

# COMMUNITY ENGAGEMENT PLAN FOR ENGAGING UNIVERSITY COMMUNITY IN THE WORK OF THE NATIONAL ACADEMIES OF SCIENCE, ENGINEERING, AND MEDICINE ACTION COLLABORATIVE ON PREVENTING SEXUAL HARASSMENT IN HIGHER EDUCATION

The Ohio State University

October 18, 2019

In an effort to engage The Ohio State University campus in the work of the National Academies of Science, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education, the university intends to engage in the following specific past and planned actions.

1. Office of Institutional Equity: The Ohio State University has been committed to preventing sexual misconduct, including sexual harassment, at the university. This commitment to long term culture change is reflected in the creation of a new Office of Institutional Equity, which addresses all forms of harassment, discrimination, and sexual misconduct. The centralized office was established on August 1, 2019 after a year-long review with the help of nationally recognized experts. The new office houses the university's Americans with Disabilities Act (ADA), Affirmative Action and Equal Employment Opportunity (EEO), Protection of Minors, and Title IX functions. After conducting a national search, the University hired its inaugural associate vice president of institutional equity, who will lead the university in its efforts to provide a safe and supportive environment for all students, faculty, staff, and visitors. The associate vice president will ensure a consistent and coordinated response to sexual misconduct, provide coordinated intake and outreach to university community members, ensure rigorous, fair, and impartial review of reports, and monitor and address patterns and trends across campus. The associate vice president will build strategic partnerships with leaders on campus by engaging with the following non-exhaustive list: members of the University Senate, an elected body of the university's faculty and staff, student leaders, the office of academic affairs, the office of diversity and inclusion, the office of human resources, the office of legal affairs, the office of student life, the Ohio State police department, and other senior leaders at the university.
2. The university plans to continue its efforts to solicit feedback from the campus community, including students, faculty, staff, and university leaders and meaningfully incorporate that feedback into action-oriented steps that will help develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education.
  - a. Shared Values Initiative: In September 2019, the Office of University Compliance and Integrity launched the SharedValues@OhioState Initiative, with the ambition of reinforcing Ohio State's ethical culture and to encourage each member of the university to live their shared values to better advance the university's core work of teaching, learning, research, and service. To support the initiative, the university launched a survey of all faculty, staff and students on values and ethics and results will be used to drive the building of statements of shared values, determination of

possible new reporting initiatives, the enhancement of values/ethics education and engagement, and further engagement with governance and college/unit leadership.

- b. **Campus Climate Survey:** In the spring semester of 2019, the university participated in a national campus climate survey. Working with the Association of American Universities (AAU), the university encouraged all undergraduate, graduate and professional students to participate. Survey results, which will be released in October 2019, will be used to inform education and trainings that help encourage a healthy, safe, and nondiscriminatory learning and living environment, and will help identify areas where resources need to be enhanced. The university will conduct a similar climate survey in spring 2020.
3. The university continuously seeks to use best practices in investigating, adjudicating, and providing support to those involved in matters involving allegations of sexual misconduct and is engaging in a review of the sexual misconduct policy and related processes to promote fairness, due process, and transparency in these processes.
4. To enhance the safety and well-being of the university community and to raise awareness about sexual harassment and how it occurs, the consequences of sexual harassment and the organizational characteristics and recommended approaches that can prevent it, the university is engaging the community in opportunities for education and training through different opportunities this year. In 2016, sexual misconduct prevention education training began for incoming students. In 2018, the training was expanded to all students, faculty and staff. Beginning in 2019, first year students and transfer students are required to take the training, and all merit-eligible staff are required to take the training. The prevention education addresses sexual misconduct, including sexual assault, sexual harassment, relationship violence, and stalking, provides tools to challenge and report harmful behavior, and outlines information on how to support someone who has experienced sexual misconduct.

Additionally, the university requires that all first-year students attend an in-person education, “Buck-I-CARE about Consent.” At this introductory consent training, participants learn about how to practice initiating and continuing consensual experience through defining consent, thinking about boundaries, and learning how to communicate with CARE. Students can also participate in “Buckeyes Got Your Back,” a session that explains intervention approaches to prevent violence. Participants learn techniques for intervening in varying levels of potentially harmful situations and learn the importance of intervening at all levels. Beginning in 2019, the university expanded in-person training on sexual misconduct and incident reporting requirements to students and staff in athletics and at faculty orientations.