

EOC and ARS launched an annual program in December 2014 to raise awareness of resources, services, policies, and programs on campus for individuals with disabilities. This first event was attended by more than 80 members of the campus and local community.

Heels United for a Safe Carolina

During the 2014-2015 academic year, EOC launched an awareness campaign that is unique to the UNC-Chapel Hill campus entitled Heels United for a Safe Carolina. The awareness campaign supports the University's commitment to a safe and welcoming Carolina – a campus that is free from discrimination and harassment, sexual assault, interpersonal violence, and stalking. The campaign raises awareness of these issues and provides information about prevention efforts, available resources, and University policies.

The campaign includes a social media component as well as resources, events, and programs, including the Heels United Project.

- ***Resources and Reference Materials:*** At the start of the 2014-2015 academic year, EOC distributed 10,000 pledges containing information about the Policy and the University's definition of "consent" to resident advisors. The resident advisors, in turn, provided these pledges to students, and the students read the pledges aloud and signed them during meetings led by the resident advisors. Additionally, prior to the start of the academic years in 2014 and 2015, students and parents received information about resources and reporting options in all new student and parent handbooks. Furthermore, before students moved into residence halls in August 2015, nearly 10,000 quick reference guides and static decals about resource and reporting options were placed in residence hall rooms. All resident advisors received posters containing similar information to post in high-traffic locations within their communities; building

representatives across campus also receive these posters. Key support staff received comprehensive resource guidebooks to share with the students they serve, including the Title IX Compliance Coordinator, Report and Response Coordinators, DPS, other local law enforcement agencies, Gender Violence Services Coordinator, the Office of the Dean of Students, CAPS, and community support resources.

- ***Events and Programs:*** The campaign distributed information and items with the resource website URL to thousands of students at campus events like FallFest and Safetoberfest, graduate student orientation, resident advisor sessions, Sexual Assault Awareness Month events, and Relationship Violence Awareness Month events. The campaign also hosted a Pledge Day to raise awareness of the University's policy definition of "consent" and related prohibited conduct in November 2014 as part of the national "It's On Us" week of action. In three hours, 370 students signed pledges to do their part to help make Carolina safe for everyone.
- ***Heels United Project:*** The Heels United Project is an ongoing communication installation about creating a safe campus for all. Planning efforts began in spring 2015, and the project was officially launched during summer 2015. The project includes installations about a range of topics on campus throughout the year, including consent, resources, and sexual violence. The first installation, Think A.C.E. for Consent, provided information about consent to sexual contact, as defined in the University's Policy. Using 50 large A-frame signs, messages about consent were placed in key locations throughout campus during the first two weeks of class in August 2015. Additional installations will occur throughout the 2015-2016 academic year.

Safe.unc.edu Website

During the Spring 2015 semester, the University launched an extensively revised safe.unc.edu website, which is the main online portal for University students, faculty, staff, and visitors to learn about resources and reporting options related to discrimination, harassment, sexual violence, interpersonal violence, and stalking. The website is designed to help streamline resource, reporting, and program information for students and employees. While user statistics vary, the website receives visits from an average of 1,500 users per month.

University staff members are also currently working with students to implement additional awareness and outreach activities, including a leadership summit, social media pledge drive, and resource video. More details about these efforts will be provided in next year's report.

Tar Heel Tribute

EOC, the Office of the Dean of Students, and the Office of Human Resources launched the first Tar Heel Tribute program to celebrate Carolina's veterans in November 2014. More than 150 people attended. The program provided information about campus resources and policies for student and employee veterans.

AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct

In April 2015, UNC-Chapel Hill was one of 27 public and private institutions to participate in the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct. The AAU sought to gain a detailed understanding of the general campus climate regarding sexual assault, sexual harassment, intimate partner violence, and stalking and to help collect institution-specific data to guide prevention and support efforts.

The survey included questions about:

- Incidence of and attitudes toward sexual harassment, sexual violence, relationship violence, and stalking
- Perceptions of the University's response to sexual misconduct
- Knowledge of and access to programs including bystander intervention, support services (e.g., counseling, medical care, victim advocacy), and resources and procedures for addressing cases of alleged misconduct

Students received notice about the survey through emails from Felicia Washington, Vice Chancellor for Workforce Strategy, Equity and Engagement, and Winston Crisp, Vice Chancellor for Student Affairs; advertisements in the University's student newspaper, *The Daily Tar Heel*; notifications on electronic monitors in residence halls; information in electronic newsletters; postings on campus social media accounts; and postings on the University's Sakai website.

In mid-September, AAU released aggregate survey data, which can be found online at <https://www.aau.edu/Climate-Survey.aspx?id=16525>. Details of the UNC-Chapel Hill specific data were summarized in a reader-friendly compilation that distilled the key findings and points on which prevention and response efforts in the coming year will be based. This information, the UNC-Chapel Hill report, and infographics can be accessed online at <http://safe.unc.edu/create-change/aau-survey/>.

In summary, 18.4 percent of UNC-Chapel Hill students (5,212) completed the survey. Of the survey respondents, 12.9 percent indicated that they experienced sexual assault (i.e., sexual touching, completed penetration by force or incapacitation, and/or attempted penetration by force) since enrolling at UNC-Chapel Hill. Prevalence differed by many variables, including gender identity and enrollment status. About 5.7 percent of all survey respondents reported experiencing penetration due to incapacitation or force.

Overall, a majority of survey respondents (74.1 percent) reported they were "somewhat" to "very" or "extremely" knowledgeable about where to get help at the University if they or a friend are affected by sexual assault. Additionally, 87.2 percent of survey respondents also indicated that campus officials would take the report seriously, and 82.8 percent of survey respondents indicated that it is "somewhat," "very," or "extremely" likely that the University will provide a fair investigation. Further, 76 percent of respondents said it is "somewhat," "very," or "extremely" likely that the University will take action against the offender.

Overall, reporting (informing University officials or law enforcement) rates among those respondents who had experienced sexual touching and non-consensual penetration were low. About 57.1 percent of female respondents indicated the reason for not reporting or seeking support from law enforcement or University officials after non-consensual penetration by force was that the individual believed the incident was "not considered serious enough."

Many survey respondents indicated a high frequency of incidents involving alcohol. In addition, survey respondents indicated many incidents occurred in residence halls and fraternity and sorority housing. The University will continue to review and examine the data and to consider how this data can positively affect the University's prevention and response efforts.

The survey numbers reinforce the importance of continued focus on this issue and expanded prevention programming.

Next Steps

Policy Review and Part II of the Annual Report

The University has charged and convened an advisory group comprised of representative members from across the campus community, including students, to aid in the full review prescribed by the Policy.¹⁶ The review will capture evolving legal requirements, evaluate the support and resources available to all parties, and assess the effectiveness of the resolution process for reports involving students as the responding party, including the fairness of the process, the time needed to complete the process, and the sanctions and remedies imposed. The advisory group will review the information captured in this Annual Report (Part I). The group will also receive feedback from individuals and groups affected by the Policy and include such feedback in their review. The review will consider all cases initiated during the 2014-2015 academic year.

At the conclusion of its work, the Advisory Group's recommendations will be submitted to EOC. The recommendations will be released by EOC in the coming months as Part II of the Annual Report.

Employee Procedures

In addition to assessing the Policy and the procedures for reports involving students as the responding party, the University is developing new procedures for reports of discrimination, harassment (including sexual assault and sexual violence), and retaliation involving faculty and staff. Because the Policy applies to both students and employees, EOC is amending its current processes for investigating and adjudicating reports against employees to ensure as much consistency as possible with the procedures for addressing conduct involving students as responding parties. As part of this effort to develop procedures for reports against employees, the University has convened an Employee Procedures Working Group with representation from across campus to make recommendations regarding these procedures, including:

- Academic Personnel Office
- DPS
- Employee Forum
- EOC
- Faculty Hearings Committee
- Faculty members
- Office of Faculty Governance
- Office of Human Resources
- Office of Postdoctoral Affairs
- Staff members (including a post-doctoral scholar)
- Student Affairs
- Students (both undergraduate and graduate)
- University Ombuds Office

This Working Group is also conducting focus groups with representatives of other campus groups and units, including, but not limited to the following, to solicit feedback about these new procedures:

¹⁶ The University of North Carolina at Chapel Hill's Policy on Prohibited Discrimination, Harassment and Related Misconduct, Section XI, available at <http://policies.unc.edu/files/2013/04/PPDHRM.pdf>.

- Accessibility Resources and Services
- American Indian Caucus
- American Indian Center
- Association for Women Faculty and Professionals
- Carolina Black Caucus
- Carolina Human Resources Council
- Carolina Women's Center
- Diversity and Multicultural Affairs
- Employee Forum
- Faculty Council (including the Faculty Hearings Committee and University Government Committee)
- Graduate and Professional Student Federation
- Latina/o Caucus
- LGBTQ Center
- Office for International Student and Scholar Services
- Postdoc Association
- Sonja Haynes Stone Center for Black Culture and History
- Student Government

In developing these procedures for responding to reports of discrimination, harassment, sexual violence, and retaliation against employees, the University will assure that, like the student procedures, the new process will feature:

- Clearly-identified support resources, including confidential resources
- Trauma-informed practices
- Reasonably prompt time frames for investigation and resolution
- Detailed information about reporting and adjudication options
- Fair and balanced adjudication and resolution processes

High Risk Alcohol and Substance Abuse Working Group

The University understands that in order to effectively reduce and address sexual and gender-based harassment and violence, the University must also address the use of alcohol and other substances. Accordingly, in February 2015, the University's Executive Vice Chancellor and Provost and Vice Chancellor for Student Affairs formed a working group to assess the scope of high-risk alcohol and substance use at UNC-Chapel Hill. This working group is also charged with evaluating existing or emerging best practices from a variety of disciplines and with providing evidence-based guidance and recommendations regarding campus-based policies and programs related to alcohol and other drugs. The working group's membership includes representatives from across the major areas of campus life, including academics, health, policy, student affairs, and campus safety and is composed of students, faculty members, and staff members.

Prevention Task Force

On April 8, 2015, the University's Vice Chancellor for Workforce Strategy, Equity, and Engagement and Vice Chancellor for Student Affairs launched a Prevention Task Force charged with developing a five-year strategic plan to reduce sexual and gender-based harassment and violence by growing and improving initiatives aimed at prevention and by empowering the community to take responsibility for prevention. The Prevention Task Force is also expected to make recommendations for increasing the capacity for prevention education and facilitating

consistent communication of prevention messages throughout campus. The Prevention Task Force brings faculty members, administrators, students, and community members together to share a wide range of perspectives and expertise.

Inclusivity and Diversity Climate Survey

DMA will launch an inclusivity and diversity survey this academic year for students and employees. The survey will seek to assess the campus climate with regard to diversity and inclusivity.