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**

   The Office of Civil Rights and Title IX has increased from two employees to seven. Two searches are in progress: one for a Title IX Coordinator and one for an additional Investigator. Additional job advertisements will be available in the coming months.

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

   **IN PROGRESS**

   Annual trainings are being revised in consultation with STAR. A prevention campaign is being developed for the fall, and a full-time coordinator will be hired.

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

   **COMPLETED April 2021**

   Lighthouse was designated as a stand-alone program within the Student Health Center. A full-time Program Director has been designated with a full-time coordinator assigned. A formal relationship was established between Title IX and Lighthouse through the joint appointment of the Program Director.

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. With the reporting line change came a physical move into 118 Himes Hall, space that is more conducive to the work of the office and easier to locate for those who want face-to-face meetings.
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.

IN PROGRESS

Two data systems, Maxient for reporting and tracking student behavior and EthicsPoint for reporting and tracking complaints against employees, are well-suited for use. Training for users associated with the Title IX process has occurred and will continue throughout the coming months with the purpose of insuring that the system is being used to its fullest extent; reporting and evidence are comprehensive, readily available, and similarly presented by all users; discretionary decisions are included with justification; and necessary reports can be accurately generated.

7. Targeted training for Athletics.

ESTABLISHED June 2021

All employees in Athletics are aware of mandatory reporting to the Title IX Coordinator of sexual misconduct. An icon has been placed on the desktop of all computers in Athletics that is a direct link to the campus reporting forms. Three new employees were hired to deliver ongoing training in sexual and domestic violence and respectful culture expectations for all employees and student athletes. A search is in progress for an educational trainer who will work in collaboration with the LSU Title IX Coordinator in overseeing training for Athletics to ensure messaging is the same as that for campus. Newly revised employee orientation includes significant content on the Athletic Department’s commitment to the prevention of sexual and domestic violence as well as required reporting. STAR has conducted a Climate Assessment for staff and A Call To Men has conducted one on student athletes, and both will be making recommendations for improving the culture within Athletics. Other education, training, and awareness events are sponsored and supported by Athletics for coaches, staff, and student athletes. These will be continued on a regularly determined schedule, which will be provided to the newly formed LSU Athletics Council on the Prevention of Sexual And Domestic Violence.
8. **Mandatory reporting obligations must be clear.**

PM-73 has been updated to include information on reporting sanctions. Any employee who is required to report instances of power-based trauma and fails to promptly make the report without good cause or, with the intent to harm or deceive, knowingly makes a report that is false, shall be terminated. A new, easy-to-find and easy-to-use website has been created for reporting ([lsu.edu/support](http://lsu.edu/support)), and it is linked from a prominent place on the LSU homepage. There is also an easy-to-find icon on the LSU Mobile app that links to filing a report.

9. **Finalize the LSUPD MOU.**

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. Additionally, an MOU with is being vetted by all parties, which will result in a cooperative, collaborative commitment among East Baton Rouge Parish District Attorney, Baton Rouge Police Department, East Baton Rouge Sheriff's Department, Louisiana State University, Baton Rouge Community College, and Southern University to delineate responsibilities and share information related to sexually oriented criminal offenses.

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. A full day retreat has been rescheduled to the first of July in order to include all newly hired employees.

11. **Accountability is critical.**

A website with progress on our action plan has been launched and is updated regularly. Reports are made at each Board of Supervisor’s meeting, media requests are honored, and regular communication about our work is promulgated by the President's Office via broadcast e-mail and social media.
12. Special care is warranted for cases involving athletes.

A bystander intervention program has been initiated by student athletes and is supported by coaches and administration in Athletics. Regular communication from the Athletics Director and coaching staff promulgate support for mandatory reporting, unacceptability for any type of sexual misconduct, and requirement of ongoing education and training on preventing sexual assault and violence.

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

Members of the Title IX Office attended a one and a half day workshop on Restorative Justice, sponsored by the College of Music & Dramatic Arts. A Restorative Justice process is currently in use but has not yet been memorialized into policy. Our goal is to have the policy updated by July 1.

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

Timelines and efficiency of process are being established through weekly case management meetings where active and open cases are discussed with a focus on support provided for survivors and progress toward resolution. A “How Are We Doing” link is available on the Title IX webpage for anonymous feedback to the Office from those who use Title IX services.

15. Thoughtfully consider presumptively appropriate sanctions.

PM-73 has been amended to state that any employee who is aware of sexual violence against a student and who fails to report will be terminated. A new policy that will describe the reporting process, define mandatory reporters, and outline presumptively appropriate sanctions for students found responsible for sexual misconduct will be completed 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](http://lsu.edu/support).

17. Regularly measure climate and effectiveness.

   **IN PROGRESS**

   A climate survey is being developed and will be deployed in the fall of 2021. A “How Are We Doing” link is available on the Title IX webpage for anonymous feedback to the Office from those who use Title IX services.

18. The rules must apply to everyone.

   **ESTABLISHED June 2021**

   LSU is committed to equity, inclusiveness, fairness, and transparency in all matters related to campus safety and security for our students and employees. The rules apply to everyone, and we will be diligent in educating the campus community on them.