

UNIVERSITY OF WISCONSIN SYSTEM ANNUAL REPORT ON SEXUAL ASSAULT AND HARASSMENT 2020

EXECUTIVE SUMMARY

BACKGROUND

Section 36.11(22)(b) of the Wisconsin Statutes requires the Board of Regents to report annually to the Chief Clerk of each house of the Legislature on the methods each UW System institution uses to disseminate information to students on sexual assault and sexual harassment. The law requires UW System institutions to incorporate into their new student orientation programs oral and written information on sexual assault and sexual harassment, including information on:

- The legal definitions and penalties for sexual assault, sexual exploitation by a therapist, and sexual harassment;
- Generally available national, state, and campus statistics on sexual assault, including statistics on assaults by acquaintances of the victims;
- The rights of victims and the services available to assist a student who is a victim; and
- Protective behaviors, including methods of recognizing and combatting sexual assault and sexual harassment.

In addition, each institution must annually supply to all enrolled students' material that includes information on all of the above topics.

Further, Section 36.11(22), Wis. Stats., requires that each UW institution annually report to the Wisconsin Department of Justice statistics on sexual assaults and on sexual assaults by acquaintances of the victims that were reported to the Dean of Students on each campus during the previous year. Section 36.11(22)(c), Wis. Stats., also requires all university employees who witness a sexual assault on campus or receive a report from a student enrolled in the institution that the student has been sexually assaulted shall report to the Dean of Students. The Title IX Coordinator at each UW institution also receives reports of sexual assault. The Dean of Students then compiles various reports for the purpose of disseminating statistical information.¹ UW System Administration requires UW institutions to put in place processes to be certain that members of the university community know where to make reports and that these reports are forwarded to the Senior Student Affairs Officer or designee for compilation. To ensure that all faculty and

¹ The Dean of Students works in collaboration with Title IX and Clery personnel at their respective institution on the compilation of reports.

staff are informed of this requirement, each employee is provided written notification of the reporting obligations for sexual assault on an annual basis.

DISCUSSION

For this report, each UW institution provided to the UW System information on the methods used in 2020 to disseminate information to students on sexual assault and sexual harassment. In addition, each institution submitted examples of best practices in programming or services that assist student survivors of sexual assault or harassment and that offer education or training in protective behaviors and sexual violence prevention. The summaries provided do not include every event, program, or initiative related to sexual assault at an institution. Rather, they indicate programs and services identified by the institution as notable efforts during the previous year.

All UW institutions are required to comply with the requirements of the federal *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, also known as the *Clery Act*, a federal law that requires institutions of higher education to have in place security and safety policies, and to disclose certain crime statistics. The *Clery Act* also identifies certain staff, faculty, and students as “Campus Security Authorities” (CSAs) and requires that they forward statistical reports of crimes to designated offices on campus. The *Clery Act* was amended in 2013 to expand the list of crimes tracked and to broaden the rights and resources to which victims of sexual assault, domestic violence, dating violence, and stalking are entitled.

The *Clery Act* further requires campuses to distribute timely crime warnings regarding crimes that represent a serious continuing threat to the safety of students or employees. The Annual Security and Fire Safety Reports contain most of the information also required by 36.11(22)(b), Wis. Stats., and are available on each institution’s website and on the UW-HELP website at:

<https://uwhelp.wisconsin.edu/campus-safety/> part of the *Clery Act*, institutions must submit an Annual Security and Fire Safety Report (ASR) to the U.S. Department of Education, available at <https://ope.ed.gov/campussafety/#/>.

RELATED REGENT POLICIES

Regent Policy Document 14-2, *Sexual Violence and Sexual Harassment*

Regent Policy Document 14-3, *Equal Opportunities in Education: Elimination of Discrimination Based on Gender*

Regent Policy Document 14-6, *Discrimination, Harassment, and Retaliation*

Regent Policy Document 14-8, *Consensual Relationships*

Regent Policy Document 23-1, *Basic Health Module*

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Section 36.11(22)(a)(1, 2), Wis. Stats., requires institutions to supply to all newly enrolled students during orientation, in oral and printed form, information on sexual assault and sexual harassment, including information on sexual assault by acquaintances of the victims. The same information in printed or electronic form must be shared with all enrolled students. The information includes the following:

- a) The legal definitions of, and penalties for, sexual assault under 940.225, 948.02, 948.025, 940.22 and 947.013, Wis. Stats.
- b) Generally available national, state, and campus statistics, compiled by the Senior Student Affairs Officer or designee, on sexual assaults and on sexual assaults by acquaintances of the victims.
- c) The rights of victims under 950, Wis. Stats., and the services available at the institution or college campus and in the community to assist a student who is the victim of sexual assault or sexual harassment.
- d) Protective behaviors, including methods of recognizing and combating sexual assault and sexual harassment and locations in the community where courses on protective behaviors are provided.

This report summarizes the breadth of innovative programs and services used by each institution to comply with 36.11(22)(a)(1), Wis. Stats.

As part of their compliance with the statute and their educational mission, UW System institutions are: (1) continually updating and improving the scope and quality of information provided to students; (2) integrating presentations, small group discussions, and interactive dramatizations relating to sexual violence into new student orientation programs; (3) providing the educational and resource information required by 36.11(22), Wis. Stats., on the web or in print form; (4) offering educational programs addressing the topic in a wide range of venues, including: residence halls, student unions, classrooms, student organization gatherings, and private housing facilities; and (5) establishing effective and important connections among campus Dean of Students staff, residence hall staff, on-campus police and security, counseling and health personnel, local police, community service agencies, and regional hospitals to address sexual violence in a coordinated manner.

On May 6, 2020, the U.S Department of Education released new Title IX regulations. All UW System institutions were required to update their procedures and policies to be compliant with federal regulations by August 14, 2020. In August 2020, the University of Wisconsin System implemented emergency rules to modify Chapters UWS 4, 7, 11, and 17 of the Wisconsin Administrative Code to comply with the new federal regulations. At that time, the Board of Regents approved interim changes to Regent Policy Document 14-2 to reflect the emergency rule changes.

On August 5, 2020, the Board of Regents approved Resolution 11475, which approved interim policy changes to RPD 14-2 to comply with new federal Title IX regulations, which took effect on August 14, 2020. On December 10, 2020, the Board of Regents approved Resolution 11568, which approved revised permanent rule language and Rule orders for Chapters UWS 4, 7, 11, and 17. The permanent rules became effective on June 1, 2021.

The new federal regulations require the adoption of the definitions for sexual assault, dating violence, domestic violence, and stalking from the federal Clery and Violence Against Women Acts. The new definition of Sexual Assault is an offense that meets the definition of rape, fondling, incest, or statutory rape as defined in RPD 14-2. Previous UWS code definitions mirrored the Wisconsin criminal statutes. The UW System is no longer using the definitions of first-, second-, third-, and fourth-degree sexual assault. More information can be found at <https://www.wisconsin.edu/compliance/title-ix-update/>.

All UW institutions were required to update their informational materials to reflect the new definitions and policies prior to the fall 2020 semester.

Sexual violence is a widespread social and health problem. Sexual violence on college campuses and in communities can include rape, incest, child sexual assault, ritual abuse, statutory rape, marital or partner rape, sexual exploitation, sexual contact, and sexual harassment. It happens to people of all ages, races, genders, sexual orientations, religions, professions, incomes, and ethnicities. Nearly 1 in 5 women and 1 in 71 men are victims of rape. Nationally, an estimated 32.3% of multiracial women, 27.5% of American Indian/Alaska Native women, 21.2% of non-Hispanic black women, 20.5% of non-Hispanic white women, and 13.6% of Hispanic women were raped during their lifetimes (Black et al., 2011).²

According to the 2019 Association of American Universities (AAU) Campus Climate Survey on Sexual Assault and Sexual Misconduct, the incidence of sexual assault and sexual misconduct due to physical force, threats of physical force, or incapacitation

²Black, M. C., K. C., Breiding, M. J., Smith, S. G., Walters, M. L., Merrick, M. T., Chen, J., & Stevens, M. R. (2011). National Intimate Partner and Sexual Violence Survey: 2010 summary report. Retrieved from the National Center for Injury Prevention and Control, Centers for Disease Control and Prevention: http://www.cdc.gov/violenceprevention/pdf/nisvs_report2010-a.pdf.

among female undergraduate student respondents at 21 schools nationwide was 26.1%³, which is a three-percentage point increase from the 2015 survey. Rates of sexual assault are highest among undergraduate women and those identifying as transgender, genderqueer, non-conforming, questioning, and as something not listed on the survey (TGQN). According to the AAU survey, 65.1% of undergraduate TGQN students and 59.2% of undergraduate women reported experiencing harassing behavior.

Sexual contact involving penetration or sexual touching as a result of physical force or incapacitation is experienced by 19.8% of undergraduate students in their fourth year or higher. Fourth year undergraduate women (32.1%) and those identifying as TGQN (29.7%) are, by far, the most likely to experience this type of victimization. Fourth year undergraduate men are subject to much smaller risk (8.5%).

Sexual violence has a profound and life-long effect on its victims/survivors, placing them at increased risk for compromised economic, health and social outcomes. Apart from mental health issues, new research is documenting that sexual violence has an effect on a broad spectrum of physical health, including the development of addictive behaviors, and decreased productivity, chronic disease, sexual health, and unhealthy behavior choices that may further increase risk for disease and early death. For communities, the cost includes increased health care and law enforcement costs ([WCASA, 2009](#)).⁴

The UW System is working toward creating a climate free of sexual violence, both in campus communities and throughout the state. This work goes beyond fulfilling the legislative mandate of § 36.11(22), Wis. Stats., with which the UW System has been in compliance since its enactment in 1990. The UW System Administration works collaboratively with all UW institutions to provide ongoing support and guidance to campus service providers.

INSTITUTIONAL SUMMARIES

Higher Education institutions use a range of approaches to understand the problem, educate students, encourage reporting, and change behaviors in order to prevent incidents of sexual violence and sexual harassment. UW System institutions are

³Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct*. Retrieved from AAU website: [https://www.aau.edu/sites/default/files/AAU-Files/Key-Issues/Campus-Safety/Revised%20Aggregate%20report%20%20and%20appendices%201-7_\(01-16-2020_FINAL\).pdf](https://www.aau.edu/sites/default/files/AAU-Files/Key-Issues/Campus-Safety/Revised%20Aggregate%20report%20%20and%20appendices%201-7_(01-16-2020_FINAL).pdf)

⁴WCASA (2009). *Forward Wisconsin: A Plan for the Prevention of Sexual Violence 2010 – 2015*. Available at http://www.wcasa.org/file_open.php?id=315.

working on reducing the risk of sexual violence through efforts that promote safety, respect, equality, and accountability. UW System prevention efforts also aim to stop sexual violence before it occurs in order to create campus communities where everyone is treated with respect and equality. This is done by promoting safe behaviors, thoughtful policies, and healthy relationships and by educating students about the connection between all forms of oppression (i.e. racism, sexism, and homophobia).

The following institutional programming summaries present examples of the range of strategies, including: providing educational programming on what constitutes sexual assault; training students to identify high-risk situations and danger signals within relationships; educating students on the relationship between alcohol and sexual assault; offering alcohol-free programming; building connections with community prevention/response agencies and local police; actively encouraging reporting by victims following a sexual assault; and establishing reporting/investigative processes that do not re-victimize those who have been sexually assaulted.

UW-Eau Claire

In 2016, UW-Eau Claire added the distribution of an online educational module from Campus Clarity to incoming new, transfer and graduate students. The program contains essential campus specific information regarding investigation, interim measures, due process, and campus/community resources available to students. Also, bystander intervention and prevention information, along with alcohol and drug prevention information are included. This module *Think About It* is now a requirement for incoming new students. In Fall 2020, all new students to the university were required to complete the training. Incoming students in Spring 2021 were also required to complete the training. Students first receive an email from the Dean of Students informing them about the training requirement. Reminder emails are sent weekly and increase in frequency to twice a week when the deadline is two weeks away. Students who did not complete the training by the deadline have a hold placed on their account preventing them from being able to register for the next semester's classes. The completion rates for the training were:

- 97% for undergraduate students
- 96% for graduate students

Each year, the University provides students with information regarding Wis. Stat. Section 36.11(22)(2) in an email which contains explanations and links to extensive information on the student Right to Know and Campus Security Act, as well as extensive information on sexual assault, dating/domestic violence, stalking, and where/how to obtain assistance and help in case of emergencies; national, state and local Uniform Crime Report statistics; and

information required under Wis. Stat. Section 940.225. This publication can be found at <https://www.uwec.edu/files/8/annual-security-report.pdf>

The Vice Chancellor of Student Affairs emails a link to all students during the first week of classes each semester. A Victim's Bill of Rights was added to this site during 2016. Additionally, all entering students receive written information regarding these vital topics in their orientation packet. Orientation Assistants devote a segment of time to review and discuss the information with new students. All Orientation Assistants (OA) attend a two-hour training on alcohol, sexual assault and sexual harassment issues given by UW-Eau Claire for Awareness of Sexual Assault and the Office of Health Promotion. They are trained to prepare the "student life" segment of the orientation that they will conduct with new students and are required to direct new students' attention to the resources and statistics in the materials new students are given at check-in during this session of Orientation.

Because 95% of new students live in the residence halls, these educational efforts are further supported by highly trained professional and student staff in University Housing who continue new student orientation prevention and protection efforts with students living in University Residence Halls.

The following programs and notices were provided for students in residence halls:

- Educational Posters and Bulletin Boards,
 - Topics included sexual assault prevention, how to report, how to contact confidential and support resources, what consent is and the need to ask for consent, Safe Drinking & Resources for Sexual Assault, Bystander Intervention, and campus and community resources
- Discussions with Resident Assistants regarding their role in sexual assault reporting and resources for students at all wing meetings,
- Group outing led by the RAs to the Sex Signals program provided at orientation activities,
- Sex in the Dark active program, and
- Passive programming includes the poster "Path of a Survivor", consent posters, healthy relationship wheel, and healthy relationship inventory for sexual assault education.

The Center for Awareness of Sexual Assault (CASA) continues to be an outstanding program on the UW-Eau Claire campus. The CASA Victim Services Director has been with the program since 2006. CASA provides a wide variety of free and confidential services to survivors and their loved ones on campus and within the community. The program also provides sexual assault education and first responder training to faculty, staff, and community service providers. CASA collaborates with many on- and off-campus agencies to promote services and consolidate efforts. Peer volunteers are trained by the CASA advocate to staff a 24-hour hotline at (716) 836-HELP. The CASA hotline provides crisis counseling over the phone, as well

as in person hospital accompaniment for Sexual Assault Nurse Examinations (SANE) exams and/or reporting to law enforcement. In 2019, CASA transitioned to a new staff member who built upon pre-existing relationships with multiple campus offices, made themselves available for consultation and training, and assisted students on and off campus in regarding to reporting, services, and safety.

The UW-Eau Claire Counseling Services office provides excellent confidential psychological services and support to survivors of sexual assault. Clinicians are trained and have expertise in the needs of college students in general and sexual assault. Counseling Services clinicians routinely inquire about sexual violence history during intake and subsequent counseling sessions. A Case Manager is available to provide coordination of care with community agencies for students who need additional resources. This best practice approach has led to numerous reports of past and current sexual abuse and assault, which contributes to the opportunity for these students to get support and assistance to work through these traumatic experiences through additional campus/community support.

The UW-Eau Claire Student Health Services (SHS) is another source for support and service for victims of sexual assault. SHS provides testing and treatment for sexually transmitted infection, pregnancy testing and emergency contraception to students. When appropriate, referrals are made for SANE exams at local hospitals.

Since 2017, a cutting-edge bystander intervention training program has been provided by the Gender & Sexuality Resource Director. Aligning with federal guidelines, this bystander intervention program offers a comprehensive approach to sexual assault on college campuses, complete with a robust exploration of the cultural attitudes and mores within which sexual assault is likely to occur. As part of the training, participants explore such issues as consent, victim blaming, street harassment, slut shaming, rape culture, etc. The training ends with skill-building exercises aimed at preparing attendees to become active bystanders. In addition, participants are provided numerous resources, so that, should a sexual assault take place, they have ready access to the comprehensive array of support services offered by UW-Eau Claire as well as local and national resources.

The Department of Housing and Residence Life provided sexual assault response and CSA training for all RAs in the fall and for new RAs in the spring as well. The training includes role-playing a scenario in which all new RAs interact supportively with a student reporting a sexual assault. These roleplaying opportunities are revisited in hall staff meetings as needed. Additionally, RAs are given extensive peer counseling training that applies well to sexual assault-related scenarios. Information about sexual harassment is provided to the RA staff by the Associate Director of Housing and Residence Life. The Residence Hall Directors (master's-prepared professionals living in the residence halls) who supervise RAs also receive training and ongoing supervision regarding sexual assault and harassment reporting and response

procedures annually. All new residence hall staff have completed bystander training (with a focus on sexual assault reduction) and Executive Order 54 training.

UW-Green Bay

All students receive information regarding sexual assault through the Annual Security Report (ASR), which is sent to them by email as part of the annual notice of policy sent out in September. Links to the report are provided on the home page and other UW-Green Bay webpages, such as the Title IX, University Policy, Residence Life, and Dean of Students webpages. All admission materials include information on accessing the report and the University Police presents on the report and the information included within it as a part of the new student orientation and registration. In addition, all students are required to take Sexual Misconduct training which includes references to the ASR.

During student orientation, High Impact Training virtually presented *What's It All About*, an interactive educational program regarding diversity, substance use, and sexual assault. Approximately 75 new students attended this training virtually. Students were also given Title IX information which included definitions, the Title IX campus coordinator contact information, and the campus sexual assault coordinator contact information. A packet of orientation materials, which included a brochure of consent, resources, and how to report a sexual assault, was also provided online to new students.

On February 13, 2020, Good Times Programming, along with Healthy Choices Task Force, hosted a presentation of *The C Word: Consent*. *The C Word: Consent* is an interactive, educational program from the creators of the award-winning *Mission iMPROVable* and *Shot of Reality*. This program uses a combination of audience interaction, improv exercises, and thoroughly researched information to break down walls and have a frank, difficult, but needed conversation about sex. This program covers a wide range of topics that include effective boundary setting, online behavior, bystander intervention, and survivor resources. This program was attended by 24 students.

On March 6, 2020, the Healthy Choices Task Force and Golden House Domestic Violence Program and Shelter hosted the One Love Escalation Workshop. This engaging 1.5-hour film workshop is designed to transform the way students view and discuss relationship abuse. The One Love Foundation was developed in memory of Yearly Love, a senior at the University of Virginia who was killed by her ex-boyfriend. Student leaders from the Master of Social Work program were trained to facilitate small group discussions that occurred after the film. The Healthy Choices Task Force and Golden House provided handouts regarding how to define healthy and unhealthy relationships, how to help a friend who may be in an abusive relationship, and local and national resources.

Starting on April 1, 2020, the Healthy Choices Task Force hosted a Virtual Run, Walk, Hike for Sexual Assault Awareness. The group partnered with University Recreation (UREC) Outdoors and the Sexual Assault Center of Family Services. Participants were encouraged to participate by keeping track of all runs, walks, and hikes completed during the month of April and to share their progress as well as messages of sexual assault awareness and support for survivors. Throughout the month of April, social media content was shared with students regarding Sexual Assault Awareness Month (#30daysofSAAM). Information about relationships and sex during COVID-19 was also shared via social media and on the Wellness Center webpage. During the month of October, social media content was shared with the students regarding domestic violence awareness, including information on sexual violence by intimate partners.

UW-Green Bay's Health Educator for Sexual Violence Prevention continues to respond to cases of sexual assault. This staff member meets with victims of sexual assault to offer support and provide resources. This staff member is able to provide these services confidentially, so that students do not have to make an official report to receive services. This position is also involved with SART (Sexual Assault Response Team), which has continued to meet monthly to review all Title IX cases.

UW-La Crosse (UWL)

At the beginning of the fall semester, the Vice Chancellor for Student Affairs at UW-La Crosse sends an all campus email to students informing them that the required information, as described in 36.11(22)(1)(a-d), Wis. Stats., is available on the Student Handbook website and provides a link to the website. The email also includes all data required under the Clery Act. UWL's Sexual Violence and Sexual Harassment Policy is located on the UWL Title IX website. All students are required to use their UWL email address to receive this sort of information as well as bills, grades, academic progress reports, and other official notices. During registration and orientation, students are advised that they must use this email address.

At a mandatory session during June registration, the campus Violence Prevention Specialist and the Wellness Coordinator introduce the topics of sexual violence, alcohol, and bystander intervention to all new students. A more in-depth presentation is provided in September during move-in weekend and New Student Orientation. The Eagle Guides, students who lead group activities throughout the weekend, are trained to facilitate follow-up conversations with their groups after the main presentation.

Since Fall 2014, all new students are required to complete an online course called *Think About It*, a learning platform provided by Campus Clarity. *Think About It* is a comprehensive online educational program that addresses sexual assault and harassment, dating violence, alcohol and drug use, and bystander intervention. Following UW System's decision in Fall

2020 to shift its platform to EVERFI (another provider), UWL began requiring all new students to take an online course called *Sexual Assault Prevention (SAP)*. To ensure completion, UWL places a registration hold on student accounts for those who fail to complete the course by the communicated deadline. The hold prevents future course registration and remains in place until the student meets their training obligation.

Both learning platforms, Campus Clarity and EVERFI, ensure that the information provided to students is accurate and up to date with the necessary regulatory language at the time students are assigned courses. Prior to implementation of the courses, the information was reviewed by appropriate personnel to ensure accuracy.

Following UWL's virtual Student Advising Registration and Transition (START) and New Student Orientation (NSO) program in Summer and Fall 2020, UWL found the following completion rates of its *SAP* learning obligation:

- Undergraduates
 - Spring 2020: 176 students
 - Fall 2020: 2571 students
- Graduate Students
 - Spring 2020: 113 students
 - Fall 2020: 360 students

In 2019, UWL's NSO program included a focused Bystander Intervention component facilitated through Wellness & Health Advocacy, in partnership with Violence Prevention. This program included information regarding violence prevention and intervention, the impacts of alcohol and other drugs on decision-making, in addition to skill building for students. The program included both a presentation and a facilitated small group discussion and exercises with new students.

Additionally, last year, UWL embedded violence prevention and sexual assault information within the *Awareness Through Performance (ATP)* program facilitated by UWL's Campus Climate Office in partnership with Violence Prevention. This program explores issues related to diversity, equity, and inclusion, which in 2019 incorporated critical education related to topics like sexual assault, consent, stalking, healthy boundaries, and communication.

Due to the COVID-19 pandemic in March 2020, New Student Orientation (NSO) had to be converted to a virtual format on Canvas for incoming students. There were no in-person activities. The Bystander Intervention program was also converted to the Canvas format, which provided video presentations and opportunities for information review in lieu of the traditional in-person experience. Facilitated discussions with students were not possible

due to gathering restrictions. The *Awareness Through Performance (ATP)* program could not feasibly be converted to a virtual format. UWL intends to return to these programs and in-person formats, in some way, in Fall 2021.

Violence Prevention's Annual Ultimate Race for Sexual Assault Awareness has become a highly anticipated event on campus each year. Due to the COVID-19 public health emergency, the 7th Annual Awareness Month event was converted to an online race/quiz that participating students completed to compete for prizes. Answers to critical sexual assault questions were all searchable online to engage and familiarize participants with important campus resources and information related to sexual assault and victim support. Participants received a 'ticket' for each correct answer and then used those tickets to enter the prize drawings. Additional tickets could be earned for completing additional activities related to the COVID-19 lockdown, such as phoning a family member or taking a walk outside (by the honor system). Sixty students participated in the activities. Evaluations indicated participants found the event both fun and educational even with the online engagement format.

Annually, UWL Violence Prevention has historically partnered with other La Crosse institutions – Viterbo University and Western Technical College – to sponsor a “Take Back the Night” March for Domestic Violence Awareness Month in October. The 2nd Annual event happened in Fall 2019 and engaged 75 students, faculty, emeriti faculty, staff members, and members of the La Crosse community. The COVID-19 pandemic prevented UWL's regular coordination and implementation of the event for Fall 2020 due to gathering and physical distancing restrictions. It should be noted that Violence Prevention was in transition during Fall 2020 while the University searched for its new Violence Prevention Specialist. As such, programming and student and community engagement was significantly impacted in Fall 2020.

The Escalation Workshop from the One Love Foundation educates and students to recognize and respond to the warning signs of dating violence. The Violence Prevention Specialist provides this workshop in partnership with UWL's Wellness Coordinator. The purpose and goals of the workshop are to educate participants about the warning signs of relationship abuse and teach students what they can do if and when they witness or experience these warning signs. The Escalation Workshop includes a 90-minute film review followed by processing and discussion with trained facilitators. The program makes a large impact on students because it provides participants with tangible ways, they can support survivors of violence or find support for themselves.

UW-La Crosse has partnered with EVERFI to provide population-level prevention education courses for its students. This education platform creates a comprehensive learning experience that motivates behavior change, resets unrealistic expectations, links student choices to academic and personal success and helps students practice healthier and safer

decision-making. The training platform is focused and beneficial for students. It provides students an opportunity to learn in a private setting to explore the topic of sexual violence. Increased foundational knowledge contributes to better response to critical incidents of sexual or relationship violence they may experience or when they may be supporting others.

UW-Madison

New freshman and transfer students attend an orientation session prior to attending fall and spring semester courses. The focus of these program is academic advising and course enrollment; however, other information regarding sexual assault and campus safety is shared in print or electronically and orally during presentations. Due to COVID-19 gathering restrictions, all SOAR sessions were conducted virtually this past academic year. The attendance rate at virtual orientation was 70%.

During the Student Orientation, Advising, and Registration (SOAR) experience, new students participate in a program with New Student Leaders and discuss the definition of sexual assault and consent, resources available, and receive a reminder to complete the 60-minute online violence prevention program called *U Got This!*. Transfer students are also informed of these programs during the SOAR program. *U Got This!* addresses sexual assault, dating violence, and consent by empowering students to make decisions that will keep them safe and help them in difficult situations, including ideas for bystander intervention approaches and resources for victims. These programs also help to ensure UW-Madison's compliance with federal requirements regarding primary prevention of sexual violence for new students. *U Got This!* is made available during the summer orientation months (available during the winter orientation months for students enrolling in spring semesters). The program provides legal definitions and penalties for sexual assault; generally available national, state, and campus statistics about sexual assault; the rights of victims under both state law and federal law/guidance; protective behaviors; victim resources and safe options for bystander intervention.

Information about sexual assault and resources are distributed at SOAR. Additionally, new students and transfer students are provided with an academic planner that includes information on sexual assault and resources. All students and employees receive information about sexual assault via the Clery Annual Security report which is distributed to official university email addresses each fall and is also accessible on multiple University websites and the UW-Madison Police Department website. Since many students are more inclined to use electronic media, UW-Madison also utilizes email, websites, and social media outlets (such as Twitter and Facebook) to communicate about this report and its content. Continuing students receive annual Clery information through an electronic memo sent from the Chief of Police that addresses specific information about sexual assault.

In 2020, COVID-19 restrictions prevented in-person *GetWise* sessions, and the training requirement was initially waived for students entering the University in Fall 2020. By Spring 2021, the UHS Violence Prevention adapted the entire *GetWise* series to an online learning format, called *GetWise@Home*. All undergraduate students who started in Summer/Fall 2020 or Spring 2021 were expected to complete at least one module. The available modules were *SexWise*, *DatingWise*, or *ListenWise*. Both *U Got This!* and *GetWise@Home* are required for all degree-seeking first-year and transfer students. Historically, students who do not complete the program are unable to register in the next semester's classes, but this requirement was waived in 2020 due to COVID-19 related restrictions.

Additionally, UW-Madison offers an online training created specifically for graduate and professional students. The 2020 academic year was the fourth year of this online violence prevention program. The requirement ensures 100% participation for a population that campus data suggests is at elevated risk for experiencing sexual harassment in professional academic settings.

A Bystander Intervention Training program is available for any student, staff, and faculty group upon request.

In 2020, UW-Madison employed two full-time and three part-time highly trained, confidential mental health professionals through the University Health Services Survivor Services unit (a division under Mental Health), and one dedicated administrative staff person. These staff members provide trauma-informed victim counseling and limited victim advocacy services to UW-Madison student survivors of sexual assault, dating/domestic violence, sexual harassment, and/or stalking, regardless of a student's decision to report to campus and/or law enforcement.

Trauma-informed counseling services include long-term individual counseling and survivor-specific therapy groups. Therapy groups offered this past year included "Survivors of Color" and "Embodiment After Trauma: Somatic Practices for Survivors".

Victim advocacy services include Open Access (drop-in) hours, Information & Referral appointments to advise student survivors of their rights and resources (both on-campus and in the community) to make informed choices about their recovery process, accompaniment (e.g. attending a medical appointment or court proceeding), and ongoing assistance to students navigating formal systems (e.g. Title IX, reports to law enforcement). Staff also provides information and consultation to UHS staff on victim rights, survivor support, campus and community resources, criminal processes, and the campus non-academic misconduct process. UHS Survivor Services counseling does not have a session limit or cap on services.

In February 2020, the Title IX Program hired a Case Manager. This is a full-time position dedicated to providing timely outreach to victims/complainants, including referrals to

confidential support, protective measures, academic accommodations, and information about formal reporting options. Additionally, the Campus Resource Guide distributed by the Case Manager to students includes information on support services. After one year of this position being part of the Title IX program, campus partners (UHS Survivor Services, the Dean of Students Office, and University Housing) consistently report improved communication amongst staff, allowing for smoother coordination of services to survivors.

In 2020, UW-Madison joined the NASPA Culture of Respect initiative, which “builds the capacity of educational institutions to end sexual violence through ongoing, expansive organizational change.” A diverse group of campus and community stakeholders participate in the Culture of Respect initiative including staff in a variety of prevention and response roles, faculty members, and students. In 2020, the campus completed the first phase of the project, which is a CORE Evaluation self-assessment, and began work on phase two to create a campus action plan to address sexual assault on campus.

All student-athletes and specified Athletic Staff are required to participate in sexual violence prevention education as part of the NCAA annual sexual violence prevention requirement. In Spring 2021, student-athletes and staff participated in 90-minute sessions, facilitated by a national organization called Huddle Up, that focused on promoting positive social norms and bystander intervention to prevent sexual and dating violence

UW-Milwaukee (UWM)

All new and incoming students are required to complete *Sexual Assault Prevention* training as an online, one-hour education program. This training includes videos, interactive exercises, and information regarding consent, alcohol and other drugs, rape, acquaintance rape, domestic violence, dating violence, sexual assault, stalking, healthy and abusive relationships, sexual health, and survivor support. For Fall 2020, this training also provided updated information regarding revised definitions, policies, and procedures implemented in August 2020 to comply with the new federal Title IX regulations and related state law provisions. In Fall 2020, 7,656 new and incoming students completed this training (5,195 undergraduates, 1,531 graduate students, and 929 transfer/adult learners). The Dean of Students Office monitors completion, emails students who have not completed the training, and places registration holds for the following semesters for undergraduate students who do not complete the training. In some cases, other campus administrators may be asked to communicate directly with students regarding the training requirements. For example, staff from the Athletics Department followed up with student-athletes and achieved a 100% completion rate for the Fall 2020 semester.

In Fall 2020, 2,834 first-year students and 819 transfer students enrolling at the Milwaukee campus participated in virtual programming at their Orientation sessions. The Dean of

Students Office, Norris Health Center, and UWM's Police Department verbally shared information about sex and gender-based violence and conducted question and answer sessions through a virtual program, *Healthy and Successful U*, at New Student Orientation and Transfer/Adult Student Orientation for students enrolling at the Milwaukee campus. In 2020, UWM reinforced content and address specific 36.11 notice requirements via an online Canvas course that incoming students were required to review prior to Orientation with information about definitions, statistics, contact information for reporting and supportive resources, risk reduction tips, bystander intervention concepts, and other prevention strategies. Students also received information about the Title IX Office, including reporting and contact information.

UWM-Waukesha and UWM-Washington County students were required to review the same Canvas course content and received information about sex and gender-based violence, supportive resources, and prevention strategies during the new student orientations and class registration sessions conducted virtually during Fall 2020.

In early September, transfer/adult learners who did not complete their optional Orientation were emailed information other students received during Orientation. In total, 1,142 transfer/adult learners received the email.

On the UWM-Waukesha and UWM-Washington County campuses, all first-year students were required to attend the Fall 2020 Orientation/Welcome which included a video presentation on alcohol/other drug abuse, and sexual violence prevention, including the Canvas course.

Completion rates for the virtual Fall 2020 Orientation were:

- 473 first-year students at UWM-Waukesha
- 175 first-year students at UWM-Washington County

Students that did not attend the Orientation received an e-mail at the end of the Orientation period, which included information presented during the virtual sessions.

Orientation programming for Fall 2020 at all three UWM campuses also referred students to electronic or print versions of the Student Handbook, which includes information about Title IX, the Annual Security and Fire Safety Report(ASFR), the Student Code of Conduct, and available supportive resources, on and off campus.

On December 14, 2020, the Dean of Students Office sent an email notification to all students, faculty, and staff with a link to the ASFR. Individuals are not permitted to opt out of this communication. A copy of the ASFR is available on the UWM Health and Safety and the UWM Police Department websites. UWM also maintains a Clery Act Information website (<https://uwm.edu/deanofstudents/clery-act-information>). Physical copies of the ASFR are available in the Dean of Students Office. The ASFR contains extensive information about

sexual violence, including relevant definitions, how to report sexual violence, UWM's investigative processes, the incidence of sexual assault within UWM's Clery geography, victim/survivor advocacy services, and how to prevent sexual violence.

Additionally, the UWM Police Chief, Neighborhood Housing and Relations Manager, Dean of Students, Title IX Coordinator, and Norris Health Center Director sent health and safety emails to students throughout the year that included safety tips, crime prevention and reporting information, and a list of supportive resources available on campus or within the local community.

UWM continues to offer the services of a Confidential Advocate. UWM dedicated significant resources to these services and has continued to update case-handling procedures to ensure students are connected to the Advocate quickly after UWM receives a report of sex or gender-based violence. The Advocate can assist victims/survivors in navigating investigative processes, filing police reports, seeking supportive resources, obtaining academic accommodations, or requesting specific protective measures. The Advocate provides these services for students at all three UWM campus locations.

During Spring 2020 and Fall 2020, UWM's Advocate contacted or conducted outreach to 129 students in total, through email messages, telephone conversations, and in-person or virtual meetings. After making these initial contacts, the Advocate supported 64 students on an ongoing basis, and the number of referrals from the Title IX Office or other campus partners have continued to increase from year to year. This growing use of confidential advocacy and support confirms students greatly value this service, and more students are expected to utilize this program in the 2021-2022 academic year.

A Sexual Assault Awareness Month planning group was formed in 2019 and continued throughout 2020, with partners across campus including Student Involvement, Campus Activities Board, Norris Health Center and University Counseling, Health Promotion and Wellness (Violence Prevention and Victim Advocate & Survivor Support Coordinator), Women's and Gender Studies Dept., Peck School of the Arts, Studio Arts and Crafts Center, and Student Association (Women's Advocacy Committee). The group worked to develop consistent and comprehensive programming around education, support, and prevention for sexual violence and specifically designed campus activities for Sexual Assault Awareness Month in April 2020. Initially planned as in-person programming, a number of these activities were switched to a virtual format as COVID-19 restrictions were implemented in March 2020. Despite this disruption, these collaborative programming efforts are ongoing and continue to foster supportive conversations around consent, healthy relationships, and victim/survivor advocacy for the campus community.

In addition, the Women's Resource Center (WRC) provides year-round programming which includes sharing print or online resources and implementing program initiatives at all three campus locations to raise awareness about sex and gender-based violence.

Counseling Services staff at UWM-Waukesha hosted an information table related to Domestic Violence Awareness in their HUB common area on October 19-20, 2020. Students were provided with information about the Counseling Office as well as referral options to community resources such as the Women's Center of Waukesha and the National Domestic Violence Hotline were made available to students. In addition, flyers with pull tabs sharing the contact information for the Hotline were placed around campus for students to discretely remove, if desired.

UWM also offers *Bringing in the Bystander* as a voluntary, two-hour, evidence-based training designed for students enrolled at the Milwaukee campus. The training identifies a continuum of inappropriate behavior that contributes to a culture of sexual violence and asks that each member of the community commit to intervene in safe, individualized strategies that reflect an appropriate level of intervention for the inappropriate behavior. This training is offered in face-to-face or virtual formats and facilitated by the Norris Health Center's Office of Health Promotion and Wellness.

In 2020, 59 students participated in 4 sessions of the *Bringing in the Bystander* training held on the Milwaukee campus (1 session in person and 3 virtually, due to the COVID-19 outbreak). While the number of completed program evaluations was small, responses suggest the training contributed to learning and prosocial attitudes concerning sexual and relationship violence prevention.

The Title IX Coordinator frequently provides training to responsible employees, including academic department chairs, and other faculty or staff members regarding reporting requirements, available resources, and options for supporting individuals with concerns related to sexual harassment and sexual violence. The Title IX Coordinator participates in outreach and engagement activities on all UWM campuses and offers training to affiliated offices, community partners, and student groups upon request. Due to COVID-19, not all standard campus programs designed to address education or training in sexual assault prevention could be implemented in 2020, including the "Sex and Drugs Show" and Peer Health Educators. UWM anticipates these programs, or similar programming, will resume for the 2021-2022 academic year.

UW-Oshkosh (UWO)

Emails were sent by the Chief Student Affairs Officer to all students, faculty, and staff at all three campuses at the beginning of the fall 2020 semester with information about sexual harassment and sexual violence policies, reporting options, and support resources.

Another email was sent in December 2020 by the Chief of Police as part of the Notice of Availability of the Annual Security and Fire Safety Report, which can be found at <https://uwosh.edu/police/wp-content/uploads/sites/73/2020/12/2020-ASR-AFSR.pdf>

A link to the Title IX website can also be found on other University websites including the Athletics, Dean of Students, UWO Police, Equal Opportunity, Equity & Affirmative Action, LGBTQ+ Resource Center, the Women's Center, and the Health Promotion and Wellness (Victim Advocate) webpages, as well as in the new student UWO guide. The Title IX website contains the updated 2020 regulation information about safety and equity including Title IX sexual harassment, sexual assault, domestic violence, dating violence, and stalking. The website also contains information about sexual harassment/violence policies and processes, sexual violence definitions, how to report sexual assault, how to connect with confidential support resources on and off campus, and prevention and education programming. The Title IX website can be found at <https://uwosh.edu/titeix/>

All new students are sent a notice to their university email address to complete the mandatory *Sexual Assault Prevention (SAP)* training through EVERFI. To ensure completion, UWO places an academic hold on the student's account which prevents them from registering for future courses until they complete the training requirement. EVERFI has two training courses, *Sexual Assault Prevention for Undergraduates* and *Sexual Assault Prevention for Adult Learners* (graduate students). Spring 2020 (Campus Clarity program) completion rates were: FDL - 82.8%, Fox Cities - 85.6%, and Oshkosh - 91.8%. Fall 2020 completion rates were 100% for graduate students (301 students) and 99% for undergraduate students (2,606 total students for all three campuses). More information can be found at <https://uwosh.edu/wellness/prevention-everfi/>

Residence Life discusses sexual assault reporting and support resources with all students living in the residence halls during fall semester hall meetings. Additionally, they conduct annual training with professional and student staff on managing sexual assault disclosures by students, mandatory reporting as Responsible Employees and Campus Security Authorities, and referring students to campus and community resources for support.

All Division 3 student athletes (approximately 500 students) are required to participate in sexual assault and sexual misconduct training as a part of the NCAA annual sexual violence prevention requirement. This course is delivered in Canvas and includes information about alcohol use, consent, and sexual assault.

During the period of advising and registration (typically held in May and June), various campus offices provide incoming students with information regarding health and safety on campus. Parents and students are directed to various university resources including the UWO Guide, Title IX, and other webpages related to UWO policies, state laws, and federal regulations regarding sexual assault, domestic violence, dating violence, stalking, and

available campus and community resources. In 2020, the UWO Victim Advocate provided a virtual presentation on healthy relationships, consent and communication, national statistics on sexual violence, and information on Title IX confidential and non-confidential campus resources. The UWO Guide can be found at <https://uwosh.edu/newstudents/>

Additionally, in Spring 2020, the UWO Fox Cities and Fond du Lac campuses held in-person combined Registration and Orientation sessions. Sexual assault and mandatory training information and resources were shared with students. Students received an email with the link to access the mandatory Campus Clarity training. Due to COVID-19, Fall 2020 registration was conducted 1:1 virtually and orientation was provided virtually over the summer. Sexual assault and mandatory training information were shared during online orientation. Students received a link for the EVERFI training.

Spring 2020 Participation at Registration & Orientation

- Fox Cities campus: 77 students
 - 5 sessions on campus
- Fond du Lac campus: 15 students
 - 3 sessions on campus

Fall 2020 Participation at 1:1 Virtual Registration/Sessions

- Fox Cities campus: 285 students
- Fond du Lac campus: 192 students
- 401 students attended Virtual Orientation

Topics covered in Presentations at Virtual Orientation included:

- Sexual & Interpersonal Violence Advocacy
- UW System Policies for Sexual Misconduct/Title IX
- Campus Safety and Mandatory Training
- Health and Wellness Advocacy Website
- UWO Mobile App and Titan Alerts Emergency Texts/Emails
- UWO Police Safety Programs
- Student Care Team & Dean of Students

In Fall 2020, UWO held virtual programming related to the Red Zone Initiative. The “red zone” refers to the first six weeks of the academic year when a disproportionate number of campus sexual assaults occur. At UWO, the red zone includes six weeks of comprehensive Student Affairs campus programming, typically built into campus events. Red Zone programming is focused on awareness of sexual violence, unhealthy and healthy behaviors, and knowledge of campus and community resources to support survivors.

Virtual Red Zone programming included:

- Training Sessions/Workshops
 - Bystander Intervention
 - Setting and Reinforcing Boundaries
 - *Sex-tember*: A Virtual Sex Ed Workshop
 - SAFE Training for LGBTQA+
 - Fostering Healthy Relationships
 - Healing, Pleasure, and Sex After Trauma
- Presentations
 - COVID-19 and Your Sexual Health
 - Docuseries: *Roll Red Roll* viewing
 - Speaker Series: Beverly Gooden (domestic violence)
 - Taking Action for Missing & Murdered Indigenous Women panel
- Social Media Content
 - Ask an Advocate-Live on Instagram
 - Myth or Fact Mondays

A total of 413 students participated in Red Zone programming, not including engagement with passive programming like social media polls.

In Spring 2020, UWO conducted many virtual Sexual Assault Awareness Month (SAAM) events. Virtual SAAM programming included:

- Events
 - LGBTQ+ Ally Virtual March
 - SAAM Day of Action
 - Denim Day – wear jeans to support survivors of sexual violence
- Presentations
 - Digital Screening of *Nameless*, a documentary about child sex trafficking, followed by a Twitter Townhall discussion
 - From Classroom to Dorm Room: Serving Survivors with Disabilities on Campus webinar
 - Dismantling the Wall: Proactive Action and Safety Planning for Immigrant Communities webinar
 - Start by Believing: Every Response Matters presentation and pledge
- Social Media Campaigns
 - Day of Action - students upload pictures of them wearing Teal with the hashtag #SAAM
 - RAINN Day Instagram Challenge – students upload photos to #LetsGetLoud to raise awareness around sexual assault on college campuses

CARE is a peer education group consisting of female and male ally students focused on raising awareness and preventing sexual assault, dating violence, stalking, and harassment on campus. Their program, "U Matter", focuses on high-risk behaviors (such as alcohol consumption), intervention, consent, listening, language and safety. There is a counselor from the UWO Counseling Center assigned as an advisor to this student group. More information can be found at <https://uwosh.edu/care>.

CARE programming included:

- Tabling at UWO Events – education and resources
- Virtual self-care series (WACASA)
- Virtual "You Are Not Alone" campaign – motivational quotes on social media
- Participation in Fox Valley 'Take Back the Week' – social media posts/video

Bystander intervention training was offered 17 times in 2020: 5 in-person (pre-COVID) and 12 virtual sessions. This program is designed to provide students and employees the opportunity to learn and practice the skills of recognizing and responding to sexual harassment or sexual violence in efforts to improve both self-efficacy and the prevention of sexual violence throughout the community. More information can be found at <https://uwosh.edu/bystander/>.

UW-Parkside

A brochure "Staying Safe on Campus" is available throughout campus and online. This brochure is given out to students during mandatory orientation and covers a variety of issues pertaining to overall campus safety, including:

- Staying safe in your living space
- Parking lot/Campus safety
- Emergency call boxes
- Safewalk program
- Nighttime safety tips
- Protecting your personal property
- Sexual Violence (harassment, assault, date rape drugs)
- Online safety (cyber/tech threats)
- How to report an incident

Informational materials are available in print copy at various campus locations such as the Dean of Students Office, Student Health, Counseling & Disability Services, University Police and Public Safety, UW-Parkside Women's Center, Housing and Residence Life and the Title IX office within Human Resources. An email is sent to each student every academic year. More information can be found at <https://uwp.edu/explore/offices/titleix/> and

<https://uwp.edu/live/offices/studentaffairs/sexual-misconduct/>. As a number of UW-Parkside students commute from the Milwaukee area, our resource list covers three counties including Kenosha, Racine, and Milwaukee. All admitted students are sent a checklist of items “to do or be aware of”. The email contains a link to the Annual Campus Security Report & Annual Fire Safety Report.

UW-Parkside participates in the EVERFI online education program on an annual basis. The program is sent to each individual student university email. Students are required to complete the online program before registering for the upcoming semester.

Due to COVID-19, brochure materials were shared in a virtual format presentation this year. The Title IX office has partnered with university resources offices to present Title IX materials on Navigate, a web-based application where students can access general Title IX contact information, definitions, and reporting information.

UW-Parkside, Carthage College, Gateway Technical, and Women and Children Horizons of Kenosha continue to partner and have been awarded a multiyear Aurora Better Together Grant to work together on improving services to students. As part of the grant, Sexual Assault Response Team (SART) representatives from each of the campuses in partnership with State of Wisconsin Department of Justice have developed an MOU between local resources, area law enforcement, the campuses, and the Kenosha County District Attorney’s Office to improve the response to all victims.

The SART group is comprised of local law enforcement, the District Attorney’s office, local hospital personnel (doctors and SANE personnel), and campuses, which has allowed the campus to continue to stay connected to the issues and to community resources.

The Student Health and Counseling Center provides services to victims, such as: personal counseling, emotional support at the hospital, safety planning, assistance with potential academic hurdles, and providing support in the event a case goes to court. As a part of the Aurora Better Together Grant, there is now a confidential victim advocate available once a week on campus and on call 24/7/365 to assist any victim.

Although the Aurora Better Together Grant has since expired, established partnerships have continued – specifically, the confidential victim advocate that is available on campus and on call.

UW-Parkside provides a Bystander Intervention Training program which involves 13 trained professional staff. Approximately 530 students have completed this training over the past three years including RA staff, Orientation Leaders, Peer Mentors, Peer Health Educators (PHE), and summer scholars.

UW-Platteville

All UW-Platteville main campus, on-campus students are provided a Student Planner when picking up their textbooks. Page four of the Student Planner contains information about the Sexual Violence and Sexual Harassment Policy, including where to find the policy. Each year, every student receives an email from the Dean of Students, sent by the University's Director of Communications. The email contains the Student Handbook which links to all relevant policies and student expectations.

Due to COVID-19, the Prevention and Education Coordinator recorded a video session for Orientation about sexual violence, explaining the University's policy and expectations, relevant definitions, UW-Platteville statistics, student rights and resources, and bystander intervention techniques and self-protective behaviors.

All new students (Main Campus, Baraboo Sauk County, Richland, and Distance) were enrolled in the EVERFI course *Sexual Assault Prevention*, which covers topics regarding sexual violence, consent, bystander intervention, and the laws and policies of our state and university. Students were sent an email in early August and received reminder emails until they completed the course. To ensure completion, UW-Platteville places an academic hold on student accounts if the student fails to complete the course.

The Dean of Students Office provides two presentations at the main campus, multiple times through the Student Academic Success Seminars (SAS) program. SAS presentations are geared to new students but open to all. The first presentation is 30-45 minutes and covers university policies, procedures, students' rights & responsibilities, and ethical decision making. In 2020, this presentation was provided over zoom. The second presentation, "The Presence of Consent", is offered by the Prevention & Education Coordinator and looks to build upon the information students learn in the online education they receive about sexual violence prevention education and bystander intervention. In 2020, the presentation was also provided over zoom.

All new students on the main campus are required to take the Introduction to College Life course. Professors require those students to attend a certain number of Student Academic Success Seminars, one of these being the Dean of Students Office presentation.

Posters are distributed each academic year to all buildings on campus. The posters explain available sexual violence resources and how to access them. Electronic links to the universities resource pages were also distributed to all Fraternity and Sorority Life Chapters this year during Greek Summit. 1,00 resource magnets were provided to the Department of Residence Life to be placed in new student residence hall rooms before they arrived.

Over 700 individuals received bystander intervention training during the academic year. This included all student athletes, residence life student staff, and many members of the Greek life community. A program request form was made available to staff, faculty, and students to request programs related to AODA and Sexual Violence prevention.

Employees deemed as Responsible Employees received a notice reminding them of their reporting responsibilities through an email from the Title IX Coordinator in early October. Resident Assistants for the main campus and branch campuses receive training and resources in August each year on their reporting responsibilities and bystander intervention methods.

The Dean of Students Office is an active participant in Orientation/Welcome Weekend presentations as a means to present this information when students are most focused. It also allows students to put a name with the office resource, for those who are personally impacted by the topic and may need to seek assistance.

These methods allow UW-Platteville to reach all students in various venues and forms of communication, making sure that every student has access to this information and is notified of it. This also allows students to learn the information in the way that works best for them, whether it be from an in-person presentation, from handouts or the website, or through the online course.

In 2017, the Dean of Students Office created resources folders for victims of sexual violence, including sexual assault, dating/domestic violence, and stalking. These folders are filled with information on the types of violence, legal resources such as how to get no contact/restraining orders and reporting to law enforcement, various resources on campus and in the community that may be helpful to the victim, and an overview of the university's adjudication process. These folders are kept in areas where students may disclose a sexual violence experience, including counseling, health services, residence life, multicultural affairs, and academic support programs. New folders were created to best serve each branch campuses and provide specific local resources.

In 2018, a sexual misconduct webpage was created to provide resources and information to student victims of sexual violence and others looking to support the victims. The webpage is divided into sections: Assistance & Resources, File a Report, Learn More, Don't Know What to Do, and a Home page. Similar to the resource folders, it allows for victims to have one resource to go to instead of searching throughout the website for support.

UW-Platteville has a Sexual Violence Victim's Advocate from Family Advocates (a local organization) on campus as a resource for students. Their job is to help with crisis intervention, advocacy, and support for survivors of sexual violence. The advocate does one-on-one appointments with students and a support group once a week. These services

are free to students and confidential. Our Victim's Advocate has increased their number of hours on campus to two days each week.

Beginning this year, the Prevention and Education Coordinator presents biweekly to new employees going through orientation. The goal is to remind employees of their reporting responsibilities. The course also makes employees aware of resources available to students in case of disclosures. It is important that a student is made aware of their rights and available resources no matter who they disclose to.

An initiative called "Men Advocating for Change" was developed in 2020 by the Dean of Students Office, the Department of Campus Climate, Counseling Services, with support from the Department of Residence Life. Men Advocating for Change (MAC) recognizes that most men are not violent or perpetrators of sexual violence, yet many men don't know how to stand up and act. A MAC Champion commits to be a role model within their community. Champions commit to promoting social norms that protect against violence and mobilizing as allies. During this academic year, the first cohort of 11 champions participated in monthly trainings and discussions related to healthy masculinity, consent, men's mental health, and sexual violence resources. Champions also participated in a social norms poster and video addressing the #1 Thing they could do to address domestic violence.

UW-Platteville offers four tiers of bystander intervention training to students and one session for professional staff. The sessions include Introduction Training, Sexual Violence, Peer Pressure, and Alcohol Awareness. In 2020, Resident Assistants participated in Introduction Training, Sexual Violence, and Alcohol Awareness Sessions. Greek Life students participated in a two-week series of bystander intervention trainings, as well as supplemental trainings on consent, healthy relationships, and supporting survivors of sexual violence.

Every year, the Dean of Students Office organizes the events surrounding Sexual Assault Awareness Month. The month brings educational and awareness opportunities to everyone on campus. In 2020, the University offered new online events such as a Zoom series co-hosted by the Department of Campus Climate called Understanding the Resources. Each session highlighted a sexual violence resource and included a Q&A section. Highlighted resources included Southwest Health's Sexual Assault Nurse Examiner Program Director, Advocates from Family Advocates and Hope House, and the Dean of Students Title IX Deputy Coordinator.

UW-River Falls

In Fall 2020, all new and continuing students received an email message from the Title IX Coordinator providing information on sexual assault, informing the students of important policy updates, explaining where students can report concerns, and providing important

resources to students. The email also includes information regarding updates to Title IX and UWRF's sexual violence and harassment policy as well as a link to the Title IX website. New students are required to complete a mandatory online prevention training program. To ensure completion, UWRF places on academic hold on the students' accounts if they do not complete it. All new students returning to campus in Spring 2020 had completed the course.

Additionally, UW-River Falls publishes a brochure with the required information entitled *Title IX Sexual Assault Resources for UWRF Students, what you need to know*. The brochure also directs individuals to various resources about sexual assault.

More related information is available online on the Title IX and the Student Handbook pages of the UWRF's website. Key university offices and officials have printed copies available. UW-River Falls also maintains a "Report It" webpage where individuals can report a variety of concerns, including sexual assault.

Due to COVID-19, UW-River Falls developed a new virtual orientation course for incoming first-year students. This course was developed by the University's New Student and Family Programming staff and supported by the We Are Falcons committee on campus. As part of this program, new students were automatically enrolled in the course with peers who were either from their residence hall or fellow distance/remote learners. Content was created by various departments/programs and developed with the intent that students would build relationships, connect with staff and fellow students on campus, learn about the campus community culture and expectations, and develop skills to be successful college students. The program included a section on healthy relationships and consent and a video introduction from the Campus Victim Advocate.

The University publishes a brochure titled *Title IX: Sexual Assault Resource for UWRF Students, what you need to know*. This publication includes sections such as:

- What is sexual assault?
- Specific examples of sexual assault (related to consent)
- Wisconsin state statutes
- Wisconsin state penalties
- What should you do if you are sexually assaulted (reporting options)?
- What happens when I report to the University?
- Victim's Bill of Rights
- Campus and Community Resources

The brochure includes descriptions, contact information, and other resources for students, including the Campus Victim Advocate, Student Counseling, local sexual response teams, and law enforcement.

In Spring 2020, as part of the We Are Falcons Values Series, the University hosted speaker and presenter Lisa Van Ahn. Due to COVID-19, this event had to be adapted to a virtual event. There were four virtual sessions.

Topics of discussions included:

- Awareness of sexual assault, including prevention, healing, and helping others
- Protecting your space via boundaries, self-acceptance, and choices around who one spends time with
- Facing fears, identifying fears, and learning to trust one's instincts
- Being a positive force for change, identifying your purpose, and sharing your message with others

UWRF is continuing its partnership with Turningpoint, a local service provider, to have a Campus Victim Advocate (CVA) on campus. The CVA provides advocacy and direct outreach/prevention services to UWRF students, faculty, and staff. The CVA is someone who can provide immediate support and resources. The CVA collaborates with Student Health & Counseling on a support group for survivors of sexual assault.

The UWRF Sexual Assault Coalition (SAC) consists of campus and community members. The mission of the group is to work collaboratively, assuring education, resources, and services surrounding the issue of sexual assault.

Student athletes were provided virtual training sessions by the University's Violence Prevention Coordinator. This training covered healthy relationships, consent, sexual assault, bystander intervention, and hazing. Also included were two interactive activities during programming to help engage the students, connect students to reflect on the topic matter, and develop rapport with the Violence Prevention Coordinator. Students were asked to bring a blank piece of paper and pen/pencil and the Violence Prevention Coordinator (VPC) led them through image-based and written reflections. Students were invited to send the VPC images of their results. All UWRF athletic teams had completed their NCAA-mandated training by mid-November 2020.

In Fall 2020, the Violence Prevention Coordinator worked with other campus stakeholders to identify ways in which students could get sexual assault education and training, despite the difficult circumstances due to COVID-19. The University's Office of Diversity, Inclusion, and Belonging hosted a program in November aimed at helping students to understand the experiences of others – including experiences around trauma. This program, called Believing is Seeing: Identities, Trauma, and Believing Others' Experiences, included a live online session for students to attend and was also recorded to be viewed later. The Violence Prevention Coordinator led the session through a reflective, activity-based experience to develop a foundation for discussion to stem from.

UW-Stevens Point

All new students and their guests (e.g., parents) who attended summer registration events received a handout, in the form of a bookmark, outlining the information and how to find the Title IX website to learn more. Approximately 1,900 students and their families received the handout. The handout also included information about the universal prevention course required for incoming new students. Upon arrival, information was shared with students during a required Welcome Week interpersonal violence prevention presentation, typically held on the evening of move-in. Due to the pandemic, the presentation moved online, and 1,797 students were invited to attend. Over 70% of invited students logged in and stayed for the entire hour-long presentation.

Continuing students, as well as new students, faculty and staff, receive information about sexual assault via the Clery Annual Security Report, distributed each fall via email to the campus community (all faculty, staff, and students). The report, and related information, can be found at <https://www.uwsp.edu/dos/clery/Documents/ASR-ASFR.pdf>, a website maintained by the UW-Stevens Point Office of the Dean of Students.

Regardless of final enrollment status, providing information to both new students and families during summer registration ensured the information was provided to every attendee. The information is then shared again via email to every student, faculty, and staff member of UW-Stevens Point through delivery of the Annual Security Report. As every member of the community has a university email account, everyone receives the information.

UW-Stevens Point has continued collaborating with advocacy offices for each campus and still partner with the local sexual assault advocacy agencies to establish campus office spaces and hours. UW-Stevens Point has worked with the advocacy agencies to create campus promotional materials, linked to their services on and off campus through our website, and shared this information with all students, faculty, and staff on the branch campuses. UW-Stevens Point has also actively promoted prevention efforts and reporting/support resources on each of these new campuses. The university entered into formal MOU with agencies in Stevens Point, Marshfield, and Wausau in 2019.

Mirroring the practice of the Sexual Assault Nurse Examiner (SANE) programs, the Office of the Dean of Students (DOS) automatically contacts Sexual Assault Victim Services (SAVS) of CAP Services Family Crisis Center in Stevens Point when scheduling initial conversations with survivors. An advocate is physically/virtually present at the time of the student's first meeting with a member of the DOS staff. The student and advocate meet privately so the advocate can explain the victim advocacy services and community resources. The student can choose not to meet and/or not have the advocate present for the initial meeting. In

addition to person-to-person advocacy work, the campus-based advocate has reached out to faculty and administrators to share information about interpersonal violence and the role of advocacy. The advocacy positions are fully funded by the advocacy agencies and the office space is provided as an 'in kind' partnership.

Launched in 2016, the Center for Prevention (CFP) at UW-Stevens Point continues to expand its work and connect with students. CFP is dedicated to helping students understand how the issues of substance abuse and interpersonal violence affect academic, social, emotional, and physical wellbeing.

- Coordination of required online universal prevention program for new students. For 2020-2021, CFP achieved a 98.5% completion rate.
- Developed and administered new consent and healthy relationship campaign materials.
- Sought and received \$15,955 in external funding to support CFP education and outreach efforts.
- Continued partnerships with Athletics, advocacy agencies, Residential Living, and student organizations (e.g., SGA) to ensure broad and deep understanding of the intimate partner violence issues.

UW-Stout

As a component of the Clery Report, information is sent to all new and continuing students, faculty, and staff via email on October 1st of each year. A link to the report is provided in the email along with a general description of what information is provided in the report. It is also noted in the email that a hard copy of the report is available upon request. Students are directed to a website that provides information and resources both on and off campus and connects them to the Bridge to Hope, a local agency providing information, support, and advocacy. All students, faculty, and staff have a campus email address which is the primary communication tool used by the University.

Information was also provided to the Spring 2020 incoming freshman by completing a required online program called *Think About It: Turning Points*. Two other *Think About It* courses were also assigned to transfer students. Transfer students under the age of 25 were assigned *Think About It: Campus SaVE* and transfer students, new graduate students, and incoming freshman 25 years of age or older were assigned *Think About It: Adult Learners*. Students assigned *Think About It: Campus SaVE* and *Think About It: Adult Learners* are encouraged to complete the program. *Think About It* programming has been in place since fall of 2015.

Think About It: Turning Points educates students through infographics, interactive visualizations, motion graphics, videos, and sound design and narration. The program offers a comprehensive harm reduction approach that addresses the relationship between

sexual violence and substance abuse, engaging content developed with the assistance of students through focus groups and usability testing, a research-based program that promotes bystander intervention, live social norming to encourage a community of responsibility, campus and state specific policies, laws, and information, and extensive reports and follow up courses to inform campus harm-reduction programs.

All incoming freshman for Spring 2020 were assigned the course on January 23, 2020, with a due date of February 14, 2020. Students who did not complete the course by February 28, 2020, were prevented from registering for Fall 2020 classes. Students who did not complete the assignment had a hold placed on their record. Due to COVID-19, the holds were released on April 2, 2020 per recommendation of the Chancellor.

For Fall 2020, UW-Stout transitioned from the *Think About It* series to a *Sexual Assault Prevention* series from EVERFI. These new online programs, updated with the recent changes to Title IX, convey the required information to the assigned users. Incoming freshman in Fall 2020 were required to complete *Sexual Assault Prevention for Undergraduates*. Incoming transfer students for Fall 2020 were also assigned *Sexual Assault Prevention for Undergraduates*. Incoming freshman and transfer students aged 25 years and older were assigned *Sexual Assault Prevention for Adult Learners*. Lastly, incoming graduate students for Fall 2020 were assigned *Sexual Assault Prevention for Graduate Students*. Transfer students and graduate students were highly encouraged to complete their assigned program.

All incoming freshmen were assigned *Sexual Assault Prevention for Undergraduates* on August 18, 2020, with a due date of September 6, 2020. Students who did not complete the course by October 18, 2020, had an academic hold placed on their student account which prevented them from registering for Spring 2021 courses until completion of the course. All students who returned to campus for the spring 2021 semester completed the assigned *Sexual Assault Prevention of Undergraduates* course.

Sexual Assault Prevention for Undergraduates is shown to positively impact student attitudes, behaviors, and beliefs for a safe and healthy campus. The course also helps students foster healthy relationships and recognize and respond to sexual assault and harassment.

Due to COVID-19, normal in-person orientation sessions were not held, including the outside group that is typically brought into further enhance the student's experience and address sexual misconduct. Instead, the required online training was the primary programming.

UW-Stout continues to improve upon the response to reports of sexual violence. The University continues to revamp the Sexual Misconduct website to focus on key information needed by survivors and supportive bystanders in a time of crisis. The website was also updated with the new Title IX regulations. The University also continues to maintain a

strong working relationship with the Bridge to Hope, the local agency that provides victim advocacy services to complainants during judicial processes. The Bridge to Hope provides a half-time campus-based, grant-supported Victim Advocate who continued to hold office hours for 2020.

The Sexual Violence Prevention Coalition also continued to meet in 2020 to continue its mission of leveraging campus and community partnerships toward a holistic approach to addressing sexual violence.

A Title IX open forum was held in conjunction with the Stout Student Association so all students could be made aware of the new Title IX regulations that went into effect in August 2020. Sandi Scott, Dean of Students, provided the expertise and answered all questions forwarded.

Training continued to occur for key student groups, however COVID-19 moved trainings to the online environment.

UW-Superior

During Spring and Summer registration/orientation sessions (SOAR), the Week of Welcome (WoW), and transfer/non-traditional student orientations, the Dean of Students office provides each student with a flyer that informs them of the link to the policies and procedures pertaining to sexual violence/harassment and Title IX. SOAR is required for first year students. It is also required that students attend WoW. If students do not attend, they are required to participate in an online orientation.

During SOAR, the Dean of Students Office speaks with all new students and their family members, informing them of where to find materials about sexual misconduct policies, resources, and prevention. The Associate Dean of Students also follows up with a brief presentation reviewing where to find campus policies and resources pertaining to sexual misconduct and Title IX. The First Year Experience staff also gives each new student (freshmen and transfers) printed materials that lead them to online information including the following which pertains to sexual violence:

- Chapter UWS 17 – Student Nonacademic Disciplinary Procedures. Sexual Assault Prevention/Definitions of the Crime of Sexual Assault, Harassment, Discrimination and Retaliation
- A brochure on reporting violations of Title IX

The above information is given to approximately 400-450 new incoming students.

During Fall Weekend of Welcome (WoW), all new students attend a 90-minute performance by an acting troupe called "Sex Signals". This performance is focused on

understanding sexual assault, consent, and healthy relationships. Representatives from the Title IX office, Student Health and Counseling Services, and the Center Against Sexual and Domestic Abuse are in attendance. Approximately 300 students were in attendance.

Information about policies, laws, and procedures can be found at <https://www.uwsuper.edu/dos/student-resources/community-standards/index.cfm> and www.uwsuper.edu/dos/titleIX. Campus Safety also provides Clery Information via their website for new employees and students considering UW-Superior. Information is also posted on the Campus Safety website which provides statistics pertaining to crimes (including sexual violence) on campus and in the area.

The Dean of Students Office sends an email each semester to all students informing them of the website where all policies and procedures are found along with a special emphasis on the sexual assault/harassment information. This email encourages individuals to report incidents of sexual violence and to hold fellow campus community members accountable to the policies and laws.

To ensure that all students/staff receive the required information, UW-Superior uses the campus email system as the official means of communication. Students are taught this at new student orientation and are reminded of the expectation to regularly check their campus email throughout their college years. All new staff receive information from the Human Resources staff.

In every restroom on campus, Sex Discrimination and Sexual Misconduct Resource brochures are available for students. This is an effective method of disseminating information about sexual assault and other Title IX issues that is always visible and accessible for the entire campus. This brochure is edited and replenished by the Title IX Office on a regular basis. The information provided in the brochures includes options for reporting as well as resources on campus and in the community that assist those impacted by sexual violence.

All new students (Freshman and Transfer) are required to take the online *Sexual Assault Prevention* training through EVERFI. To ensure completion, UW-Superior places an academic hold on the student's account, restricting them from registering, until they have completed the requirement.

Beginning in Fall 2019, UW-Superior made an agreement with Center against Sexual and Domestic Abuse (CASDA) to provide campus with a sexual assault advocate. The University provides office space and programmatic opportunities for the CASDA staff member in Old Main on campus. The Title IX Coordinator and CASDA are collaborated on a grant to fund this position. This position reports to CASDA and is responsible for providing direct service to students, and the planning and implementation of prevention programs.

UW-Superior has established relationships with the Center against Sexual and Domestic Abuse (CASDA), the Superior Police Department, the District Attorney's Office, and Victim Witness. The Title IX Coordinator and various campus members serve on the Community Coordinated Response (CCR) team for sexual assault and domestic violence, as well as on the Sexual Assault Response Team (SART).

For several years, representatives from campus and the Coordinated Community Response (CCR) team have promoted the Red Flag Campaign. This program educates students and staff about sexual violence that may occur in relationships and talks about the "red flags" in relationships. To complement this program, students staff tables to provide educational materials during the campaign. During the same week, there are Criminal Justice faculty who have their classes create programs offered to campus each Fall and Spring.

Gender Equity and the Health Care Clinic in Superior provide programs on safer sex throughout the year which includes information on sexual assault and date rape. In collaboration with the Alcohol and Other Drug Abuse (AODA) office, information is disseminated about safety tips for spring break.

UW-Whitewater

UW-Whitewater annually supplies all enrolled students access to the student handbook, including the UW-Whitewater Sexual Violence, Sexual Harassment and Intimate Partner Violence Policy and annual security report. Online access to this information can be found at <http://www.uww.edu/student-handbook>.

Information is provided in print to new students through a document called "Windows to Whitewater". The content of this document includes:

- Page 20 – Dean of Students Office – CARE Team, Student Conduct, Assistance for survivors of sexual assault, dating violence, domestic violence, stalking, and Student Handbook
- Page 40 – University Health and Counseling Services
- Page 43 – University Police Department – Information on resources and how to report (Campus & Police)

The Chancellor sends an email message that includes links to all information to every University email address.

Student employees are required to take a mandatory online Title IX Training called *LawRoom*. The links to the policies are available within the training module. They are also required to complete Mandated Reporter training. Approximately 72.4% of student employees for the 2020-2021 academic year have completed the Mandated Reporter

training and 65.8% of student employees have completed the Title IX Sexual Harassment training.

Prior to arriving on campus, new students receive several emails outlining next steps (sent out each Monday in August) and instructions to complete EVERFI's *Sexual Assault Prevention* online education and prevention training module.

UW-Whitewater distributes the following modules on EVERFI's training platform:

- *Sexual Assault Prevention for Undergraduate Students* to all new undergraduate students under the age of 24
- *Sexual Assault Prevention for Adult Learners* to all new undergraduate students who are age 25 or older
- *Sexual Assault Prevention for Graduate Students* to all Graduate Students, both new and returning
- *Sexual Assault Prevention Ongoing: Healthy Relationships* to all returning undergraduate students
- *Sexual Assault Prevention for Student Athletes* to all students listed as athletes with UWW, both new and returning. This module is considered a supplement to the required student training and helps reinforce campus policies and processes.

The pre- and post-course assessments showed an increase in knowledge by all groups of students who participated in the modules.

Sexual Assault Prevention for Student Athletes was a new module added for the 2020-2021 year. This module was managed by the Deputy Title IX Coordinator for Athletics. The module assisted in compliance efforts for NCAA regulations and informing student athletes of the policies and procedures for reporting sexual misconduct.

UW-Whitewater tracks the completion progress of each student and employee. To ensure completion, UW-Whitewater places an academic hold on the student's account which prevents them from registering for future terms until they complete the requirement. Due to COVID-19 and enrollment concerns, administrators decided it would be best to push academic holds to spring semester after census date. The hold date was moved to February 1, which significantly impacted the completion rate of the training by January 2021. Although the numbers were not as high as last year, they were still significantly better than previous years. UW-Whitewater plans to return to placing holds in the fall semester prior to spring 2022 enrollment to ensure 100% compliance of spring 2022 registered students. The completions rates were 95.5% for *Ongoing: Healthy Relationships*, 92.4% for *Adult Learners*, 98.1% for *Graduate students*, and 94.9% for *New Undergraduate students*.

Training exemptions are permitted for survivors for whom the training could cause a trigger of past sexual misconduct, as per the UW System Task Force on Sexual Violence and Harassment. When a student requests an exemption and it is granted, the Title IX Coordinator requests to meet with them and, regardless of meeting, sends resource and policy information to the student for their reference.

Each student enrolled in the New Student Seminar (one credit course) is required to view four short videos produced by the UW-Whitewater Police Department and take a quiz. The four videos included Police Department Resources, Title IX, Emergency Messaging, and Social/Community Responsibility. There are opportunities in the course for out-of-classroom experiences with the UW-W Police Department and University Health and Counseling Services, etc. Enrollment in New Student Seminar for Fall 2020 was 91.3% (1,619 out of 1,832 students participated).

Each New Student Seminar syllabus includes a statement regarding reporting information and sexual assault resources. The statement is as follows:

Reporting Information and Sexual Assault Resources

Here at the University of Wisconsin- Whitewater we care about our students. All course instructors are required to report any instances of sexual violence or sexual harassment involving students of which they are made aware. For confidential support and services on campus please contact University Health and Counseling Services (UHCS) at 262-472-1305 or www.uw.edu/uwcs. For confidential support and services off campus, please contact New Beginnings APFV at 262-723-4653 or newbeginningswalworth.com. (Statement recommended by Faculty Senate on March 12, 2019, and revised on December 10, 2019.)

The mission of First Year Experience (FYE) is to provide guidance to students and their families in their transition to the campus community. FYE serves as a campus resource that provides engaging, inclusive, and academically integrated transitional experiences to enhance student development. The programs and services provided by the First Year Experience office include: Learning Communities, Mentor Programs, Orientation Programs, New Student Seminar, Family Programming, Outstanding New Student Awards, and Under Our Wing Program.

During virtual orientation this year (Warhawk Welcome), there was a presentation that included a video recording of *Creating a Culture of Consent* presented by Keith Edwards. More information about the program can be found at <https://www.keithedwards.com/>. The video was viewed by 1,606 students. Peer mentors facilitated virtual small group meetings where they talked about a variety of topics, including resources such as UHCS and follow up discussion on the *Creating a Culture of Consent* presentation.

All students (freshman and transfer) are required to attend a Warhawks SOAR. At the required SOAR sessions, each new student will:

- Learn important information about campus
- Meet other new Warhawks
- Attend a presentation by University Health and Counseling for families
- Attend a safety and security session for families facilitated by Police Services
- Be provided information in print regarding Campus Safety Reports and Statistics and resources available to them

Peer leaders are trained through Human Resources' online training program. These students are trained as mandated reporters and referral agents to other offices who can assist students. In late August, staff from the Dean of Students Office and Police Services presented a synchronous virtual session at Mentor training to discuss how to respond to students in various situations, including reports of sexual violence, mandated reporting, etc. There are 80 student mentors and Five Transfer Orientation Leaders.

Sexual misconduct trainings were conducted with the staff in Residence Life by the Deputy Title IX Coordinator. He conducted four sexual misconduct trainings this last academic year:

- July for the Residence Life professional staff (22 people were present)
- August for the RA staff (130 people were present)
- January for new RA's (7 people were present)
- June 2020 did not have training due to COVID-19 restrictions

Each sexual misconduct training covers the following topics:

- Defining the five elements of sexual misconduct
- Defining what consent is and is not
- Defining incapacitation
- How staff should respond to cases of sexual misconduct
- How and where staff should report cases of sexual misconduct
- Discussing and sharing campus and community resources

The University Health and Counseling Service (UHCS) office provides medical and counseling support for everyone who has experienced sexual violence. Counseling also maintains walk-in crisis appointments each day during business hours. For confidential employees/resources who can provide emotional support, advocacy, or information following a sexual assault: 262-472-1060 (Sexual Assault Crisis Line.). For Mental Health Emergency after 4:30 pm M-F or on weekends: 800-365-1587 (24-hour number). Most appointments were held virtually; once it was safe, the staff resumed socially distanced in-person meetings.

The Women's Health Group for sexual assault survivors' group is facilitated by a licensed psychologist who specializes in sexual assault prevention. This group is free and open to all

students appropriate for the group. This group met virtually in Fall 2020 and Spring 2021. Both semesters had good engagement with between 2-6 members for each session.

Staff in the University Health and Counseling Services Department offer trainings on the following topics:

- **UHCS Overview:** An in-depth look at all the health, counseling, and wellness services UHCS provides for students.
- **Warhawks Step Up:** A bystander intervention workshop that encourages students to support their peers on a variety of topics like mental health, hate and bias, alcohol abuse, and violence.
- **Staying Healthy in College:** A Jeopardy game focused on student wellness including nutrition, mental health, sexual health, and alcohol.
- **Mental Health Matters:** An overview of mental health, how to manage stress and prioritize self-care, and campus resources for support.
- **Alcohol, Drugs & Sex...Oh My:** A team competition to learn about responsible alcohol and drug use and safe sex.
- **Hosting a Safe Party:** This interactive program provides those who choose to drink with tips on how to host a safe and responsible party.
- **Consent 101:** An overview of consent, sexual assault, and ways to prevent it.
- **Escalation:** An intense video that explores the red flags of unhealthy relationships and dating violence, followed by discussion. 90 minutes minimum.
- **Safe Zone Training:** A workshop for faculty, staff, and/or students to better understand LGBTQ issues, terms, and strategies for supporting the LGBTQ community. 90 minutes minimum.

UW-Whitewater has MOUs with local and regional nonprofit organizations that specialize in working with people who have experienced sexual violence. The Association for the Prevention of Family Violence (also known as APFV or New Beginnings) in Whitewater and the YWCA in Rock County provide advocates for victims of sexual misconduct. This is a free service for all students.

The Sexual Assault Prevention Advisory (SAPA) Committee includes representatives from the campus and community, including Health and Counseling Services, University Police, Athletics, First Year Experience, Residence Life, Career and Leadership Development, faculty members, the Student Coalition against Sexual & Interpersonal Violence, Student Government, and local advocacy agencies such as New Beginnings and the Lakeland SANE program.

They typically sponsor sexual assault prevention programs throughout the year for the university community. They also provide support for student government sales of "It's On Us" t-shirts. This past year due to COVID-19, they were only able to provide an Online Trivia Night during Sexual Assault Awareness Month.

The Sexual Harassment Advisory committee, also known as the Title IX Committee, is chaired by the Title IX Coordinator. It includes representatives from First Year Experience, Health and Counseling, Residence Life, Athletics, University Police, Dean of Students Office, Faculty, and students. The purpose of this committee is to conduct regular review and assessment of the policies, procedures and practices of the institution, its administration, faculty, staff and students, along with policies issued by the Board of Regents and UW System Administration as it relates to Title IX, Sexual Violence, Sexual Harassment and Intimate Partner Violence.

The Title IX Coordinator offers a meeting with all students and employees named on a sexual misconduct report to provide resources and information about support and reporting options. The University works with individuals involved in alleged incidents of sexual misconduct to provide appropriate measures to assist in the safety and wellbeing of those involved, which may include:

- No-contact directives
- notice to faculty or employees of a significant that may affect their current performance. This may or may not come with the requested assistance.
- Relocation of living or workspace

In addition to the online *Sexual Assault Prevention* training, the Title IX Coordinator does trainings for department faculty, new employees at orientation, and any other groups upon request. This year those groups were smaller because there were fewer groups on campus. However, the Title IX Coordinator met with 38 different people, faculty, staff, and students, for hearing board panel training, one-on-one employee training, and for a class.

UW-Whitewater offers a variety of resources, including the following:

- Title IX Coordinator (262) 472-2143
- Title IX Coordinator email address: titleix@uww.edu
- 24-hour UW-Whitewater Police Services (262) 472-4660
- Walworth County Crisis Line (262) 741-3200 or 1-800-365-1587
- Dean of Students Office, UW-W (262) 472-1533
- Student Conduct Officer, UW-W (262) 472-1533
- Sexual Assault Prevention Services (262) 472-1305

UHCS offers a variety of healing groups including:

- Coping with COVID – addressing concern on how the pandemic has impacted their lives
- Sexual Assault Survivors
- Kaleidoscope: Nurturing Each Other, Healing Ourselves – Safe space for students of color that focus on identity issues, trauma experiences, and all forms of oppression

- Prism – A safe environment for individuals who identify as LGBTQ
- EnGendering Support – Gender Spectrum Support Group for transgender, two-spirit, gender non-conforming, intersex, and gendering questioning individuals
- Wise Minds – Learning to better manage emotions
- It's Complicated: Relationships in the 21st Century
- Surviving and Thriving – Students learn about topics to help address anxiety, mood, stress, boundaries, connecting, and self-care
- Veterans Group

The Wellness resource website has a large list of resources available to students, staff, and faculty regarding information and prevention of sexual assault. The website can be found at <https://www.uww.edu/uwcs/wellness-information/az/sexual-assault-and-harassment>.

During the first floor meeting of the year, every RA discussed how to report sexual misconduct. They also received a laminated tip sheet that they keep on hand to reference when they receive a call to address a situation while on duty. They also spoke with several residents in knock and talks to assist in encouraging students to complete their required online training.

SUPPORTING DOCUMENTS

SEXUAL ASSAULT STATISTICS OVERVIEW

Section 36.11(22), Wis. Stats., requires that information about sexual assault and sexual harassment programming and prevention be reported annually to the Legislature. The statute also requires that each UW institution annually report to the Wisconsin Department of Justice statistics on sexual assaults and on sexual assaults by acquaintances that occurred on each campus during the previous year. Statistical information that is required to be sent to the Wisconsin Department of Justice is included within the following documents.

The UW System statistics presented in this report represent the incidents of sexual assault reported to UW System campus officials by UW students at locations on-campus and off-campus. Although the statute only requires data regarding assaults on-campus, the UW System has always provided data regarding the sexual assaults reported to have occurred off-campus as well.

As shown in the statistical summary that follows, the number of UW System sexual assaults reported from 2009 to 2019 has risen significantly. However, increased reporting does not necessarily reflect the actual numbers of sexual assault incidents experienced by students at institutions of higher education, including UW System institutions. It is hard to determine scientifically whether these numbers represent potentially a higher number of incidents or an increase in the reporting of crimes. Therefore, it is not conclusively known how many students do not report sexual assault and/or harassment. The U.S. Department of Justice, the American College Health Association (ACHA), law enforcement agencies, and national organizations that regularly perform research on sexual violence consistently report that sexual assault is still an underreported crime despite improvements in the support of victims, more accurate reporting by campus and state authorities, as well as better prevention efforts.

Federal and state data only reflect the number of crimes reported to law enforcement. Non-reporting happens, among other reasons, because victims may feel ashamed, feel the assault was somehow their fault, fear retribution, are worried about consequences to their perpetrator (who can be someone known to the victim and/or an intimate partner), or because they feel that what happened was not a crime ([Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization](#) (NISVS 2011).) Other sources indicate that underreporting indicates that survivors do not report sexual assaults because they think no one will believe them and that legal and medical authorities will be hostile (Fisher et al.).

Victims often know the person who sexually assaulted them. People who sexually abuse usually target someone they know — a friend, classmate, neighbor, coworker, or

relative. The sexual assault statistics reported by UW institutions are consistent with state and national data that show sexual assault is predominantly a crime committed by an acquaintance, not a stranger. According to the Wisconsin Department of Health Services, 90% of victims know the person who assaults them, while national statistics indicate that for both college students and nonstudents, the offender was known to the victim in about 80% of rape and sexual assault victimizations. (U.S. Department of Justice, *Bureau of Justice Statistics*, 2014). In a longitudinal study of rape and sexual assault victimization of college aged females (1995-2013), similar percentages of student (47%) and nonstudent (40%) victims perceived that the offender was drinking or using drugs (U.S. Department of Justice, Bureau of Justice statistics, 2014).

Reporting of sexual assault by acquaintances on a UW System campus has risen from 39 incidents in 2005 to 49 in 2020. Reported assaults by stranger perpetrators on campus is comparably lower. The UW System statistics show that there has not been a significant change in the reported assaults by acquaintances that occurred off-campus, from 80 incidents in 2009 to 79 incidents reported in 2020. Overall, the total number of reported sexual assaults in 2020 was the lowest it has been since 2014. The COVID-19 pandemic and resulting virtual teaching and changes to student residency on campuses may have been a significant contributing factor to the decrease in reports.

NATIONAL AND STATE STATISTICS FOR RAPE

National and state statistics on forcible rape are identified in the tables below. The Federal Bureau of Investigation (FBI) collects its data through the Uniform Crime Reporting (UCR) program.

The “legacy” definition of rape is: “The carnal knowledge of a female forcibly and against her will. Assaults or attempts to commit rape by force or threat of force are also included. Statutory rape (without force) and other sex offenses are excluded.” However, in 2013, the FBI’s UCR Program initiated the collection of rape data under a revised definition within the Summary Based Reporting System. The term “forcible” was removed from the offense name, and the definition was changed to “penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.”

For the table below, national statistics under both the legacy and revised definitions were retrieved [here](#). For the most recently available state data, please see [table 4](#) and [table 5](#) on the FBI website.

YEAR	NATION (legacy/revised)	WISCONSIN (legacy/revised)
2009	89,241	1,108
2010	85,593	1,187
2011	84,175	1,163
2012	85,141	1,219
2013	82,109/113,695	1,296/1,687
2014	84,864/118,027	1,168/1,674
2015	91,261/126,134	1,224/1,780
2016	96,970/132,414	1,458/1,979
2017	99,708/135,666	2,139*
2018	101,363/143,765	2,248
2019	98,213/139,185	2,261
2020	Not yet available	Not yet available

*In 2016, the FBI Director approved the recommendation to discontinue the reporting of rape data using the UCR legacy definition beginning in 2017.

INSTITUTIONAL STATISTICS ON REPORTED SEXUAL ASSAULTS
CALENDAR YEAR 2020***

	ON CAMPUS Acquaintances	ON CAMPUS Not acquaintances	ON CAMPUS Unknown	OFF CAMPUS Acquaintances	OFF CAMPUS Not acquaintances	OFF CAMPUS Unknown	OTHER Acquaintances	OTHER Not acquaintances	OTHER Unknown	Total
Eau Claire	2	0	1	4	0	0	0	0	2	9
Green Bay	4	0	0	9	0	0	8	2	0	23
La Crosse	3	1	0	7	1	1	0	0	0	13
Madison	5	2	2	15(2**)	2	13	40	7	119	205
Milwaukee	5	0	3	17(1*)	4	11	11	2	10	63
Oshkosh	9	0	1	10	1	0	12	0	4	37
Parkside	0	0	0	1	0	0	0	0	0	1
Platteville	4	0	0	3	2(1**)	1	8	1	4	23
River Falls	2	0	1	0	0	0	5	0	4	12
Stevens Point	6	0	2	9	1	6	0	0	4	28
Stout	2	0	0	2	1	0	0	0	2	7
Superior	2	0	0	0	0	0	1	0	2	5
Whitewater	5	0	0	2	0	1**	4	0	12	24
System Total	49	3	10	79	12	33	89	12	163	450

*Located on the branch campus of UWM-Waukesha

**Location was designated as Non-Campus

*** Note: The COVID-19 pandemic and resulting changes to the number of students on campus and student interaction with campus may have significantly impacted data for 2020.

CALENDAR YEAR 2020 – PRE-REGULATION CHANGE*

	1st/2nd/3rd degree	4th degree	Unknown degree	Total
Eau Claire	2	0	5	7
Green Bay	7	4	0	11
La Crosse	2	0	1	3
Madison	-	-	-	-
Milwaukee	10	5(1*)	15	30
Oshkosh	9	4	13	26
Parkside	0	1	0	1
Platteville	7	3	7	17
River Falls	3	3	5	11
Stevens Point	7	1	2	10
Stout	3	1	2	6
Superior	2	0	2	4
Whitewater	4	2	15	21
System Total	56	19	67	142

CALENDAR YEAR 2020 – POST-REGULATION CHANGE*

	Rape	Fondling	Incest	Statutory Rape	Unknown	Total
Eau Claire	1	1	0	0	0	2
Green Bay	4	8	0	0	0	12
La Crosse	11	5	0	0	0	16
Madison	-	-	-	-	-	-
Milwaukee	14	4	0	0	15	33
Oshkosh	9	2	0	0	0	11
Parkside	0	0	0	0	0	0
Platteville	5	0	0	0	0	5
River Falls	2	2	0	0	0	4
Stevens Point	10	3	0	0	5	18
Stout	1	0	0	0	0	1
Superior	3	0	0	0	0	3
Whitewater	0	6	0	0	0	6
System Total	60	31	0	0	0	91

*UW-Madison did not distinguish data by pre- and post- regulation. Therefore, no data are included for the campus in the tables.

PRE-COLLEGE/PRIOR TO CAMPUS ARRIVAL

	ON CAMPUS	OFF CAMPUS	OTHER	TOTAL
Eau Claire	0	10	0	10
Green Bay	0	0	0	0
La Crosse	0	2	0	2
Madison	0	0	26	26
Milwaukee	0	10(1*)	6	16
Oshkosh	0	0	8	8
Parkside	0	0	0	0
Platteville	0	3	13	16
River Falls	0	0	4	4
Stevens Point	0	5	0	5
Stout	1	0	1	2
Superior	0	0	0	0
Whitewater	0	0	21	21
System Total	1	30	79	110

*Located on the branch campus of UWM-Waukesha

Location Definitions:

On Campus-

(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

(2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Non-Campus-

(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

(2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property-

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Off Campus-

For the purposes of this report, the category "off campus" is specified by each institution as a region surrounding the campus, but not controlled by the institution, where substantial numbers of students typically live or congregate. As part of the report to UW System, institutions are to include the boundaries of "off campus" region they have specified. The "off campus" region may be dynamic based on changing residential patterns and institutions may choose to annually redefine the boundaries for this region.

Other-

Sexual assault reports should be categorized as "other" if they were received within the calendar year and

1. did not have any information on location, AND/OR
2. did not occur in any of the three Clery defined locations, AND/OR
3. did not occur within the restricted boundaries the institution has identified as "off campus."

SYSTEMWIDE STATISTICS ON REPORTED SEXUAL ASSAULTS UW SYSTEM

CALENDAR YEARS 2009-2020**

	ON CAMPUS Acquaintances	ON CAMPUS Not acquaintances	ON CAMPUS Unknown	OFF CAMPUS Acquaintances	OFF CAMPUS Not acquaintances	OFF CAMPUS Unknown	OTHER*	TOTAL
2009	39	3	8	80	22	18	-	170
2010	51	13	4	106	42	37	-	253
2011	65	11	10	126	21	24	-	257
2012	59	8	15	126	21	24	-	253
2013	83	14	9	149	48	59	-	362
2014	97	7	17	211	33	88	-	453
2015	99	9	8	266	46	158	-	586
2016	108	15	27	333	59	247	-	789
2017	135	14	36	387	61	278	-	911
2018	119	11	39	473	55	398	-	1095
2019	112	6	15	145	32	72	324	706
2020	49	3	10	79	12	33	264	450

*Number of Cases reported as "Other" were not included in data table until 2019

** Note: The COVID-19 pandemic and resulting changes to the number of students on campus and student interaction with campus may have significantly impacted data for 2020.