

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

Two new positions have been filled (Assistant to the Vice President and Case Manager), and two positions have been posted (Investigator and Title IX Coordinator).

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.

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.



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.



Clarity has been provided to all Athletics employees as to those who are mandatory reporters, and they understand they must report directly to the university's Title IX Coordinator. Three new employees were hired to ensure ongoing training efforts in sexual and domestic violence and respectful culture expectations for all employees and student athletes. 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. Athletics has a contract with STAR to conduct workplace cultural interviews with the goal of creating recommendations for healthy and respectful workplace policies. STAR has conducted Preventing Sexual Misconduct: Commitment to Community workshop for football team. Athletics has contracted with A Call to Men for sessions with the football team, to conduct a climate assessment, and make recommendations for changing the culture. For female and male athletes, Athletics has contracted with Rachel Baribeau from Changing the Narrative for sessions on healthy culture. The LSU General Council and Title IX Lead Investigator spoke to the football team about Title IX and reporting. Bystander Intervention training has been conducted for the Student Athlete Advisory Committee and the Black Student Athlete Association.

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), 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.

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.

IN PROGRESS

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.

COMPLETED April 2021



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.

IN PROGRESS

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.

IN PROGRESS

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.

 IN PROGRESS

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 formal process for anonymous complaints will be in place June 1.

15. Thoughtfully consider presumptively appropriate sanctions.

 IN PROGRESS

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 round 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.

17. Regularly measure climate and effectiveness.

 IN PROGRESS

A climate survey is being developed and will be deployed in the fall of 2021. 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.

 IN PROGRESS

This will always be ongoing.