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:** Advertisements for the case manager and a full time investigator will begin shortly. Future hires are being evaluated.

2. **Designate a Deputy Title IX Coordinator for Prevention and Training.**
   
   **Completed:** Our partnership with STAR satisfies this.

3. **Designate a Deputy Title IX Coordinator for Support and Resources.**
   
   **Completed:** Lighthouse will serve in this capacity.

4. **The Title IX Coordinator Reporting Line Must Change.**
   
   **Completed:** The Title IX Office has been moved out of the Office of General Counsel and into the new Office of Civil Rights and Title IX, which reports to the President.

5. **Implement Internal Monitoring and Quarterly and Annual Reporting.**
   
   **Next Steps:** Under the direction of Interim Vice President Jane Cassidy, we will find effective approaches to consistent internal monitoring as well as quarterly and annual reporting.

6. **Recordkeeping Must Be Improved.**
   
   **Next Steps:** The university, under the direction of Interim Vice President of Civil Rights & Title IX Jane Cassidy, 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.**
   
   **Completed:** 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.**

   **In Progress:** 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.

9. **Finalize the LSUPD MOU.**

   **Completed:** 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.

11. **Accountability is Critical.**

    **In Progress:** 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.**

    **In Progress:** 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.

**Next Steps:** Interim Vice President Jane Cassidy will spearhead this effort.

14. Implement Timelines for Resolutions and Options for Participants in Untimely Cases.

**Next Steps:** Interim Vice President Jane Cassidy will work through this in conjunction with Student Advocacy and Accountability.

15. Thoughtfully Consider Presumptively Appropriate Sanctions.

**Next Steps:** Interim Vice President Jane Cassidy will work through this and will update the community as progress is made.

16. The University Needs a New Centralized Website to Increase Understanding and Simplify Process.

**Completed:** The website has been launched and can be accessed directly from the LSU homepage.

17. Regularly Measure Climate and Effectiveness.

**In Progress:** 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.

18. The Rules Must Apply to Everyone.

**In Progress:** 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.