

## PROGRESS ON HUSCH BLACKWELL RECOMMENDATIONS

The Husch Blackwell report provided 18 clear recommendations, which are enumerated beginning on page 137 of the report but are summarized below, along with LSU's current level of action.

### 1. The Title IX office must be staffed appropriately.

 IN PROGRESS

Four advertisements, including those for case manager and a full-time investigator, have been posted. Other future hires are being evaluated.

### 2. Designate a Deputy Title IX Coordinator for prevention and training.

 IN PROGRESS

Prevention and training will be offered through our partnership with STAR. A full-time coordinator will be hired.

### 3. Designate a Deputy Title IX Coordinator for support and resources.

 IN PROGRESS

Lighthouse will serve in this capacity. We are working to expand the services Lighthouse provides, and building the relationship between Title IX and Lighthouse.

### 4. The Title IX Coordinator reporting line must change.

**COMPLETED** February 2021 

The Title IX office has been moved out of the Office of the General Counsel and into the new Office of Civil Rights & Title IX, which reports to the President.

### 5. Implement internal monitoring and quarterly and annual reporting.

 IN PROGRESS

The format of quarterly reports is being determined, and reports will be provided to the President every year on or before March 31, June 30, September 30, and December 30.

The format for annual reporting for campus is also being determined; the report will be published on September 1, 2021, and then annually on or before March 1.

## 6. Recordkeeping must be improved.



The university, under the direction of the Interim Vice President for Civil Rights & Title IX, will determine the appropriate methods of record-keeping to ensure that survivors are protected while respondents are appropriately flagged and tracked. We will also ensure that records are logged in a manner that allows for identifying trends or developments that could allow for timely intervention.

## 7. Targeted training for Athletics.



An Athletics working group has met with several resources, including experts in the community, peer institutions, and agencies the NFL and other professional sports organizations utilize. LiveRespect, a program for all coaches, staff, student workers, and student-athletes, will include topics such as healthy relationships, consent, bystander intervention, and workplace culture. The department has continued using *Protection for All* training provided by the Dan Beebe Group, which has trained coaches, staff, and student-athletes since 2016. All student-athletes, staff members, coaches, and student workers in the LSU Athletics Department are required to attend annual training through *Protection For All*. Title IX education, sexual violence prevention, and relevant case law are included in the annual presentations. Additional tools provided as resources for student-athletes include Game Plan online education that covers stalking and harassment, consent and intervention, healthy relationships, and sexual violence prevention. They have also contracted with STAR and with A Call to Men to secure specialized training and education for their populations.

## 8. Mandatory reporting obligations must be clear.



At the start of this investigation, we issued clarifying memos to this end. We will continue to do so clearly and consistently. We have begun an awareness campaign designed to ensure that every employee on our campus understands their responsibilities. A new Civil Rights and Title IX policy that will describe the reporting process, define mandatory reporters, and detail sanctions for employees who fail to report will be completed by July 15.

## 9. Finalize the LSUPD MOU.

**COMPLETED** February 2021



We have already issued a directive to LSUPD to ensure the timely sharing of information with Title IX so that survivors have immediate access to all support services the university has to offer.

## 10. Title IX personnel must get specialized training on dating and domestic violence.



STAR will provide training covering dating violence to our community, and we are exploring outside sources of executive-level training for the professionals tasked with handling these critically sensitive situations. Training has been scheduled for Title IX personnel the first week in June.

## 11. Accountability is critical.



We will share a progress tracker on our Title IX Review website so that the public can monitor our efforts. We have also committed to regular updates to the community.

## 12. Special care is warranted for cases involving athletes.



By elevating the Title IX apparatus, placing it under the purview of the President, centralizing its location, escalating and evaluating training, and instituting additional oversight through external partnerships with STAR, Husch Blackwell, and others, we will provide the special care warranted in athletics cases.

## 13. Develop and implement alternative resolution options and restorative justice for sex discrimination matters.



A restorative justice process is currently in use but has not yet been memorialized into policy. Our goal is to formalize alternative resolution processes by August 15.

## 14. Implement timelines for resolutions and options for participants in untimely cases.



The Interim Vice President for Civil Rights & Title IX, in conjunction with Student Advocacy & Accountability, has developed a process for a complaint if the case is not handled promptly. This process has not yet been memorialized into policy.

### 15. Thoughtfully consider presumptively appropriate sanctions.



A new Civil Rights and Title IX policy that will describe the reporting process, define mandatory reporters, and provide sanctions for employees who fail to report will be completed by July 15.

Presumptively appropriate sanctions for students found responsible for sexual misconduct will be determined by July 15.

### 16. The university needs a new centralized website to increase understanding and simplify process.

COMPLETED March 2021



The website has been launched and can be accessed directly at [lsu.edu/support](https://lsu.edu/support).

### 17. Regularly measure climate and effectiveness.



STAR will develop and deploy appropriate climate measurement tools, and they will also provide evaluations of any existing and future efforts to ensure that they are effectively reaching the goals set. Assessment of Title IX responsiveness and satisfaction by all who use our services will go into effect June 1, 2021.

### 18. The rules must apply to everyone.



Accountability is crucial to rebuilding trust with our community. That means the rules must be consistently communicated to employees across the campus and sanctions must similarly be deployed consistently. Only then will the culture truly have changed. This takes time and demonstrated effort.