

University of Wyoming

SEXUAL MISCONDUCT RESPONSE TEAM: STRATEGIC PLAN

Mission

As the Executive Committee of the No More Initiative, the mission of the UW Sexual Misconduct Response Team (SMRT) is to provide comprehensive leadership to address sexual misconduct at the University of Wyoming through effective prevention, response, and support.

Purpose

Provide comprehensive leadership to address sexual misconduct at the University of Wyoming through effective prevention, response, and support.

SMRT Membership

- Ryan O'Neil, Dean of Students
- Jim Osborn, Manager of Investigations/Title IX Coordinator
- Dr. Matt Gray, Psychology Professor
- Libby Thorson, Assistant Dean of Students/Deputy Title IX Coordinator
- Taylor Stuemky, Assistant Athletic Director/Deputy Title IX Coordinator
- Katrina Harnisch, Campus Services Coordinator/Advocate-Safe Project

Background

In February 2018, the UW No More Initiative opened the 2018 climate survey for all UW students to complete. The survey purpose was to provide a snapshot of the current state of sexual and interpersonal violence at UW, including rates of victimization, the pervasiveness of attitudes and beliefs that can lead to sexual and interpersonal violence, and student awareness of and trust in existing reporting processes and resources.

In June 2018, the research team, consisting of Dr. Matt Gray, faculty in Psychology, and several graduate students under Dr. Gray's supervision, provided an initial report of the findings. In summary, the survey revealed that UW is no better or worse than other institutions of higher education, or national averages, when it comes to rates of victimization. The survey also revealed that there are specific beliefs and attitudes that violence prevention educators at UW need to target. And finally, the survey indicated that students are limited in their knowledge of reporting options and mechanisms and of the resources available to them.

In July 2018, a subcommittee of the No More Initiative consisting of key stakeholders met to discuss the survey findings and developed the No More Strategic Plan. The COVID-19 pandemic and a new campus landscape guided SMRT to revise this plan, align it to current evidence-informed practices, and take into account efforts that have been achieved since 2018. In January 2020, the team brought the Green Dot Bystander Intervention program to the University and initially trained 37 employees as Green Dot instructors; March 2020 was the first phase of implementing that strategy. Additionally, the Division of Student Affairs

formalized a relationship with Safe Project of Albany County to provide confidential advocacy services to students. This provided the Division an opportunity to convert a professional staff role into a full-time prevention coordinator within the Dean of Students Office.

As outlined below, SMRT completed a revised plan in 2021 and identified four themes from the 2018 survey with nine key Institutional priorities to address these challenges.

1. **Addressing barriers to reporting**

The survey revealed a disappointingly low reporting rate. We recognize that while reporting should be the victim's decision, UW and law enforcement cannot take any action on incidents that are not reported.

2. **Building comprehensive education and training**

Several indicators in the survey identified the need for additional education and training for UW students and employees. We believe there is an opportunity here to both provide additional educational opportunities to students that should reduce the overall incidence of violence, as well as increase co-curricular opportunities, which have a positive impact on overall student retention. The survey also revealed that male-identified students both don't feel the same ownership and community responsibility towards sexual and interpersonal prevention as the general student population. Thus, they are a priority area.

3. **Improving knowledge of, and access to, campus and community resources**

The survey indicated a lack of knowledge about available resources, both on and off campus, as well as limited access to and use of certain resources.

4. **Addressing the link between alcohol and sexual violence**

Alcohol serves as both the most common "date rape" drug, as well as a relatively easy to access method for self-medication after a traumatic event.

Objectives

Based on the four key priority areas, SMRT identified nine key objectives aligned for implementation of this plan.

1. Increase capacity for mental health diagnostic services and treatment for student victims of sexual and gender based violence.
2. Engage in regular programmatic and institutional assessment and transparency of outcomes.
3. Increase student and employee knowledge of linkages between alcohol and sexual and interpersonal based violence.
4. Develop comprehensive and evidence informed prevention education programming through student engagement and academic opportunities (co-curricular and interdisciplinary).
5. Increase student knowledge and application of personal strategies for positive community impact.
6. Build a sense of responsibility for male identified students to engage in prevention activities.
7. Increase student utilization of existing University and community resources for victims.
8. Increase student knowledge of and willingness to file reports of sexual and interpersonal violence.
9. Apply for funding opportunities to sustain prevention, response, and support priorities.

Addressing barriers to reporting.

- Engage in regular programmatic and institutional assessment and transparency of outcomes.
- Increase student knowledge of and willingness to file reports of sexual and interpersonal violence.

Goal	Responsible Unit	Deadline	Strategy	Actual Completion
Identify other assessments done relating to resource knowledge and access (avoid survey fatigue, maximize resources)	SMRT	June 2023	Map what are the surveys, who is completing them and what dates are they administered	
Implement campus climate survey in Spring of 2023 and every 2 years thereafter.	SMRT	June 2023	Identify campus partners. ARC3 model repeated for survey. Identify additional questions for inclusion in the survey.	
Develop a post-process (Title IX intake/investigations) assessment for students who participate in an investigation.	EORR	June 2021	In progress Identify best mode of survey delivery.	
Complete the NASPA Core Blue Print assessment	SMRT	January 2022	Identify campus partners who should complete assessment Build Core Blueprint into Qualtrics Set deadline for Core Blueprint completion	
Incorporate NASPA Core Blue Print outcomes into updated No More Strategic Plan	SMRT	June 2023		
Build relationships with the local law enforcement	EORR, DOS, General Counsel	June 2023	Develop MOU with each agency	

agencies, including Laramie Police Department, Albany County Sheriff's Office, and the Albany County Attorney's Office.			SART Sexual Assault and DV protocols	
Develop outreach materials that educate students on what happens after a report is made.	Safe Project and DOS	August 2021		
Provide regular training for frontline wellness staff at Student Health Services, WellSpring, Psychology Center and University Counseling Center UW administrative processes and support options as well as Clery responsibilities.		January 2022		
Provide regular training for frontline wellness staff at Student Health Services, WellSpring, Psychology Center and University Counseling Center on domestic violence screening tools and build out referral protocol.		January 2022		
Provide additional training or workshops to University employees who are likely first points of contact.	Green Dot, EORR, Athletics	June 2023	-training for Athletics Trainers	

Building comprehensive education and training.

- Develop comprehensive and evidence informed prevention education programming through student engagement and academic opportunities (co-curricular).
- Increase student knowledge and application of personal strategies for positive community impact.
- Build a sense of responsibility for male identified students to engage in prevention activities.

Goal	Responsible Unit	Deadline	Strategy	Actual Completion
Develop program material specific to	DOS, MA, Safe Project, Athletics	June 2022		

students who are LGBTQIA*				
Connect Bystander Intervention messaging with the We Are UW values	DOS	June 2022		
Develop co-curricular programming and events focused healthy sexuality and healthy relationship programming.	Athletics, Wellness Center, DOS, Safe Project, Academic Affairs	December 2021	Collaborate with Wellness Center on creating sex positive programming that follows the National Sexual Violence Resource Center's behaviors and characteristics of a sexually healthy adult ¹ .	
Provide a Violence Prevention certification as an option for co-curricular transcripts	Student Affairs and SOAR	June 2023	Identify class and program offerings that would count toward a certificate	
Provide Green Dot Overview Speech to all incoming student through New Student Orientation/Cowboy Connect programming	Green Dot	June 2022		
Incorporate the 9 principles of prevention into programmatic offerings ²	Athletics, DOS, Wellness Center	June 2023		
Develop Student Conduct resources for sexual misconduct adjudication that does not rise to Dismissal or suspension.	DOS, UCC, Psychology Center	June 2022	-Infuse Restorative justice approaches into Student Conduct - Identify types of misconduct that would qualify for an intervention	
Develop Green Dot Booster Sessions for students who attend the full Bystander training	Green Dot	June 2023		

¹ https://www.nsvrc.org/sites/default/files/2012-03/SAAM_2012_Healthy-sexuality-resource-list.pdf

² <https://www.wcsap.org/prevention/concepts/9-principles-prevention>

that provide additional skill-building strategies				
Explore a Public Health or Community Health academic certificate or minor within the College of Health Sciences	Academic Affairs, College of Health Sciences	June 2023		
Require EverFi SAP-U online training booster for all second year students	Student Affairs and Wellness Center	June 2023	Identify funds for expanded EverFi offering (currently funded?) Identify and implement mandate enforcement	
Recruit students from male-specific and male-centric campus groups, including fraternities, men's athletics, and academic departments to participate in Green Dot	DOS, Athletics, FSL, Res Life	Ongoing	Identify areas of focus based on climate survey data (?)	
Provide one program each semester that focuses on a component of healthy masculinity.	Dean of Students Office	December 2021	Body image, ATOD, help-seeking, mental health Anti-violence, relationships, sexual health Leadership styles, communication skills	
Annual programming and trainings to students on how to support someone who has experienced sexual or gender violence.	Safe Project, Wellness Center, Green Dot, and DOS	June 2022	Developing a training for use with multiple audiences. Develop learning outcomes and an assessment for each presentation. Training cards (see SAFE Project or	

			<p>WCDVSA example).</p> <p>Green Dot Booster sessions focused on this topic.</p>	
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Improve knowledge of, and access to, campus and community resources.

- Increase capacity for mental health diagnostic services and treatment for student victims of sexual or gender violence.
- Increase student utilization of existing University and community resources for victims.

Goal	Responsible Unit	Deadline	Strategy	Actual Completion
Develop print, video and online marketing campaigns explaining the services offered by a variety of on and off campus resources with a focus on maintaining gender inclusive branding for all support and reporting resources	Institutional Marketing, EORR and DOS	June 2022	<p>Utilize DOS, University and Green Dot social media accounts to promote resources and reporting options.</p> <p>Revisions to EORR, DOS and Green Dot website.</p> <p>Launch print marketing campaign.</p> <p>Develop video messaging for use on social media and other targeted campaigns to promote resources.</p>	
Place a Green Dot “Delegate” fridge magnet in each residence hall room	Green Dot	August 2023	Magnet will be Green Dot branded and list on and off campus resources to Delegate to.	
Designate the Circles* in Multicultural Affairs as confidential through Title IX	MA, EORR, UCC			DONE
UCC professional positions postings will include as a preferred qualification “familiarity with evidence-based trauma treatments”	UCC		Develop standard language and update job description test.	DONE
Identify and fund a GA position in the Psychology Center that can diagnose and treat trauma-related	DOS, Psychology Center,	June 2023	Explore grant funding opportunities.	

conditions as an avenue to provide low cost and prompt diagnoses related to trauma	SAFE Project, Student Affairs		Explore UW Foundation support through targeted fundraising campaigns or private partnerships. Utilize climate survey questions about mental health needs of survivors.	
Collaborate with campus partners on the development of resources to increase survivors across gender, sexuality and racial identities to access general mental and physical health resources. ³⁴	UCC, Wellness Center, Dean of Students Office	June 2023		

Addressing the link between interpersonal violence and alcohol.

- Increase student and employee knowledge of linkages between alcohol and sexual and gender based violence.

Goal	Responsible Unit	Deadline	Strategy	Actual Completion
Implement an evidence-based or evidence-informed alcohol misuse curriculum focused on risk reduction	DOS, UCC, Wellness Center, A-Team, FSL, Athletics and other student organizations	December 2023	Identify curriculum that is researched to have impact for student groups.	
Create a referral protocol for students engaged in AWARE psychoeducational program at UCC who disclose personal experience(s) of sexual violence	UCC, Safe Project and DOS	December 2021	Connect with UCC to ask about current process.	
Collaborate with student organizations to implement Bystander Intervention skill development	DOS and CSIL, Half Acre, Athletics	June 2023	-Hazing Prevention Programming -Alcohol and Other Drug Misuse Programming -Green Dot	
Finalize an MOU between UW and Albany County Sheriff's Office that includes information about off-campus alcohol enforcement and policy	Student Affairs & General Counsel	June 2024	DOS connect with General Counsel to revise these goals	

³ Man Therapy, <http://www.mantherapy.org/>

⁴ Movember, <https://us.movember.com/>

Finalize an MOU between UW and Albany County Attorney’s Office that includes information about off-campus alcohol enforcement and policy	Student Affairs & General Counsel	June 2024		
Finalize an MOU between UW and the City of Laramie and Laramie Police Department that includes information about off-campus alcohol enforcement and policy	Student Affairs & General Counsel	June 2024		
Develop prevention education focused on consent, relationships and alcohol or other drug use	Wellness Center, SAFE Project, DOS	June 2024		

While not a key theme from the 2018 Climate Survey, many of the goals outlined in this plan require financial resources to grow and sustain these efforts. As such, the last priority area is to:

- Apply for funding opportunities to sustain prevention, response, and support priorities.

Goal	Responsible Unit	Deadline	Strategy	Actual Completion
Grow the Survivor Emergency Fund through partnership with the UW Foundation	DOS and Student Affairs	Ongoing		
Apply for the Office of Violence Against Women Campus Grant for prevention programming	DOS	June 2023	Pull information together so grants can be applied for quickly/quick turnaround time	
Identify 1 FTE of dedicated prevention education	Student Affairs	June 2023	Transition STOP Violence Program to be full-time prevention programming	June 2020
Apply for NCAA Grants ⁵	DOS and Athletics	June 2024	*may not exist in future	

Prevention Strategy

SMRT utilizes and recommends the Centers for Disease Control and Prevention (CDC) public health approach to sexual and interpersonal violence prevention.⁶ The Climate Survey further identified the need to develop on primary prevention education that is aimed at the entire campus community. This includes multi-layered

⁵ <http://www.ncaa.org/about/resources/ncaa-scholarships-and-grants>

⁶ <https://www.cdc.gov/violenceprevention/pdf/svprevention-a.pdf>

approaches to prevention, like education for new members to our campus community and ongoing education and training for students and employees. Confidential advocacy from Safe Project and on-campus counseling services act as both secondary and tertiary prevention providing both short-term crisis management and long-term support to survivors who have been impacted by sexual and interpersonal violence.

Definitions

Primary Prevention: Approaches that take place before violence has occurred to prevent initial perpetration or victimization.

Secondary Prevention: Immediate responses after violence has occurred to deal with the short-term consequences of violence.

Tertiary Prevention: Long-term responses after violence has occurred to deal with the long-term consequences of violence.

Prevention strategy aims to educate all populations within the campus community (students, staff, and faculty) on the critical roles that they each play in preventing violence and creating culture change. To prevent sexual and interpersonal violence we have to understand what circumstances and factors influence its occurrence. Like the CDC, we promote a socio-ecological model to understand the factors that influence sexual and interpersonal violence in our community as it offers a framework for understanding the complex interplay of individual, relationship, social, political, cultural, and environmental factors that influence violence. ⁷

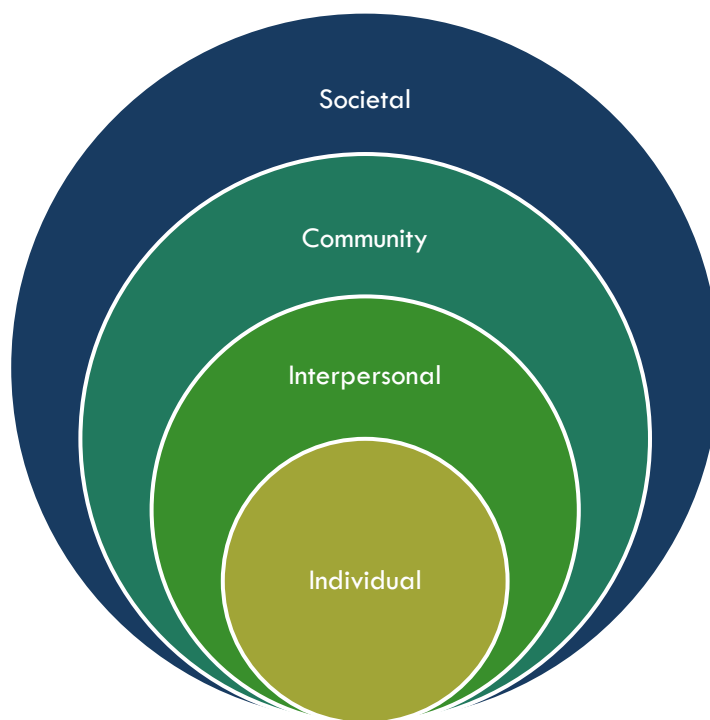


Figure 1 Adapted from McLeroy, K. R., Steckler, A. and Bibeau, D. (Eds.) (1988). *The social ecology of health promotion interventions*. *Health Education Quarterly*, 15(4):351-377. Retrieved May 1, 2012, from http://tamhsc.academia.edu/KennethMcLeroy/Papers/81901/An_Ecological_Perspective_on_Health_Promotion_Programs.

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https://apps.who.int/iris/bitstream/handle/10665/42495/9241545615_eng.pdf;jsessionid=F9D3128E18C7EA961BBA9C7EEFC2D019?sequence=1