

**Office of Civil Rights & Title IX**

**MEMORANDUM**

TO: Morgan Powell and Randy Poynter

Office of Diversity and Equal Opportunity

NASA Headquarters

FROM: Jane Cassidy

Interim Vice President for Office of Civil Rights & Title IX

RE: Six-month Update on VRA

Date: November 10, 2021

The information presented below is the second update to NASA on the progress LSU has made on the issues articulated in the March 22, 2021 Voluntary Resolution Agreement between LSU and NASA. We appreciate the helpful recommendations and communication from NASA as we improve our Title IX process. We want to start off by saying that by December 31st we will have completed 17 of the 18 recommendations put forth in the Husch Blackwell report. The 18th is the requirement of a climate survey on sex discrimination and one that now, by state law, will be completed by the Board of Regents for all of higher eduation. They are expected to conduct that survey in the fall od 2022. Interestingly, the concerns expressed by NASA mirror those from the Husch Blackwell audit. Additionally, the firm of Baker Tilly has been hired to do a sixth-month audit of Title IX to provide feedback on our progress and areas for continued growth. That report should be in by the end of the year.

The following addresses by item the actions recommended by the VRA.

A.1. The institution has committed to growing the Office of Civil Rights & Title IX to a fully functional office that will provide daily operations for the LSU A&M campus as well as consulting and investigative work for the other LSU System campuses. There is a budget of approximately $2.5M that will eventually be appropriated to the office from the institution to pay salaries, benefits, and operational costs which will include continuing professional development opportunities for all staff. In addition, Athletics has invested over $600,000 for training and prevention of power-based violence within Athletics most of which is recurring dollars for salaries/benefits and training.

A.2. Coordination with the other campuses has become routine now for us. We sponor and fund collective training and work together on policies and protocols. Our Title IX Coordinator is a consultant for all campuses when incident reports come in. He also provides training and mentorship for the other Title IX Coordinators, all of whom are on small campuses and have other responsibilities than Title IX.

A.3. Prior to March of 2021 the Title IX process was decentralized with heavy involvement from HRM on faculty matters and SAA for student matters. Now that we are operational we have drawn that back in and now all reported incidents of power-based violence come directly to the Title IX Coordinator. Our office handles the full spectrum of the process from initial contact, supportive measures, investigations, hearing panels, and overseeing sanctions. So we don’t see a need for written policies stating our relationship with the other units as the protocol is clearly outlined in PM-73.

A.4. a. Included in the revised PM 73; part of the initial meeting with any complainants; also

part of the initial meeting if complainant seeks confidential support rather than reporting to Title IX.

b. Included in an MOU with the LSU Police department

c. Included in an MOU with the LSU Police department

A.5. This remains unchanged since our June report. All staff members in the LSU A&M Title IX Office are full time employees with no other appointment or allegiance to any other unit on campus. The one exception is the Program Director for Lighthouse. She is a joint appointment with Title IX and the Student Health Center. Lighthouse is our premier confidential resource center for survivors of interpersonal violence. Title IX Campus Coordinators at the other campuses do not have full time appointments in Title IX matters. That is the primary reason we have developed a policy that allows the LSU Title IX Coordinator to take a leadership role in investigations and decisions on the other campuses.

B.1. We sent you a copy of PM 73. Please note that this policy addresses Title IX policy and procedures, and also includes those incidents of sex- or gender-based power-based violence that occur but do not meet the threshold of Title IX. We manage the full range of reports related to sex- or gender-based power-based violence. The full Permanent Memorandum can be found online at [PM-73](https://www.lsu.edu/administration/policies/pmfiles/pm-73.pdf).

C.1. This memo serves as the second report back to NASA.

C.2. We will provide any information you request at any time. One way to keep up with our progress on the more comprehensive work we are doing in building a model Title IX Office is to follow our Action Plan. This monthly update summarizes our progress on the 18 recommendations from the Husch Blackwell report we commissioned in 2020. Here is a direct link to the [Action Plan.](https://www.lsu.edu/titleix-review/docs/hb-progress-report.pdf)

C.3. We will provide an update to NASA biannually (January, July) of 2022 and 2023 and then biennially until released from this VRA in writing.

We are proud of the work we have done, and we will continue to make progress in our efforts to have a safe and equitable community, free of any discrimination, for our students and employees. Please contact me at any time with questions or concerns. You can reach me at jcassid@lsu.edu[jcassid@lsu.edu](mailto:jcassid@lsu.edu) or 225-578-7660.

Addendum

We would like to point you to various places on our website with resources you may be interested in and that are related to the concerns you expressed. Here are some links.

[Title IX Review](https://www.lsu.edu/titleix-review/) includes the Action Plan and required reports on power-based violence.

[Help is Here](https://www.lsu.edu/support/) is the main reporting portal as well as providing substantive information for anyone involved in the Title IX process.

[Contact Us](https://www.lsu.edu/civil-rights/about/contact-us.php) will keep you updated on hires as we continue to fill out the office.