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**

   The Office of Civil Rights & Title IX hired an additional investigator and is in the interview phase with finalists for the position of permanent Title IX Coordinator. 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 President's Student Task Force for the Prevention of Sexual Assault has been named and will meet to develop a prevention campaign for the fall. A full-time Deputy Title IX Coordinator will be hired once the permanent Title IX Coordinator is in place. Mandatory in-person training for Athletics personnel regarding healthy workplace is ongoing.

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.**

The first quarterly report is being prepared and will be presented to incoming President Tate in early July. In response to the Husch Blackwell report and to comply with new state regulations expected to be signed soon by the governor, the LSU reporting schedule will be as follows: (1) The annual report will be shared with the campus community on the Office of Civil Rights & Title IX website revealing staffing and confidential reporters, statistical information regarding complaints and resolutions of sexual misconduct, and an update on training coordinated by the office; (2) The biannual report will be given to the president by October 10 and April 10 of each year with information on reports of sex- and gender-based harassment and discrimination, which will also be posted on the LSU website; (3) Quarterly reports to the president will be scheduled for April, July, October, and January. Reports in April and October will suffice as both the Biannual and Quarterly reports.

6. **Recordkeeping must be improved.**

Internal audits have been completed for all open files in Maxient (student data) and EthicsPoint (employee data). All complaints have been initiated, updated, or closed as appropriate.

7. **Targeted training for Athletics.**

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), 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. The mandatory reporting obligation has been added to new employee orientation. The newly created required annual training modules (will launch in the fall) includes employee acknowledgement of awareness of mandatory reporting obligation, what that means, and where to 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.**

A full-day retreat on power-based violence was presented by STAR on July 2. It was attended by all Title IX personnel, personnel in HRM and Student Advocacy & Accountability who partner with Title IX, and Title IX coordinators from affiliated LSU campuses.

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.**

PM 73 has been revised to include an Informal Resolution option for cases that warrant it on substance, when both parties agree to it, and when the respondent has taken full responsibility for their actions. It is currently available, and as the office grows, more staff will be trained in Restorative Justice and Mediation.

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

PM 73 has been revised and includes a presumptively appropriate timeline for each segment of a Title IX case. 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 revised and includes broad ranges of presumptively appropriate sanctions. Sanctioning guidelines are being reconsidered and will be formally adopted in the fall.

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

The website has been launched and can be accessed directly at [lsu.edu/support](http://lsu.edu/support).
17. **Regularly measure climate and effectiveness.**

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.**

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.