

**FACULTY SENATE EXECUTIVE COMMITTEE'S ENDORSEMENT OF THE
CAMPUSWIDE COLLABORATIVE ON SEXUAL MISCONDUCT STATEMENT**

The Executive Committee of the Faculty Senate endorses the following statement from our faculty colleagues who served on the Campuswide Collaborative on Sexual Misconduct. We second the calls on the administration by the statement's signatories to provide regular and data driven annual updates on the progress toward the report's recommendations and formally request that collaborative members be included in determining best practices regarding the report's recommendations. Like our colleagues who served on the collaborative, and the many victims of these crimes, we are growing increasingly impatient with the slow pace of change we observe when it comes to preventing--and providing significant consequences for perpetrators of--sexual misconduct on campus. We are eager to be part of the solution. We request and pledge ongoing consultation with campus leaders as administration institutes changes in response to the Collaborative's recommendations with the goal of creating a safer and more responsive campus.

September 2021

Statement from the Faculty of the Campuswide Collaborative on Sexual Misconduct

In 2019, Chancellor Green established the [Campuswide Collaborative on Sexual Misconduct](#), comprised of teams of faculty, staff, administrators, and students. We are writing as faculty members appointed to the Collaborative. Our task was to “identify action items” and report to the Chancellor. The [final report](#) was presented to the Chancellor in October 2020. Consistent themes appear in this report: the value of prevention; the importance of trauma-informed training for the university community; support and care for survivors; procedural transparency and due process; and accountability at all levels.

The week of August 23 – the first week of a full return to campus life since the start of the pandemic – hundreds of students protested in response to a reported sexual assault. The Chancellor responded by closing the fraternity house in question and suspending their operation during the investigation. Chancellor Green and President Carter have spoken with ASUN leadership. Chancellor Green also recently announced a series of planned responses, including expanding CARE and prevention education. These are steps in the right direction. We look forward to regular updates on these developments and hope to be included in conversations regarding best practices for their implementation.

We highlight here several key recommendations and accountability measures from the Collaborative’s report that we view as especially urgent.

Recommendations:

(1) Create a **Chancellor’s Commission on Sexual Misconduct** comprised of faculty, students, and staff to create and maintain dialogue, and to provide support and oversight regarding prevention, intervention and policies. Sexual assault experts and advocates should be appointed on this Commission and should serve on hiring committees for positions relevant to sexual misconduct (e.g., IEC Director, Title IX Investigator). Commission leaders should establish connections to sexual assault responders in the community, including the Sexual Assault Response Team in Lincoln (e.g., police, prosecutors, SANE nurses, advocates) to ensure better communication between UNL and local providers.

(2) Increase **staffing in sexual assault response**, including CARE, as well as investigator staffing in the Title IX office. According to 2019 data from Nebraska’s National College Health Assessment, approximately one in five of Nebraska students have experienced sexual assault, intimate partner violence, sexual harassment, or stalking. Given the prevalence of the problem, we recommend CARE staffs six full time advocates to allow for night and weekend coverage and outreach work. We also recommend that the CARE staff includes a mental health provider trained in trauma recovery to support survivors. Increasing Title IX investigator staffing will help

to ensure that investigations proceed in a timely manner and survivors receive regular updates on the progress of their cases.

(3) We recommend a **climate survey** of students and a climate survey of faculty/staff be offered every two or three years. The survey should follow best practices for survey methodology on sexual misconduct. It should be informed by faculty with expertise in sexual violence and campus climate assessment. The survey should go beyond assessing the prevalence of sexual misconduct (i.e., sexual harassment, sexual assault, intimate partner violence, dating violence, stalking), to include assessments of knowledge and perceptions of university resources and reporting options for sexual misconduct, barriers to using university resources and reporting options, perceptions of campus safety, consent perceptions, bystander intervention perceptions, and perceptions of university response to sexual misconduct.

(4) We recommend **improved education for faculty and staff**. Education should include how to respond to sexual assault disclosures in a trauma-informed way and how to provide confidential resources that are available on campus and in the community. Faculty and staff should also be educated on the Board of Regents' Consensual Relationships policy, P-3.3.15.

Accountability Measures:

1) We recommend that the **Title IX office releases an annual report** that includes, but is not limited to, number of total reports in the past year, the number of reports that moved to a formal investigation, the number of reports that did not move on to a formal investigation and the reason that it did not, the outcomes of the investigations (responsible/not responsible), the sanctions applied, the number and outcomes of appeals processes, and the number of different supportive measures that were offered.

2) **Climate survey findings** for students and faculty/staff should be clearly communicated/disseminated to the campus community. The communication of findings should involve input from faculty with expertise in sexual violence and campus climate assessment.

3) We recommend an **IEC Oversight Committee that establishes accountability for the Title IX Reporting Process**, including initial contact with the Title IX Office, informal resolution processes, formal investigation processes, and appeals processes. An oversight committee will help to ensure that requests for supportive measures and accommodations are being carried out consistently, reporting processes and appeals processes are being applied correctly, consistently, and in a timely manner, and trauma-informed practices are being followed. The committee can also handle any complaints that arise from the reporting process.

In sum, we must redouble our efforts to scrutinize, evaluate, and improve campus climate with the goal of eliminating sexual misconduct. In our view, it is essential that the Chancellor leads

efforts to act on the valuable recommendations in the report. We further hope that the report serves as a call for an open and ongoing dialogue among administration, faculty, staff, and students. As members of the Collaborative, we stand in solidarity with UNL students in supporting survivors of sexual assault and demanding the administration act with transparency and accountability – in the most recent cases and in all cases.

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