

# 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
- Michelle DiPasquale, Violence Prevention Coordinator
- Dakota Metzger, Campus Services Coordinator/Advocate-Safe Project
- Dr. Tess Kilwein, Trauma Specialist UCC

### **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.<br><br>ARC3 model repeated for survey.<br><br>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<br><br>Identify best mode of survey delivery.  |                   |
| Complete the NASPA Core Blue Print assessment  | SMRT             | January 2022 | Identify campus partners who should complete assessment<br><br>Build Core Blueprint into Qualtrics<br><br>Set deadline for Core Blueprint completion |                   |
| Incorporate NASPA Core Blue Print outcomes into updated No More Strategic Plan                                       | SMRT             | June 2023    |  |                   |

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| Build relationships with the local law enforcement agencies, including Laramie Police Department, Albany County Sheriff's Office, and the Albany County Attorney's Office.  | EORR, DOS, General Counsel | June 2023    | Develop MOU with each agency<br><br>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.

| <b>Goal</b> | <b>Responsible Unit</b> | <b>Deadline</b> | <b>Strategy</b> | <b>Actual Completion</b> |
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| Develop program material specific to students who are LGBTQIA*   | DOS, MA, Safe Project, Athletics                                | June 2022     |  |  |
| 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 <sup>1</sup> . |  |
| 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 <sup>2</sup>                                  | 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<br><br>- Identify types of misconduct that would qualify for an intervention   |  |
| Develop Green Dot Booster Sessions for   | Green Dot   | June 2023     |  |  |

<sup>1</sup> [https://www.nsvrc.org/sites/default/files/2012-03/SAAM\\_2012\\_Healthy-sexuality-resource-list.pdf](https://www.nsvrc.org/sites/default/files/2012-03/SAAM_2012_Healthy-sexuality-resource-list.pdf)

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

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| students who attend the full Bystander training 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?)<br><br>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<br><br>Anti-violence, relationships, sexual health<br><br>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.<br><br>Develop learning outcomes and an assessment for each presentation.                |  |

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|  |  |  | <p>Training cards (see SAFE Project or 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              |

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| Identify and fund a GA position in the Psychology Center that can diagnose and treat trauma-related conditions as an avenue to provide low cost and prompt diagnoses related to trauma                      | DOS, Psychology Center, SAFE Project, Student Affairs | June 2023 | Explore grant funding opportunities.<br><br>Explore UW Foundation support through targeted fundraising campaigns or private partnerships.<br><br>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. <sup>34</sup> | 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<br>-Alcohol and Other Drug Misuse Programming<br>-Green Dot |                   |
| Finalize an MOU between UW and Albany County Sheriff's Office that includes  | Student Affairs &   | June 2024     | DOS connect with General Counsel to revise these goals                                     |                   |

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

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

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| information about off-campus alcohol enforcement and policy  | General Counsel                    |           |  |  |
| 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 <sup>5</sup>   | DOS and Athletics       | June 2024 | *may not exist in future   |                   |

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

## Prevention Strategy

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

Additionally, we utilize and recommend research-informed and evidence-based approaches to prevention education that are rooted in the public health model and best practice. This includes following the nine principles of prevention.



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

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. <sup>7</sup>

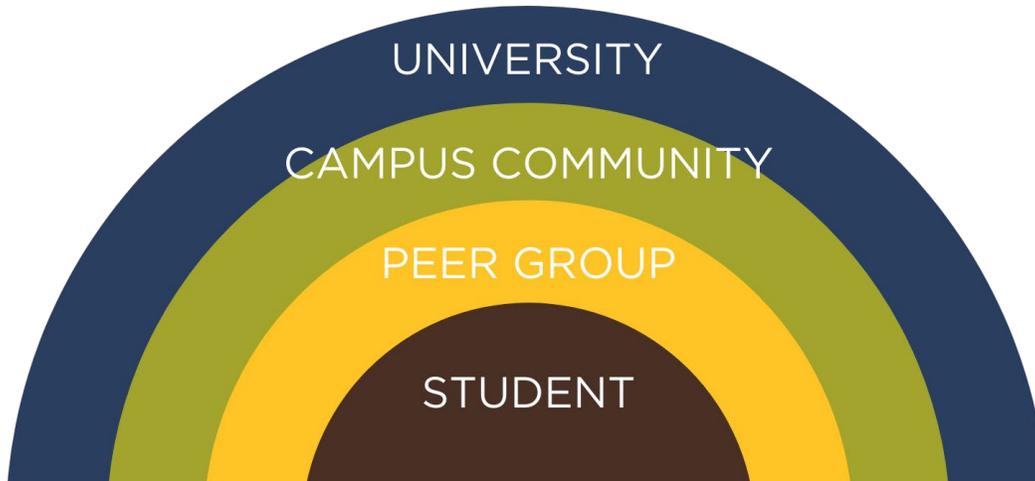


Figure 1 Adapted from McLeroy, K. R., Steckler, A. and Bibeau, D. (Eds.) (1988). *The social ecology of health promotion interventions*. *Health Education Quarterly*, 15(4):351-377. Retrieved May 1, 2012, from [http://tamhsc.academia.edu/KennethMcLeroy/Papers/81901/An\\_Ecological\\_Perspective\\_on\\_Health\\_Promotion\\_Programs](http://tamhsc.academia.edu/KennethMcLeroy/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](https://apps.who.int/iris/bitstream/handle/10665/42495/9241545615_eng.pdf;jsessionid=F9D3128E18C7EA961BBA9C7EEFC2D019?sequence=1)