


GEORGIA INDEPENDENT COLLEGE ASSOCIATION

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TO: Sen. Johnny Isakson
FROM: Susanna L. Baxter, President 
DATE: October 17, 2014
RE: Examples of Existing Title IX-Oriented Efforts

GICA's 26 member institutions are committed to ensuring that campuses are safe places for students to learn and live and employees to work. To that end, GICA members provide a multi-pronged approach to addressing issues related to campus safety. Below is a representative sample of what is being provided/accomplished during the 2014-2015 academic year across GICA's membership:

Orientation Programs for New Students

1. Education session(s), both passive and active, during new student orientation on sexual assault prevention by trained local, regional and national speakers
2. Implementation of MyStudentBody.com as a required online awareness and prevention program for all new students coupled with in-person orientation sessions to reinforce the topics of awareness and prevention
3. Reinforcing orientation programming with topics on awareness and prevention through First Year Seminar course
4. MAD (Make a Difference) Theatre -- this is a required program during orientation that covers a variety of behavioral issues including sexual harassment and assault, resources for assistance both on and off-campus, and our campus expectations for behavior. This is student written and produced.
5. Implementation of Think About It! by Campus Clarity, an online new student orientation 2.5 hour education session regarding sexual decision making, alcohol, and relationship issues (sexual assault prevention compliant with all OCR recommendations).

AGNES SCOTT COLLEGE
ANDREW COLLEGE
BERRY COLLEGE
BRENAU UNIVERSITY
BREWTON-PARKER COLLEGE
CLARK ATLANTA UNIVERSITY

COVENANT COLLEGE
EMMANUEL COLLEGE
GEORGIA MILITARY COLLEGE
LAGRANGE COLLEGE
LIFE UNIVERSITY

MERCER UNIVERSITY
MOREHOUSE COLLEGE
OGLETHORPE UNIVERSITY
PAINE COLLEGE
PIEDMONT COLLEGE

POINT UNIVERSITY
REINHARDT UNIVERSITY
SAVANNAH COLLEGE OF
ART AND DESIGN
SHORTER UNIVERSITY

SPELMAN COLLEGE
THOMAS UNIVERSITY
TOCCOA FALLS COLLEGE
TRUETT-McCONNELL COLLEGE
WESLEYAN COLLEGE
YOUNG HARRIS COLLEGE

6. All new students have to complete an online training session that addresses sexual harassment, prevention, and awareness
7. Parent orientation session on campus sexual assault awareness, prevention and response

Residence Hall Initiatives

8. Training and utilization of Counseling Peer Educators to provide support and programming on sexual assault-related issues to fellow students
9. Creation and distribution of passive programming (brochures, flyers, posters, door-hangers, bathroom stall news, etc.) to promote awareness and prevention
10. Train resident hall staff on sexual assault awareness, prevention and campus policy
11. Resident Assistants provide sexual assault and awareness programs

Ongoing Programmatic Efforts for Entire Campus

12. Provide self-defense training for women
13. April programming related to "National Sexual Assault Awareness Month" including special speakers and awareness campaigns
14. Creation and distribution of passive programming (brochures, flyers, posters, door-hangers, bathroom stall information, etc.) to promote awareness and prevention
15. Conduct RAINN Day (Rape, Abuse & Incest National Network) Awareness/Take Back the Night Events
16. Provide Save Spring Break Day Awareness events
17. Facilitate meetings/panels with student athletes on the topics awareness and prevention.
18. Offer StaySafe 360 awareness and prevention video online campus public safety webpage
19. Provide speaker Mike Domitrz's "Can I Kiss You?" -- another required program that deals with respect and responsibility in relationships and the prevention of sexual assault through specific training about consent and communication in dating relationships
20. Peer Educators provide programs all year: past programs include a Health Relationships Creative Dates Contest and distributing coasters that promote awareness of date rape drugs
21. Greek organizations hold awareness and prevention programming for members
22. Scheduled emails to affirm campus position and provide tips and information about Title IX, sexual harassment and sexual assault
23. Conduct a public information campaign to inform all campus constituents of the existence of the sexual misconduct policy and services provided by the institution
24. Students are required to complete the Web-based training module "Consent & Respect" offered by a third party provider, Third Millennium. The module included definitions, resources, and prevention strategies.

Bystander Initiatives

25. Bystander Intervention training included in all freshmen First Year Experience courses

26. Bystander Effect programing provided on campus in collaboration with local agencies (ex. the Sexual Assault Center of Northwest Georgia)
27. Implementation of Green Dot Program for Campus, a nationally recognized Bystander Intervention Program (launched at University of Kentucky and reduced sexual assault incidents by 50%)
28. Bystander awareness and consent training given to all Greek-affiliated students
29. Bystander awareness and consent training given to all campus athletes
30. Conducted training of intramural supervisors, student workers, life guards, and club sports presidents on bystander intervention and consent.

Policy and Training Efforts among Faculty/Staff

31. Development and implementation of primary and ongoing prevention and awareness training program for new and returning faculty and staff members
32. Emphasis by President in addresses to the campus community on Title IX
33. Development of Sexual Assault Intervention Committee
34. Identification and training of Title IX Coordinator and training of key administrators and campus security authorities
35. Update training of Judicial Hearing Council and Judicial Officers to establish standards for investigation and conduct of student discipline proceedings in sexual assault, domestic violence, dating violence, and stalking cases
36. Update the Student Handbook outlining university policies and procedures focusing on promoting awareness and prevention and bystander intervention as well as update policies and procedures pertaining to investigation and conduct of student discipline proceedings in sexual assault, domestic violence, dating violence, and stalking cases
37. Revised Employee Handbook outlining university policies and procedures related to sexual violence
38. Host Title IX training events and information sessions for administrators from area universities and high schools
39. All new faculty and staff have to complete an online training session that addresses sexual harassment, prevention, awareness, and bystander intervention education
40. Provide one hour presentation on sexual misconduct and sexual harassment at all new hire orientations
41. Creation of a list of advisors to be made available to either party in a sexual misconduct complaint. These advisors would be staff/faculty who are knowledgeable, experienced and comfortable acting in an advisory role in a sexual misconduct hearing
42. The creation of an Advocate role on campus. The Advocate shall ensure that victims of sexual misconduct at the institution receive, with the victim's consent, assistance services available 24 hours a day. This role will either be an internal position on the campus or will be contracted out with a local resource
43. Creation of webpage for all sexual misconduct resources, including policy, process for filing and resolving complaints, resources and Title IX Coordinator contact information
44. Creation of a pamphlet with pertinent information to be given to complainants
45. Development of new language and guidance on issue of consent
46. Over 100 GICA member campus employees will attend a two-day Title IX training event

47. GICA is working with member campuses to create tool for campus climate survey for Fall 2015 implementation
48. Creation and implementation of complaint tracking systems
49. Training sessions for staff who will be adjudicating student sexual misconduct cases

Again, this is just a small demonstration of the effort our 26 member institutions exert to ensure student, faculty and staff safety. If you would like more information about any of these activities or have specific questions about other Title IX-related matters, please do not hesitate to contact me at 404-233-5433 ext. 21 or sbaxter@georgiacollege.org.