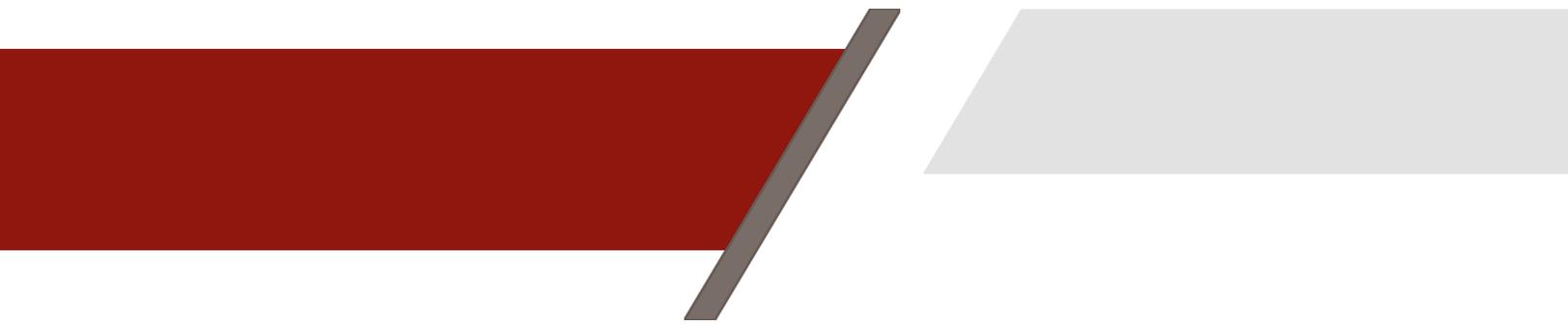
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Sexual Misconduct at UW-Madison: Prevention, Support, and Response

2020-2021 Annual Report

Presented by the Sexual Misconduct Resource and Response Program,
in coordination with UHS Survivor Services and UHS Violence Prevention.



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Introduction

Message from the Title IX Coordinator

To the UW-Madison campus community,

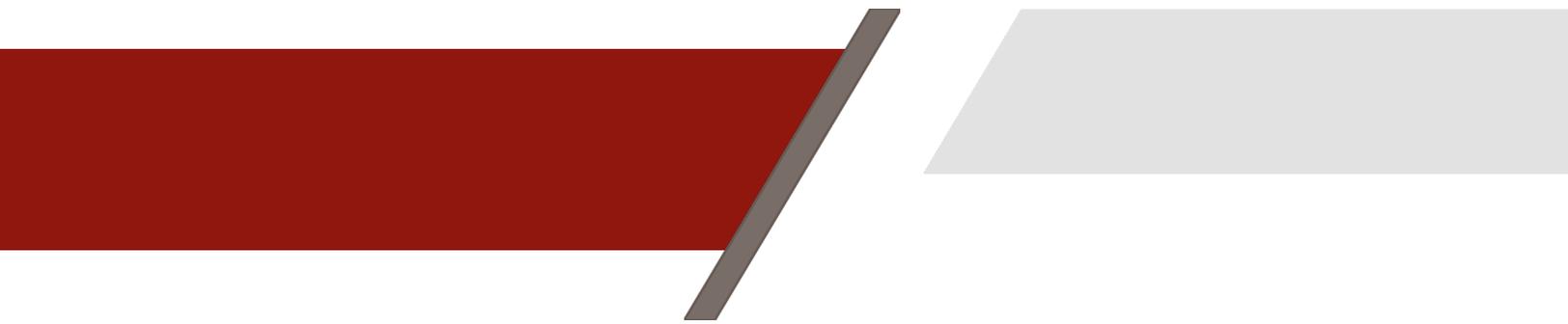
My name is Lauren Hasselbacher, and I'm the Assistant Director of Civil Rights Compliance and Title IX Coordinator. In my role, I oversee the Sexual Misconduct Resource and Response Program (formerly known as the "Title IX Program").

UW-Madison strives to support students and employees who experience sexual violence and misconduct with timely information and resources. But lack of awareness is one of our biggest challenges. In 2019, UW-Madison participated in a national survey conducted by the AAU regarding the prevalence of sexual misconduct at over 31 universities. We learned many things from [the survey](#), including that only 43.5% of students were aware of Title IX (now "Sexual Misconduct Resource and Response Program") as a reporting office and only 43.1% were aware of UHS Survivor Services.

This inaugural report aims to increase awareness and transparency regarding the university's efforts to prevent and respond to sexual harassment and sexual violence. The report is a collaborative effort and includes data and updates from the Sexual Misconduct Resource and Response Program, UHS Survivor Services, and UHS Violence Prevention for the 2020-2021 academic year. Finally, we hope this report will serve to communicate achievements and also to guide and document future progress.



Lauren Hasselbacher
Assistant Director of Civil Rights Compliance
Title IX Coordinator
Office of Compliance



Important Definitions

Prohibited Conduct

Sexual Assault. Sexual contact that occurs without consent, including fondling (touching of private body parts) and rape (penetration). Remember, a person is unable to consent to sexual activity if they are incapacitated due to alcohol or drugs.

Sexual Harassment. Unwelcome sexual advances, unwelcome requests for sexual favors or other unwelcome sexual conduct that negatively affects your academic or work environment. When submitting to or rejecting this behavior influences employment or academic opportunities and decisions, it is called quid pro quo (or "this for that") sexual harassment.

Stalking. Behavior pattern directed at a specific person that causes substantial emotional distress or fear for physical safety. This may include monitoring, pursuing contact through calls or emails, sending unwanted gifts, and showing up at the victim's home, workplace, or class.

Dating & Domestic Violence. Violence or threat of violence by someone in a dating, sexual, or romantic relationship with the victim.

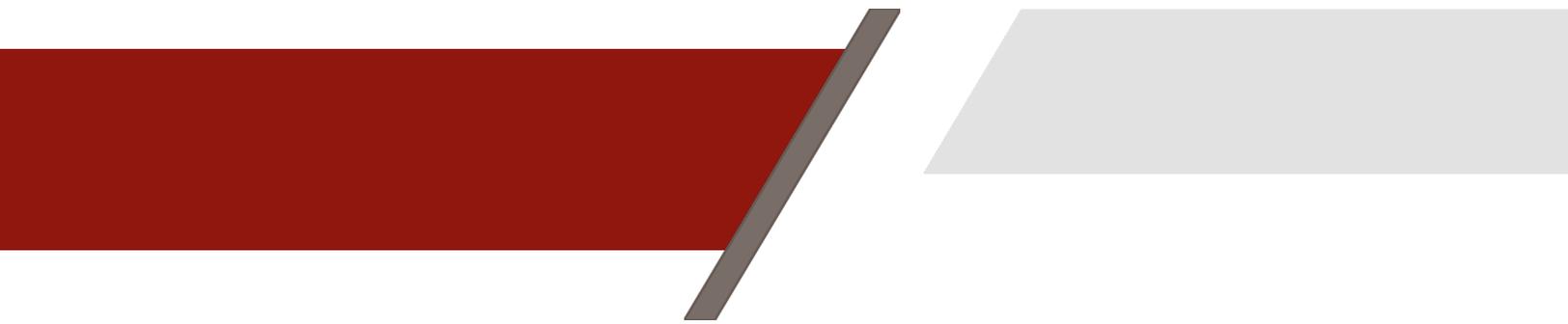
Sexual Exploitation. Attempting, taking, or threatening to take nonconsensual sexual advantage of another person. Examples may include taking or distributing nude photos without consent.

Other Key Terms

Complainant. Any individual who is alleged to be the target of sexual harassment or sexual violence. This person may also be referred to as a victim or survivor in other contexts.

Consent. The clear actions or words that say yes! It must be fully informed and freely given. Remember, a person is unable to give consent if the person is incapacitated because of drugs, alcohol, physical or intellectual disability, or unconsciousness.

Respondent: An individual who has been reported to be the perpetrator of sexual harassment or sexual violence.



Program and Policy Updates

Sexual Misconduct Resource and Response Program (Title IX)

Expanded Services: Over the past five years, the work conducted by the staff in the Office of Compliance (“OC”) dedicated to Title IX compliance and campus response to sexual misconduct has grown immensely. When the OC was formed in 2016, the Title IX Coordinator was the sole staff member dedicated to this subject. Since then, the program has gained two full-time investigators, a case manager and a deputy focused on Title IX compliance in youth programs.

Similarly, the range of services provided by the program has grown significantly since 2016. The program is now responsible for all outreach and response to allegations of sexual misconduct, including providing supportive and protective measures to complainants, and coordinating any campus response involving respondents. The program also oversees the enforcement of the campus policy on sexual harassment and sexual violence, manages and distributes the campus-wide employee training: “Preventing Sexual Harassment and Sexual Violence at UW-Madison,” and manages and distributes the required annual training for Responsible Employees (designated employees with reporting requirements under the policy).

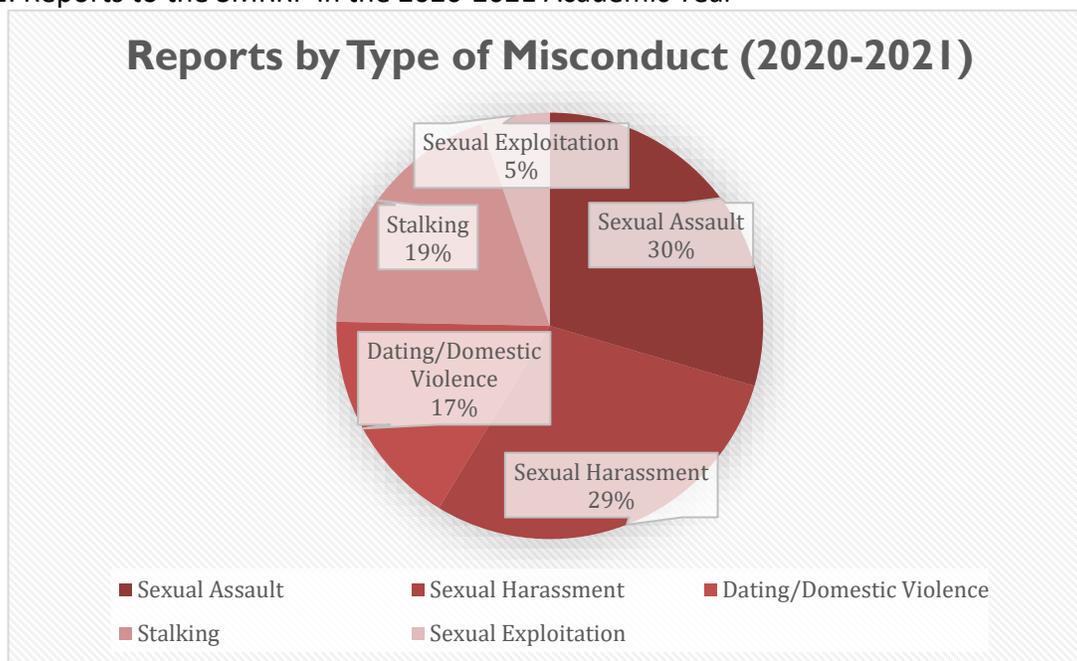
Name Change: The name “Title IX Program” was never specifically chosen for the collective work listed above, but rather became the default name as the program grew to include new staff, response, and trainings. After receiving feedback from campus partners, it became apparent that the name was not intuitive and those seeking services would not necessarily understand the full scope of services.

Over the course of summer 2020, multiple discussions were had with various campus partners and the Campus Advisory Group on Sexual Assault and Misconduct (CAGSAM) regarding a potential name change. Those consulted were strongly in favor of such a change. Subsequently, two surveys were distributed to student advisory groups and campus partners to obtain additional feedback; we received over 150 responses to the two surveys. After results were compiled, we settled on a new name: “Sexual Misconduct Resource and Response Program.”

Annual Reports: Below you can find information regarding total number of reports made to the Sexual Misconduct Resource and Response Program.¹ With many students away from campus due to the Covid-19 pandemic, overall numbers decreased over the 2020-2021 academic year. Some reports include allegations of more than one type of prohibited sexual misconduct.

	2019-2020 Academic Year	2020-2021 Academic Year
Total Reports²	324	234
Sexual Assault	134	73
Sexual Harassment	120	72
Dating/Domestic Violence	43	41
Stalking	70	48
Sexual Exploitation <small>New charge added to the policy in August 2020</small>	-	13

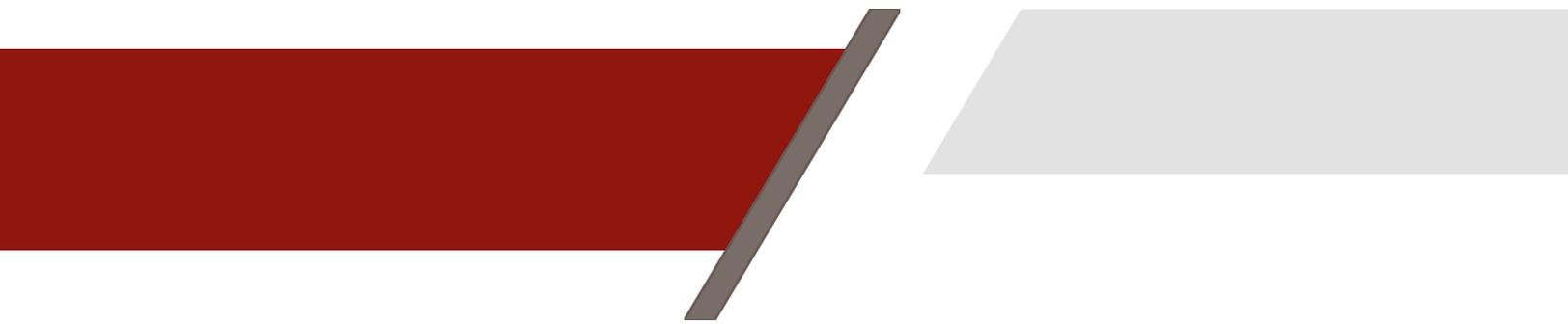
Figure 1.1: Reports to the SMRRP in the 2020-2021 Academic Year



* Disaggregated data and reported totals may not match. This is due to overlapping reports (ex. one report including both stalking and dating violence).

¹ These numbers do not include statistical reports made by confidential campus services in which no identifying information is provided.

² These numbers will not match with other statistical reports produced by UW-Madison, such as the Annual Fire and Security Report or that required by Wis. Stat. 36.11(22), which use different criteria for reporting incidents of sexual violence.



Federal Regulations and UW-Madison Policy

On May 6, 2020, the U.S. Department of Education published changes to the regulations that implement Title IX of the Education Amendments of 1972 (“Title IX”), which went into effect August 14, 2020. The new regulations required policy and practical changes to UW-Madison’s response to sexual harassment and sexual violence. As a result, the Wisconsin Administrative Code related to the University’s investigative and disciplinary process for students and employees required changes as well.

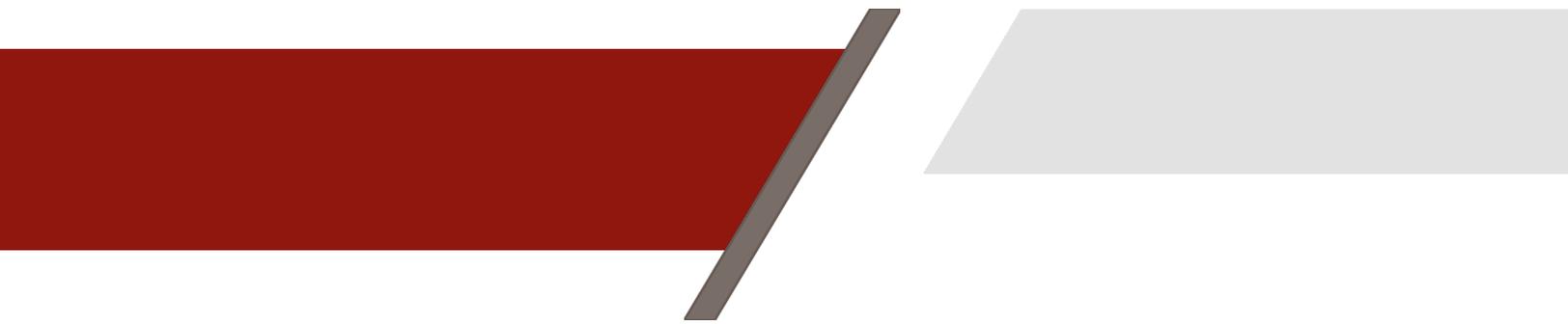
While the new federal regulations only require schools to respond to a limited scope of conduct - that which occurs within the “university’s education programs and activities” and that occur within the United States – UW-Madison knew that the university response to sexual misconduct should not be restricted to the limited scope of the Title IX regulations. While other required changes were adopted as necessary, the Wisconsin Administrative Codes - and corresponding UW-Madison policy - maintained its broader scope for students and employees. You can find the most up-to-date version of the UW-Madison Policy on Sexual Harassment and Sexual Violence [here](#).

UHS Survivor Services

An expanded, integrative approach to survivor care and support at University Health Services was launched Fall 2021. UHS Survivor Services provides confidential advocacy, mental health, and medical services for students who’ve experienced sexual and relationship violence. [Advocacy services](#), new this Fall with the addition of a full-time survivor advocate made possible by a grant from the US Department of Justice Office for Victims of Crime, provides information about student survivors’ rights and options, accompaniments to related appointments, safety planning and emotional support, and referrals. [Mental health](#) services through Survivor Services include trauma-informed individual counseling, support and therapy groups, and care management. [Medical services](#) can include treatment of injuries, STI and pregnancy testing, and access to emergency contraception. Forensic nurse exams are also now available on-site at UHS during regular business hours through a partnership with [DaneMAC](#).

Culture of Respect

UW-Madison joined [Culture of Respect Collective](#), a NASPA initiative, in January 2020. The Collective is a two-year program that brings together institutions of higher



education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and targeted organizational change.

A team of nearly 40 students, staff and faculty representatives from across the campus community guide the [UW-Madison Culture of Respect initiative](#). In 2020-2021, the Culture of Respect team completed the CORE Evaluation and used the [results](#) to develop an [action plan](#) for year two of the initiative.

Support and Assistance

Provided by the Sexual Misconduct Resource and Response Program

Below are descriptions of the variety of support and assistance SMRRP may provide a complainant in response to disclosure of sexual harassment or sexual violence. SMRRP coordinates with campus partners – including the Dean of Students Office, UW Housing, and Human Resources – to provide these services effectively and efficiently.

Outreach: When any student, employee or affiliate with UW-Madison discloses they have experienced sexual harassment or sexual violence, the Sexual Misconduct Resource and Response Program sends an outreach with resource guide, which includes information about available resources, assistance, protective measures and university response options. See relevant links:

- [Student Resource Guide](#)
- [Employee Resource Guide](#)
- [Youth and Family Resource Guide](#)

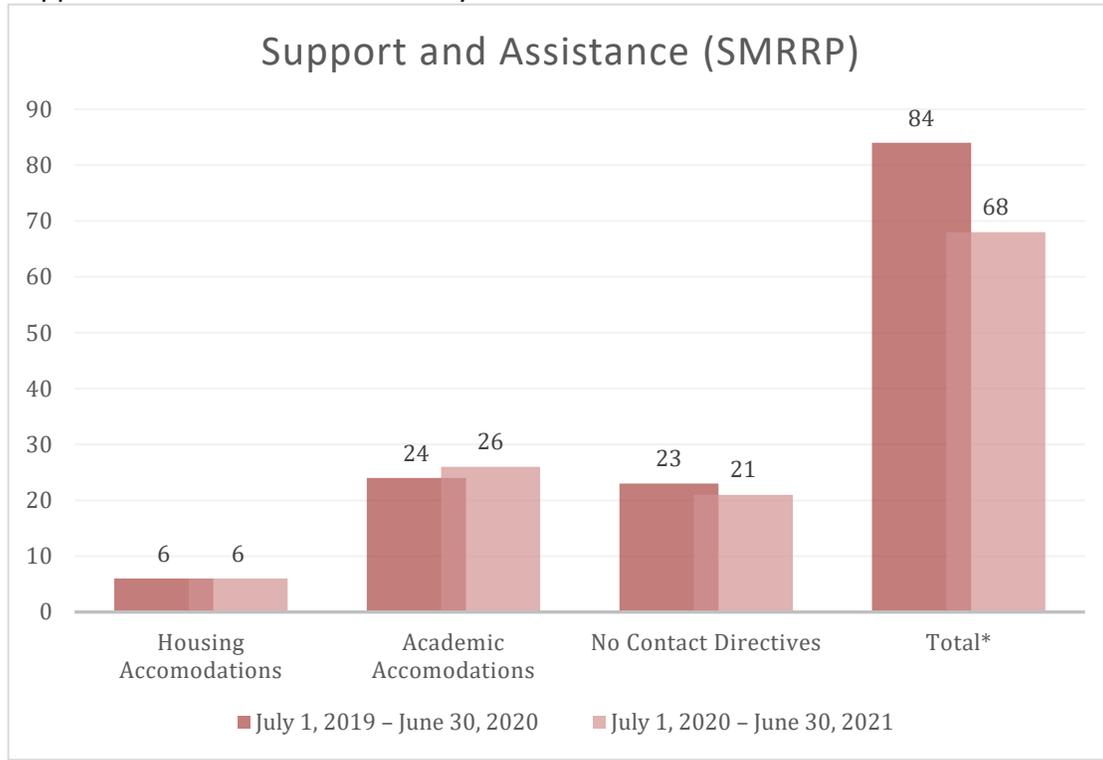
Campus Housing Accommodations: May include moving the respondent to a different residence hall due to safety concerns, or assisting a complainant in moving to a location away from an abusive partner, or where they may simply feel more comfortable (including moving them to a single room, connecting them with a roommate, or moving to a different location on campus).

Academic Accommodations: Includes allowing complainants flexibility with attendance, deadlines, or group assignments, as well as assisting with a no-penalty late withdrawals, etc. May also include moving parties to a different course or section to avoid unwelcome interactions.

No Contact Directives: A letter prohibiting the respondent from contacting the complainant. This letter is non-disciplinary and is intended as a preventative, protective

measure. The NCD may also prohibit the respondent from entering certain locations on campus.

Figure 2: Support and Assistance Provided by SMRRP in the 2019-2020 and 2020-2021 Academic Years

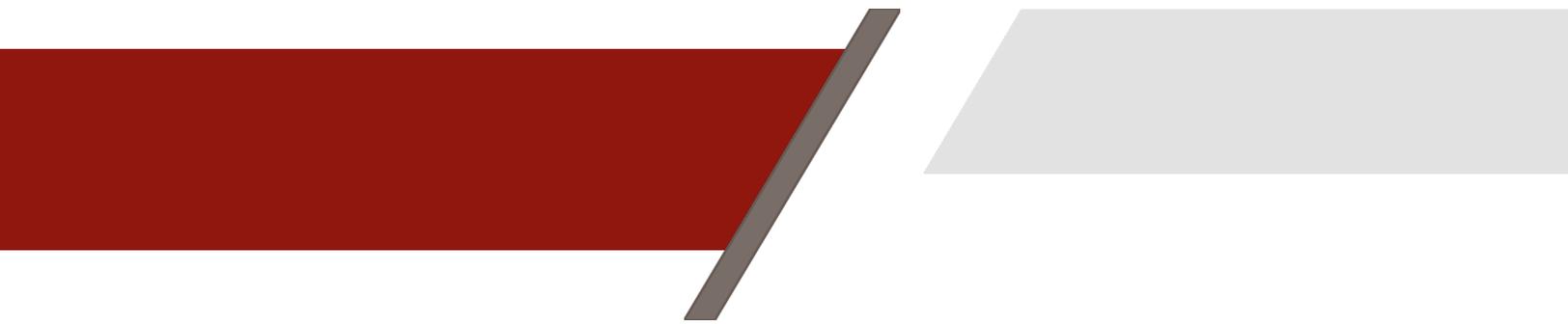


* Disaggregated data and reported totals may not match.

Provided by UHS Survivor Services (confidential)

During the past academic year, UHS Survivor Services provided **1,171 counseling appointments** to 89 different students, and an additional **76 advocacy appointments** to 48 different students. Another 26 students attended group therapy sessions, with 139 different sessions.

The 2019-2020 Academic Year was also busy for UHS Survivor Services, as staff dedicated a large portion of time conducting **184 continuity of care appointments** to ensure students stayed connected to mental health services during the pandemic. Additionally, 104 students attended a total of 973 individual counseling sessions with UHS Survivor Services staff.



As referenced above, the UHS Survivor Services program has undergone significant changes over the past year, and as a result accessibility to trauma-informed mental health care has been substantially expanded for the upcoming 2021-2022 academic year. Specifically, wait times have been significantly reduced (being able to see students within one to two weeks of initial outreach) and the number of student survivors able to be served has been expanded.

Alternative Resolutions & Formal Investigations

Complainants who would like the university to address the sexual misconduct allegations with the respondent can choose from two different options, an alternative resolution (or informal resolution) or formal investigation. For more about the different processes, visit go.wisc.edu/titleix and select, “Response and Investigation Options.”

Alternative Resolution: Alternative response options usually involve a university official speaking with the respondent about their conduct and reviewing relevant campus policy. The purpose of this meeting is to deter the problematic conduct from continuing. This type of response may be appropriate for people experiencing sexual harassment, stalking or other ongoing unwanted contact, but may not be appropriate for other types of misconduct. No factual findings or conclusions are made about the alleged conduct in this scenario. This response option allows the victim to remain anonymous.

2019-2020 Academic Year	2020-2021 Academic Year
31 Alternative Resolutions conducted with respondents	15 Alternative Resolutions conducted with respondents

Formal Investigation: A formal investigation concludes with factual findings and decision about whether the respondent violated campus policy, which could result with sanctions. A university investigation is an option when the respondent is a student, employee or other member of the campus community. Parties have the right to a support person during all stages of this process. See statistics regarding formal investigations on the following page.

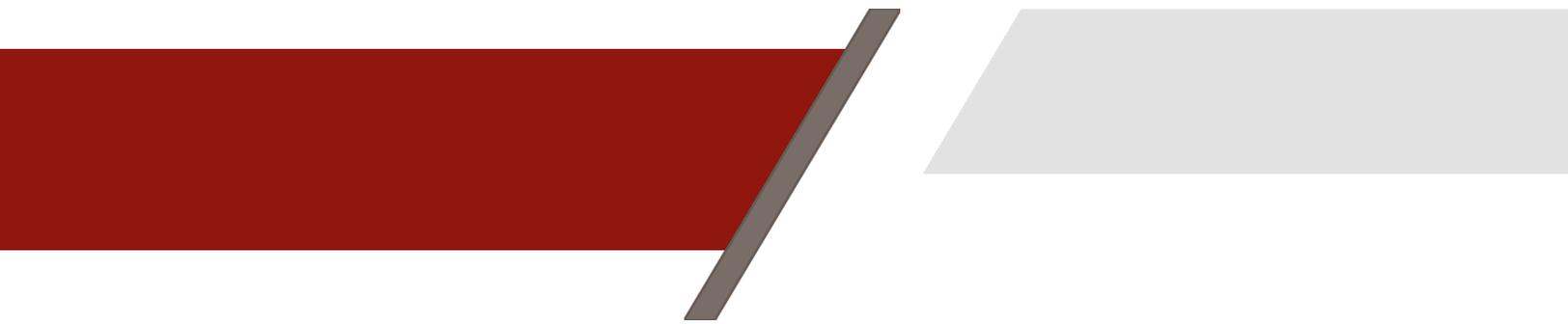
2019-2020 Academic Year	2020-2021 Academic Year
16 Formal Investigations	9 Formal Investigations
Complainants: 14 student complainants (including undergraduate and graduate students) 2 unaffiliated complainants	Complainants: 9 student complainants (including undergraduate and graduate students)
Respondents: 14 student respondents 2 staff/faculty respondents	Respondents: 8 student respondents 1 staff/faculty respondent
<ul style="list-style-type: none"> • In 10 of the investigations (including the two involving faculty members), the Respondent was found responsible on at least one of the charges • In 6 investigations, the Respondent was found not responsible 	<ul style="list-style-type: none"> • In 3 of the investigations, the Respondent was found responsible on at least one of the charges • In 2 investigations, the parties settled prior to factual findings • In 2 investigations, the Respondent was found not responsible • Final resolution is pending in 2 cases
Sanctions: For student respondents, sanctions ranged from probation through expulsion, and for employee respondents, both employees found responsible left the university (the responsible finding remains on their employment record).	

Training and Education

Undergraduate Students

All new UW-Madison students complete online violence prevention education programs in their first semester on campus. In the 2020-2021 academic year, incoming first-year and transfer students were required to complete the [U Got This!](#) program. U Got This! empowers students to make respectful decisions, intervene in difficult situations, and learn about resources available to survivors on campus. Students who do not complete U Got This! will not be able to register for their next semester courses.

In addition to U Got This!, new undergraduate students completed a follow-up online violence prevention education program called [GetWise@Home](#) in Spring 2021. The COVID-19 pandemic prevented what had previously been delivery of in-person GetWise



workshops facilitated by UHS violence prevention peer educators, so the content was adapted to an online format. Students completed at least one module of the following GetWise@Home modules: SexWise (healthy sexuality, consent and sexual violence), DatingWise (respectful relationships and dating violence), or ListenWise (survivor support).

Graduate Students

Incoming graduate and professional students were also required to complete an online course called [Graduate and Professional Students Preventing and Responding to Sexual and Relationship Violence](#) in 2020-2021. The program equips graduate and professional students with tools to address violence in the campus community and contribute to safe and supportive learning environments.

Graduate Assistants (including Teaching Assistants and Research Assistants)

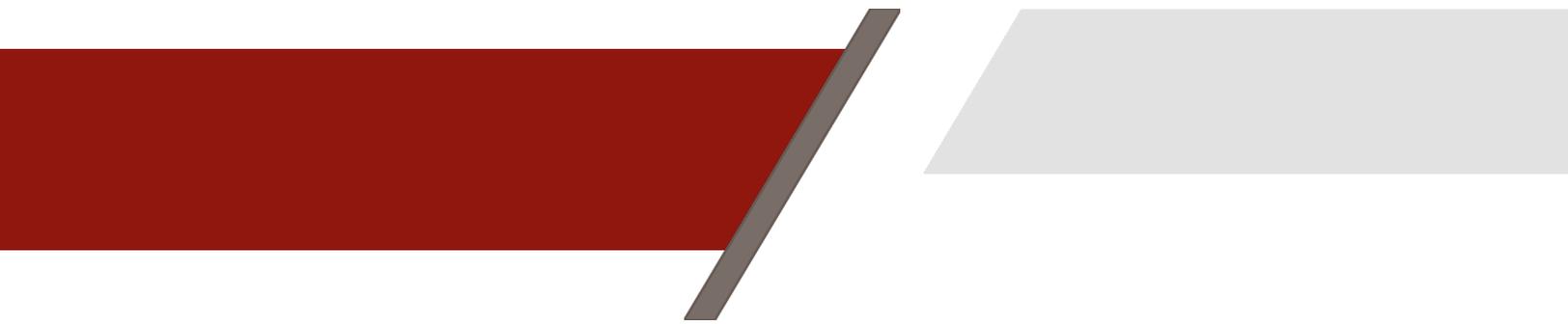
UHS Violence Prevention and the Sexual Misconduct Resource and Response Program both participate in the Graduate Assistant Equity Workshops (GAEW) sponsored by the Division of Diversity, Equity, and Educational achievement and the Office of Human Resources. The purpose of GAEW is to equip new Teaching Assistants, Research Assistants and Graduate Assistants with information and skills to contribute to safe, respectful, survivor-supportive classroom, research and work environments.

Employees

All employees must complete the campus-supported sexual harassment and sexual violence training upon beginning their position at the University and every four years subsequent or as required by the Campus Advisory Group on Sexual Assault and Misconduct ([CAGSAM](#).) If a faculty or staff member does not complete the training, the employee will not be eligible for general wage adjustments (GWA) or performance pay increases. The online training, *Preventing Sexual Harassment and Sexual Violence at UW-Madison*, was first created and distributed in 2017. The training is being updated for the 2021-2022 academic year, and employees who first took the training in 2017 will be expected to renew their completion.

Responsible Employees

Responsible Employees have a duty to report to the Title IX Coordinator any information they receive that suggests a violation of the Sexual Harassment and Sexual Violence



policy has occurred or is occurring. Responsible Employees are required to complete an online training every year.

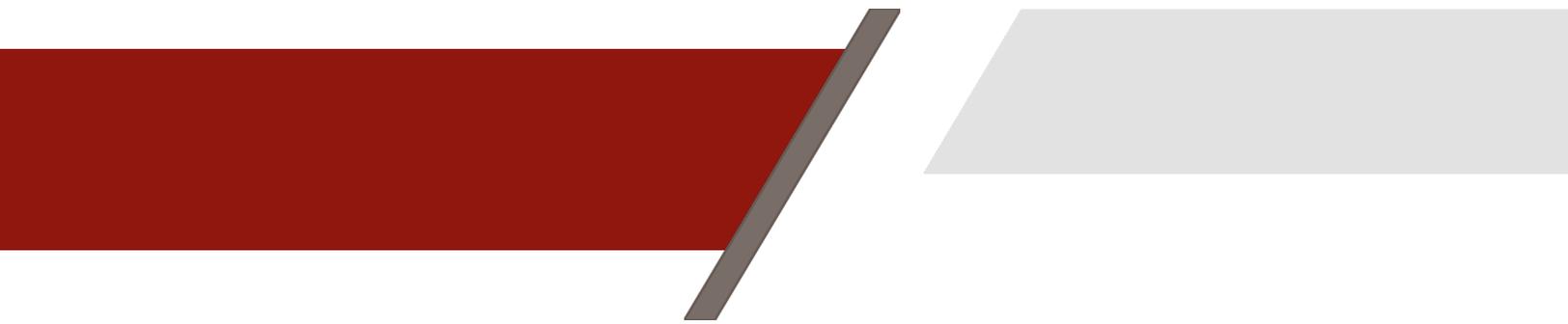
Responsible Employees include:

- Chancellor, Provost, Vice Chancellors, Vice Provosts, Deans and all other Limited Appointees, including Directors
- Department Chairs;
- Human Resources Representatives & Academic Department Administrators
- All Athletic Department Directors, Head and Assistant Coaches within Intercollegiate Athletic teams;
- All Police Department Staff;
- All Managers, Supervisors, Student Supervisors, House Fellows, and Resident Managers within University Housing
- Student Services Staff
- Any employee or volunteer who is responsible for the supervision or custodial care of minors in university sponsored or supported activities.
- Title IX Coordinator and Deputy Title IX Coordinators;
- University Complaint Investigators;
- Hearing Officers, Hearing Panel Members and Disciplinary Decision Makers;
- Officers responsible for hearing appeals in cases involving allegations of sexual harassment and sexual violence

Get Involved

Student Groups

- Promoting Awareness Victim Empowerment (PAVE-UW) | PAVE-UW is a student organization dedicated to preventing sexual assault, dating violence, and stalking through education and activism
- Relationship FLAGS | Relationship FLAGS is a team of researchers and student facilitators who work to try and end relationship violence through peer-facilitated workshops aimed at educating students about relationship violence and bystander intervention.
- Embark | Embark unites survivors of sexual assault and dating violence with the shelter animal of their choice

- 
- Sex Out Loud | Sex Out Loud promotes healthy sexuality through sex-positive education and activism
 - Student Title IX Advisory Committee (STIXA) | STIXA is a committee of students charged with advising the Dean of Students and the campus Title IX Coordinator on a range of Title IX and Violence Against Women Act (VAWA) issues

University Committees

- UW-Madison Culture of Respect Initiative | An initiative to advance UW-Madison's approach to addressing sexual and relationship violence through assessment and programmatic and policy changes.
- Campus Advisory Group on Sexual Assault and Misconduct CAGSAM provides overarching leadership on campus efforts to prevent and respond to sexual assault and sexual violence. The group advises senior campus leaders and ensures the coordination of campus prevention, policies, response, assessment, and accountability measures. CAGSAM includes representatives from across campus – including staff from UWPD, Student Affairs, Housing, and Athletics, as well as faculty members and students. CAGSAM traditionally has two student members, who are appointed by the Associated Students of Madison (ASM.)