# Response to the Husch Blackwell Report

Presented by Jane Cassidy, PhD, Interim Vice President

## Office Operations

### Accomplishments

* Interim Vice President hired
* Reporting lines changed
* Four positions advertised
* Director of Lighthouse full time
* Office moved to 118 Himes Hall

### Recommendations

* Recommendation #1 in progress
* Recommendation #2 in progress
* Recommendation #3 completed
* Recommendation #4 completed

### Title IX Organization Chart, March 16, 2021

* General Counsel
Winston Decuir, Jr.
	+ Title IX Coordinator
	Jennie Stewart
		- Lead Investigator
		Jeff Scott

### Proposed Office of Civil Rights & Title IX Organization Chart, April 10, 2021

* Interim Vice President
	+ Assistant to the Vice President
	+ Title IX Coordinator
	(Linked reporting line to Director of Lighthouse Program, Susan Bareis. The Lighthouse Program Director reports to Interim Executive Director of Student Health Center, Julie Hupperich)
		- Deputy Title IX Coordinator for Prevention and Training
		- Case Manager
		- Lead Investigator, Jeff Scott
		- Investigator
	+ ADA and Accessibility Coordinator
		- Director of Digital Resources & Content Accessibility
	+ Civil Rights Coordinator
		- Case Manager
		- Investigator
	+ Clery Coordinator

#### Projected Timeline: Operations

* Hire dates for Assistant to the Vice President, Case Manager, and Investigators: May 20
* Hire date for Title IX Coordinator: July 15
* Hire date for Vice President: January 1, 2022

## Process

### Accomplishments

* Timeline established for discrimination cases
* Process for complaint if process not handled promptly
* Restorative justice process currently in use

### Recommendations

* Recommendation #13 in progress
* Recommendation #14 in progress
* Recommendation #15 in progress

### Title IX Process and Timeline

* Complaint Received in Title IX Office
* 1 day - Title IX Coordinator or designee initiates contact with Complainant
* 3 business days -Title IX Coordinator or designee meets with Complainant
* 1 Business day - Determination made to proceed
* 1 business day - Notice of Allegations
* 30 business days - Investigation Process
* 30 business days - Review of Draft Report and Evidence
* 3 business days- Final Report Prepared
* 15 business days\* - Prehearing Conference and Hearing
* 10 business days - Appeal
* 10 business days - Appeal Decision

\*No pre-hearing or hearing may proceed earlier than 10 days post receipt of final report Informal Resolution

#### Projected Timeline: Process

* Formalize alternative resolution processes: August 15
* New Civil Rights and Title IX policy that will describe reporting process, define mandatory reporters, and provide sanctions for employees who fail to report: July 15
* Presumptively Appropriate Sanctions for students found responsible for sexual misconduct: July 15

## Training and Education

### Accomplishments

* All Athletics appointees required to make reports of sexual discrimination of students directly to the Title IX Coordinator
* Contract established between Athletics and STAR for education, training, and policy development
* Contract established between LSU and STAR for education, training, and review of current online training modules
* STAR has provided a first educational session on sexual misconduct to members of the LSU football team
* Bystander Intervention program implemented by Athletics

### Recommendations

* Recommendation #7 in progress
* Recommendation #10 in progress
* Recommendation #12 in progress

#### Projected Timeline: Training and Education

* Annual mandatory training for employees, graduate assistants, and student workers reviewed by STAR, recommendations included in revisions, and implemented: August 15
* MyStudentBody training for new students reviewed by STAR, recommendations included in revision, and implemented: August 15
* Training for Title IX personnel: First week in June

## Record Keeping and Reporting

### Accomplishments

* MOU with LSU PD signed
* Assessments of Title IX training sessions implemented

### Recommendations

* Recommendation #5 in progress
* Recommendation #6 in progress
* Recommendation #9 completed
* Recommendation #17 in progress

#### Projected Timeline: Record keeping and reporting

* Format of quarterly reports being determined, and reports will be provided to the president every year on or before March 31, June 30, September 30, and December 30
* Format for annual reporting for campus being determined, and report will be published on September 1, 2021 and then annually on or before March 1
* Training in Maxient for all Title IX and Civil Rights employees and collaborators scheduled for May 24, 2021
* Assessment of Title IX responsiveness and satisfaction by all who use our services will go into effect June 1, 2021

## Communication and Accountability

### Accomplishments

* Easy to use and easy to locate website for reporting created www.lsu.edu/support
* Tracker has been developed and is being used/updated for all action items in the Husch Blackwell report; includes action item, responsible person/office, deadline, and updates on progress
* Clarity is being communicated to the campus community that all sexual misconduct by or toward students must be reported to the Title IX coordinator

### Recommendations

* Recommendation #8 in progress
* Recommendation #11 in progress
* Recommendation #16 in progress
* Recommendation #18 ongoing

#### Projected Timeline: Communication & Accountability

* New Civil Rights and Title IX policy that will describe reporting process, define mandatory reporters, and sanctions for employees who fail to report: July 15
* Navigate platform (EAB) used by students to schedule appointments on campus to include appointments with Office of Civil Rights & Title IX: May 15
* New App specifically for Civil Rights & Title IX developed by Communications & University Relations for campus community: July 1
* Tracker made available upon launch of new Title IX website: May 1
* New website for the Office of Civil Rights & Title IX: April 19 [lsu.edu/civil-rights](https://www.lsu.edu/civil-rights/)