President’s Initiative to Prevent Sexual Misconduct

Creating a Climate of Respect at the University of Minnesota to Prevent Sexual Misconduct

VISION

We envision a University community that is free from sexual misconduct including sexual violence and harassment of any kind. We seek to improve and sustain a culture of health and wellness in relationships, and promote a commitment to the welfare of others, protection of human rights, and due process.

GOAL

A University of Minnesota community whose members act to prevent sexual misconduct, including harassment or sexual violence of any kind.

Moving Forward Together in 2019-20

"Every member of our community should expect to feel safe and respected at the University of Minnesota, free from sexual harassment and intimidation. This commitment to our students, faculty and staff is cornerstone to our values and to the advancement of the University’s land-grant mission of discovery, learning and outreach."

—President Joan T.A. Gabel

Public Health Approach

Health promotion and prevention described as “what we as a society do collectively to assure the conditions in which people can be healthy” (IOM/National Academy of Medicine, 1988).

Public health approach supports long-term culture change, focuses on prevention, and is...

- community-based and promotes collective action;
- comprehensive with strategies from the individual to the community to promote change in campus norms, values, culture, and behavior;
- evidence-based in understanding causes of sexual misconduct and the conditions that enhance safety, welfare and healthy relationships; and
- focused on outcomes and continuous quality improvement.

Social-ecological Model: Framework For Prevention

- Complex interplay between individual, relationship, community, and societal factors.
- Range of risk/protective (experiencing or perpetrating) factors for violence.

1) Required Faculty & Staff Web-Based Training

Goal: Increase awareness & knowledge to change UMN culture to one that does not tolerate sexual misconduct and supports victims to safely report.

ACTION:
- 99.2% of all employees (n=22,229) completed the training across 43 system-wide campus units (as of 6/30/18).
- Online training significantly improved understanding of sexual misconduct, UMN Sexual Misconduct Policy, and increased knowledge of reporting responsibilities among faculty and staff.

2) Department Development

Goal: Support academic units in developing respectful cultures that promote individual and departmental achievement.

ACTION:
- Promoting positive graduate student advising relationships
- Establishing an Academic Culture Network
- Learning from and providing resources to academic unit leaders

3) Student Education & Engagement

Goal: Engage students to develop, implement, and evaluate strategies that support a campus free of sexual misconduct, including (but not limited to) comprehensive training programs.

ACTION:
- All incoming students to complete online sexual assault prevention training
- Student-led discussion-based bystander intervention training model developed and implemented within Athletics and Greek Life
- Conducting one-on-one interviews with Greek students to learn more about the barriers they face to using affirmative consent within the context of a hook-up and where alcohol is involved
- Developing assessment(s) to better understand the experiences and needs of students with disabilities, students who identify as LGBTQIA, students of color, international students, and graduate/professional students related to sexual misconduct prevention and response

4) Public Health Awareness Campaign

Goal: Create a sustainable public health awareness campaign to prevent sexual misconduct.

ACTION:
- Launched undergraduate bystander intervention focused “It Ends Here” campaign Fall 2018
- 79% of students are aware there is a University initiative to prevent sexual misconduct. Additional questions added to our student online training will determine efficacy of the campaign
- Faculty and Staff campus launches Fall 2019

5) Evaluation & Research

Goal: Develop metrics for evaluating sexual assault and misconduct prevention, education, advocacy and awareness activities on campus.

ACTION:
- Create an inventory to establish existing data sources designed to measure components of sexual misconduct
- Catalogue sexual misconduct data sources
- Develop systemwide measures
- Survey sent to staff and faculty; first time measured sexual harassment among University employees
- Research Subgroup facilitates coordinated efforts to increase knowledge, access existing data, and support original research

6) Institutional Responsibility and Accountability

Goal: Develop institutional accountability & responsibility strategies to promote a culture that is serious about prevention and accountability when individuals violate those expectations.

ACTION:
- Propose specific improvements in how UMN is organized to prevent & redress sexual misconduct through better definition of unit responsibility & accountability.
- UMN member of National Academies of Sciences Action Collaborative Working Group:
  - Remediation: Limiting the Damage
    - Support the target
    - Prevent retaliation
    - Reintegrate targets, bystanders, and the accused persons
    - Guidelines for disciplinary action

Strategic Priorities (2019-2020)
Increasing capacity for comprehensive organizational culture and climate change

Organizational Structure

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Website: https://president.umn.edu/content/presidents-initiative-to-prevent-sexual-misconduct

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