

## PROGRESS ON HUSCH BLACKWELL RECOMMENDATIONS

The Husch Blackwell report provided 18 clear recommendations, which are enumerated beginning on page 137 of the report but are summarized below, along with LSU's current level of action.

### 1. The Title IX office must be staffed appropriately.

**COMPLETED** December 2021



The Title IX Office is now staffed at the level recommended in the Husch Blackwell Report. The office includes a Title IX Coordinator, Deputy Title IX Coordinator for Prevention and Training, joint appointment with the Student Health Center for a Program Director of Lighthouse, a case manager, three full time investigators, and an administrative support person. Additional growth above and beyond this recommendation is anticipated.

### 2. Designate a Deputy Title IX Coordinator for prevention and training.

**COMPLETED** November 2021



Deputy Title IX Coordinator has been hired and will start on December 6, 2021.

### 3. Designate a Deputy Title IX Coordinator for support and resources.

**COMPLETED** April 2021



Lighthouse was designated as a stand-alone program within the Student Health Center. A full-time Program Director has been designated with a full-time coordinator assigned. A formal relationship was established between Title IX and Lighthouse through the joint appointment of the Program Director.

### 4. The Title IX Coordinator reporting line must change.

**COMPLETED** February 2021



The Title IX office has been moved out of the Office of the General Counsel and into the new Office of Civil Rights & Title IX, which reports to the President. With the reporting line change came a physical move into 118 Himes Hall, space that is more conducive to the work of the office and easier to locate for those who want face-to-face meetings.

## 5. Implement internal monitoring and quarterly and annual reporting.

**ESTABLISHED** October 2021



The first quarterly report (Q2 2021) was delivered to President Tate on July 12. The first biannual report (Q3 2021) was delivered to President Tate on October 10 as required by Board of Regents Uniform Policy on Prevention of Power-Based Violence/Sexual Misconduct. The biannual report can be found on the Title IX website: [www.lsu.edu/titleix](http://www.lsu.edu/titleix). Future reports will follow the same formats and be provided to President Tate within 10 days of the close of each quarter.

## 6. Recordkeeping must be improved.

**COMPLETED** October 2021



Record keeping has been reviewed and revised, and staff members have been trained in using Maxient and EthicsPoint such that reports can be generated accurately and easily. Discretionary decisions are recorded with explanations as to why the decision was made not to proceed with a Title IX investigation.

## 7. Targeted training for Athletics.

**ESTABLISHED** June 2021



All employees in Athletics are aware of mandatory reporting to the Title IX Coordinator of sexual misconduct. An icon has been placed on the desktop of all computers in Athletics that is a direct link to the campus reporting forms. Three new employees were hired to deliver ongoing training in sexual and domestic violence and respectful culture expectations for all employees and student athletes. A search is in progress for an educational trainer who will work in collaboration with the LSU Title IX Coordinator in overseeing training for Athletics to ensure messaging is the same as that for campus. Newly revised employee orientation includes significant content on the Athletic Department's commitment to the prevention of sexual and domestic violence as well as required reporting. STAR has conducted a Climate Assessment for staff and A Call To Men has conducted one on student athletes, and both will be making recommendations for improving the culture within Athletics. Other education, training, and awareness events are sponsored and supported by Athletics for coaches, staff, and student athletes. These will be continued on a regularly determined schedule, which will be provided to the newly formed LSU Athletics Council on the Prevention of Sexual And Domestic Violence.

## 8. Mandatory reporting obligations must be clear.

COMPLETED October 2021



PM-73 has been updated to include information on reporting sanctions. Any employee who is required to report instances of power-based trauma and fails to promptly make the report without good cause or, with the intent to harm or deceive, knowingly makes a report that is false, shall be terminated. A new, easy-to-find and easy-to-use website has been created for reporting ([lsu.edu/support](https://lsu.edu/support)), and it is linked from a prominent place on the LSU homepage. There is also an easy-to-find icon on the LSU Mobile app that links to filing a report. The mandatory reporting obligation has been added to new employee orientation. A newly created mandatory annual training course, *Power-based Violence Prevention & Response Training*, debuted on October 1. The curriculum for this two-hour course was developed by consultants from STAR (Sexual Trauma Awareness and Response) with LSU Online designing the online format. Included is a module on Mandatory Training that describes the responsibility, outlines the consequences of failing to report, and requires an acknowledgment of awareness of reporting obligations. LSU has engaged the law firm of Hirsch Roberts Weinstein to guide us on updating our Clery reporting process.

## 9. Finalize the LSUPD MOU.

COMPLETED February 2021



An MOU has been finalized and signed by LSU Police Department, Baton Rouge Community College Police Department, Southern University Police Department, Baton Rouge Police Department, East Baton Rouge Sherriff's Department, and the East Baton Rouge Parish District Attorney's Office. This MOU delineates responsibilities and protocols for sharing information related to sexually oriented criminal offenses.

## 10. Title IX personnel must get specialized training on dating and domestic violence.

ESTABLISHED July 2021



A full-day retreat on power-based violence was presented by STAR on July 2. It was attended by all Title IX personnel, personnel in HRM and Student Advocacy & Accountability who partner with Title IX, and Title IX coordinators from affiliated LSU campuses. In addition, a membership to an online catalogue of training modules, webinars, and workshops has been purchased and is in use on all LSU campuses. This training is geared toward all employees who have any part in the Title IX and Clery processes.

## 11. Accountability is critical.

COMPLETED April 2021



A website with progress on our action plan has been launched and is updated regularly. Reports are made at each Board of Supervisor's meeting, media requests are honored, and regular communication about our work is promulgated by the President's Office via broadcast e-mail and social media. A presentation to the Louisiana Senate Select Committee on Women and Children was made to provide an update on the alignment of our policy on power-based violence (PM 73) with Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature and the Board of Regents Uniform Policy on Power-Based Violence/ Sexual Misconduct. This PM 73 update became effective October 15, 2021.

## 12. Special care is warranted for cases involving athletes.

ESTABLISHED July 2021



A bystander intervention program has been initiated by student athletes and is supported by coaches and administration in Athletics. Regular communication from the Athletic Director and coaching staff promulgate support for mandatory reporting, unacceptability for any type of sexual misconduct, and requirement of ongoing education and training on preventing sexual assault and violence. As a demonstration of the commitment by the Athletic Department, a former Title IX Coordinator was hired by Athletics as a Deputy Athletic Director who will be a liaison with the Office of Civil Rights & Title IX. A Director of Training and Leadership who will be embedded in the department has been hired to work with all student athletes, coaches, and staff on healthy climate and relationships, including bystander intervention, throughout the entire year. Departmental staff and team meetings will have an emphasis on the department's commitment to the prevention of sexual and domestic violence to ensure clarity among all employees and student athletes. Athletics will continue to work regularly with the Office of Civil Rights & Title IX to ensure monitoring.

## 13. Develop and implement alternative resolution options and restorative justice for sex discrimination matters.

COMPLETED July 2021



PM 73 has been revised to include an Informal Resolution option for cases that warrant it on substance, when both parties agree to it, and when the respondent has taken full responsibility for their actions. It is currently available for use. Multiple Title IX staff members and other interested parties will attend a two-day Restorative Justice training session in January hosted on the LSU campus by the Office of Civil Rights & Title IX.

#### 14. Implement timelines for resolutions and options for participants in untimely cases.

COMPLETED July 2021



PM 73 has been revised and includes a presumptively appropriate timeline for each segment of a Title IX case. A “How Are We Doing” link is available on the Title IX webpage for anonymous feedback to the office from those who use Title IX services.

#### 15. Thoughtfully consider presumptively appropriate sanctions.

IN PROGRESS



A presumptively appropriate sanction matrix has been drafted and is being reviewed by campus constituents. The final matrix will be in place by the first of the year.

#### 16. The university needs a new centralized website to increase understanding and simplify process.

COMPLETED March 2021



The website has been launched and can be accessed directly at [lsu.edu/support](https://lsu.edu/support).

#### 17. Regularly measure climate and effectiveness.

IN PROGRESS



The recently approved Board of Regents Uniform Policy on Power-Based Violence/Sexual Misconduct requires that each of the System Management Boards administer a Power-Based Violence Climate Survey. The Board of Regents is developing the survey that will be used on all campuses. The survey will be administered during the 2022-2023 academic year and every third year thereafter. LSU will make every effort to maximize student participation in the survey.

#### 18. The rules must apply to everyone.

ESTABLISHED June 2021



LSU is committed to equity, inclusiveness, fairness, and transparency in all matters related to campus safety and security for our students and employees. The rules apply to everyone, and we will be diligent in educating the campus community on them.