

CULTURE OF RESPECT COLLECTIVE **COHORT 3:** ENDPOINT REPORT



Saint Louis University

April 2021



ABOUT CULTURE OF RESPECT

Culture of Respect, an initiative of NASPA, builds the capacity of educational institutions to end sexual violence through ongoing, expansive organizational change. We work with diverse stakeholders to ensure institutions create policies and programs that support survivors, prevent sexual violence, and communicate that violence is unacceptable.

Learn more about Culture of Respect at: www.CultureofRespect.org

ABOUT THE COLLECTIVE

The Culture of Respect Collective is an ambitious two-year program that brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and targeted organizational change. Each diverse cohort relies on an expert-developed public health framework, cross campus collaboration, and peer-led learning to make meaningful programmatic and policy changes. Participating institutions receive strategic support and technical assistance throughout the process, as well as detailed documentation of campus-initiated changes that support survivors, prevent sexual violence, and communicate that violence is unacceptable.

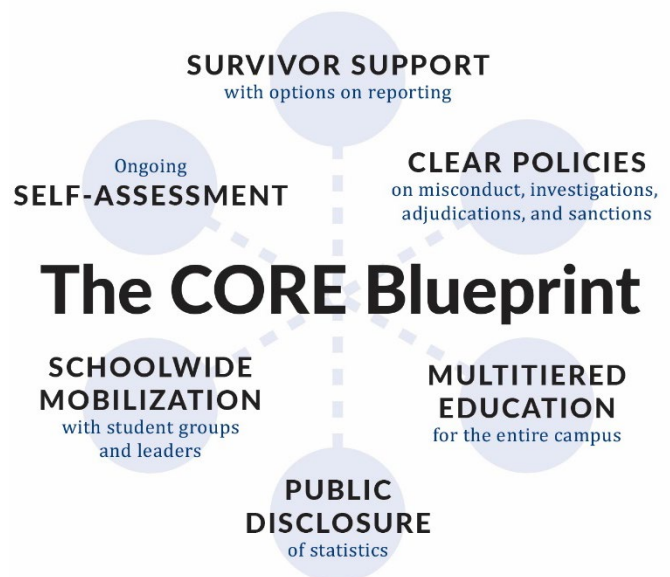
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INTRODUCTION

This report, provided exclusively to **Saint Louis University**, offers insights into the outcomes of your institution's participation in the Culture of Respect Collective. Over the past two years, Culture of Respect has engaged participating schools in the following programmatic opportunities:

- ✓ **A baseline assessment** using our CORE Evaluation survey (4th Edition), the results of which are leveraged along with guidance from Culture of Respect to write a detailed action plan (Individualized Implementation Plan or "IIP").
- ✓ **Peer-led learning opportunities** including monthly roundtable discussions, a listerv for sharing questions, resources, and best practices, and networking opportunities at NASPA events.
- ✓ **Technical assistance** from Culture of Respect staff via scheduled virtual check-ins, IIP feedback, referrals to key resources, and more.
- ✓ **Professional development** through monthly update emails, recorded and live webinars, access to our CORE Constructs Toolkit and content delivered via our Online Learning Community (OLC).
- ✓ **An endpoint assessment** through repeat administration of the CORE Evaluation to measure changes and improvements across the six pillars of the CORE Blueprint (see image above).

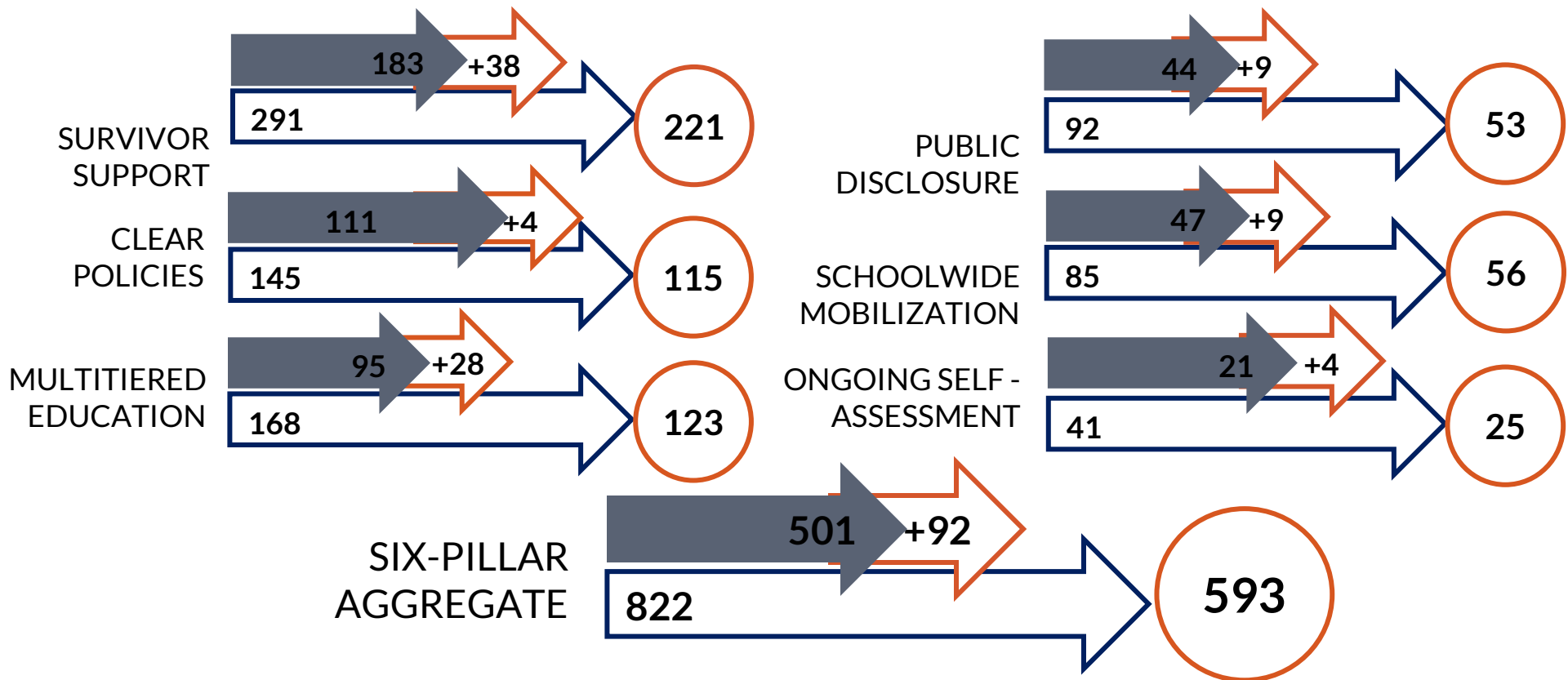


The report presents institutional outcomes measured by: **(1)** a comparison between baseline and endpoint results from the CORE Evaluation and **(2)** an analysis of completed objectives in the Individualized Implementation Plan (IIP), and **(3)** institutional engagement with program components, as documented in Culture of Respect program records.

RESULTS

CORE Evaluation: Scoring Overview

CORE Evaluation responses are scored to allocate points for policies, practices, and programs that align most closely with best practices, expert recommendations, and federal laws and guidance. Baseline scores are inside the grey arrow, points gained or lost* at endpoint are in the orange arrow and endpoint scores are within the orange circle. The blue arrow underneath displays the total available points in each pillar.



*Decreases in pillar scores may be due to a combination of factors including changes in policy or practice that move away from best practice and/or variations in those responding to CORE Evaluation's subjective assessment of efficacy or clarity. Please refer to the endpoint CORE Evaluation results for annotations that highlight meaningful programmatic or policy change.

RESULTS

Score Changes and Key Improvements

Data in the table below draws both from baseline and endpoint CORE Evaluation responses, CORE Evaluation scores, and an analysis from your school's Individualized Implementation Plan. In this report, **score increases in all six pillars** can be tied directly to programmatic and policy improvements, with the most significant changes in Survivor Support (raw increase of 38 points) and Multitiered Education (29% scoring increase).

Congratulations on leading your institution through these advancements!

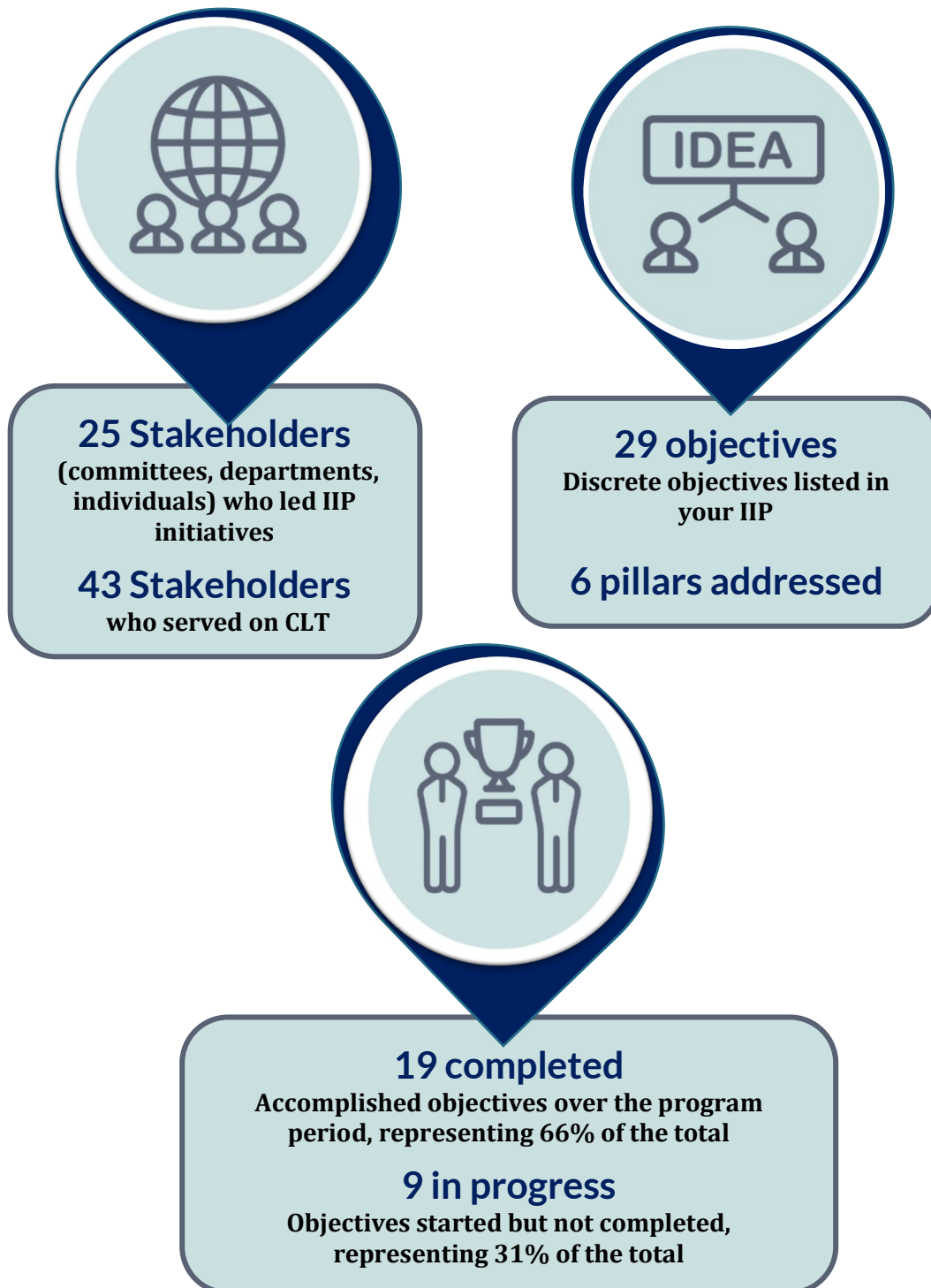
	Baseline	Endpoint	% Change	Examples of Key Improvements
Survivor Support	183	221	+21%	<ul style="list-style-type: none"> ✓ Created a visual flow chart depiction of the reporting process and contacts to be posted throughout campus ✓ Developed a list of suggested ways faculty can accommodate a student who has experienced sexual violence <ul style="list-style-type: none"> ✓ Updated and revised content on Title IX website and established a schedule for reviewing and updating site on an annual basis ✓ Established a threat assessment team to review cases involving potential threat to the campus community ✓ Improved access of relevant information about resources for survivors on mobile application
Clear Policies	111	115	+3.6%	<ul style="list-style-type: none"> ✓ Researched best practices of terminology used in sexual misconduct policies ✓ Researched peer institutions' informal resolution options <ul style="list-style-type: none"> ✓ Drafted language addressing accessibility and ADA accommodations to include in the sexual misconduct policy ✓ Clarified within policies how confidentiality applies throughout the sexual misconduct process and how parties are notified of these requirements ✓ Began creating a verification process for verifying the disciplinary history of incoming transfer students
Multitiered Education	95	123	+29%	<ul style="list-style-type: none"> ✓ Provided written recommendation for training software vendor for FY21 to advisory board ✓ Implemented training program for graduate assistants on sexual misconduct policies and procedures ✓ Began to identify options for a culturally competent sexual violence training module for new international students ✓ Began creating an educational plan to provide to all members of fraternities and sororities ✓ Created and implemented a program to promote awareness of multiple educational/awareness months ✓ Enhanced existing CSA training to include information on responsibilities under Title IX

	Baseline	Endpoint	% Change	Key Improvements
Public Disclosure	44	53	+20%	<ul style="list-style-type: none"> ✓ Began researching peer institutions' disclosure of non-Clery incidents of sexual violence ✓ Developed a preventative message for timely warnings ✓ Began the development of a communication plan for Title IX with the greater campus community
Schoolwide Mobilization	47	56	+19%	<ul style="list-style-type: none"> ✓ Began a redesign of the peer education program to include subcommittees, compensation, and an educational training curriculum ✓ Modified prevention strategy to include feedback from students, evidence-based strategies, and created scaffolded strategies to address prevention during all four years ✓ Began to define the purpose of and to evaluate the roles of members of the sexual misconduct advisory board
Ongoing Self-assessment	21	25	+19%	<ul style="list-style-type: none"> ✓ Developed a glossary of terms with definitions for the sexual misconduct policy ✓ Created a cross-disciplinary implementation team to guide the launch of a climate survey <ul style="list-style-type: none"> ✓ Hosted a focus group comprised of students to assess familiarity with sexual misconduct policies and procedures ✓ Compiled and summarized results of focus group and provided feedback to advisory committee ✓ Began creating a process for involved parties to provide feedback on their experiences with the sexual misconduct process
TOTAL	501	593	+18%	

RESULTS

IIP Analysis and Insights

The table below displays process and outcome results from your institution's IIP. These results paint a picture not just of the outcomes of participating in the Collective, but the ways in which the process aided your institution's capacity to work collaboratively with your Campus Leadership Team (a multidisciplinary group of campus stakeholders) to accomplish these goals.



RESULTS

Federal Laws & Guidance Checklist

This table highlights CORE Evaluation questions that are institutional legal obligations, either via federal law or guidance from the Department of Education. A checkmark appears in the final column if your institution reported implementing each policy or practice. Complete authorship information and links to each source are on page 15 of this report.

Please note: this is not an exhaustive list of federally required practices and policies and this list alone cannot be used to determine compliance with federal law.

	#	Topic	Source	Baseline	Endpoint	Recommendation
Survivor Support	4	Explanation of how to file a report of sexual misconduct	Clery Act	✓	✓	
		Outline of procedures once a report is filed		✓	✓	
		Statement that accommodations will be provided based on needs	Clery Act, Title IX	✓	✓	
		Prohibition of retaliation		✓	✓	
		Contact information for Title IX coordinator	Title IX	✓	✓	
		Explanation of preserving evidence		✓	✓	
	5	Reporting options [Title IX report, confidential Title IX report, confidential disclosure]	Clery Act	✓	✓	
	7	Notification of survivors' right to report to law enforcement		✓	✓	
	15	Title IX coordinator: staffing		✓	✓	
	17	Title IX coordinator: responsibilities explained	Title IX	✓	✓	
	20	Title IX coordinator: free of conflict of interest		✓	✓	
26, 29	Written notification of health services available	Clery Act		✓		
37	Accommodations provided [housing, course schedule, extensions on assignments, reduced course load, modified work schedule, escort services,]	Clery Act, Title IX	✓	✓		
Clear Policies	49	What locations are covered under institutional policies	Clery Act	✓	✓	
	54	Assurance parties receive written notice in advance of hearings		✓	✓	
		Assurance responding parties receive written notice of allegations against them	Title IX	✓	✓	

	54	Statement of commitment to a prompt and equitable investigation		✓	✓
		Statement that no contact orders are provided as needed	Clery Act	✓	✓
	58	Reporting and responding parties may select an advisor of choice	Clery Act	✓	✓
		Assurance all parties will have equal and timely access to information used in disciplinary hearings	Title IX	✓	✓
		Explanation of evidentiary standard used	Clery Act	✓	✓
		Assurance all disciplinary proceedings are confidential	FERPA	✓	✓
	61	Standard of proof	Title IX	✓	✓
	66	Explanation of possible sanctions for retaliation	Clery Act	✓	✓
		Statement all parties will be alerted of outcomes concurrently	Title IX	✓	✓
		Statement all parties will be alerted of outcomes in writing	Clery Act	✓	✓
		Explanation of the appeals process		✓	✓
	Multitiered Education	73, 74	Prevention training dosage, new employees		✓
76		Prevention training content, new employees			✓
79		Training for staff who implement grievance procedures		✓	✓
84		Training for student employees			✓
86		Prevention education for incoming undergraduates	Clery Act	✓	✓
88		Prevention education content for incoming undergraduates		✓	✓
90		Prevention education dosage for incoming graduate students		✓	✓
92		Prevention education content for incoming graduate students		✓	✓
96		Primary prevention and awareness campaign		✓	✓
Public Disclosure	102	Clery crimes reporting		✓	✓
	105	Annual Security Report (ASR) publication		✓	✓
	106	ASR content: three years of crime data		✓	✓
	107	ASR content: prevention programming	Clery Act	✓	✓
	108	ASR distribution		✓	✓
	109	ASR content: list of possible sanctions		✓	✓
	111	Timely warnings		✓	✓

Recommendations Checklist

This table pulls out select CORE Evaluation questions that are recommended by experts in the field. A checkmark appears in the final column if your institution reported implementing each policy or practice. Complete authorship information and links to each source are on page 15 of this report.

	#	Topic	Source	Baseline	Endpoint	Recommendations
Survivor Support	4	Visual depiction of the reporting process	White House Task Force, Guide			Create a visual chart of the process
		Explanation of which employees are obligated to bring reports to Title IX	OCR, rescinded 2014 guidance ¹	✓	✓	
		Contact info: confidential employees		✓	✓	
		Contact info: campus security		✓	✓	
		Contact info: local law enforcement		✓	✓	
	5	Anonymous reporting option	ACHA, Addressing Sexual Violence; White House Task Force, Guide	✓	✓	
	14	Amnesty policy	ACHA, Addressing Sexual Violence	✓	✓	
	21	Sexual Assault Response Team or Coordinated Campus Response Team	ACHA, Addressing Sexual Violence; White House Task Force, Guide	✓	✓	
23	Threat Assessment Team	Virginia Tech Review Panel, Report		✓		
35	Comprehensive identification on medical intake forms	ACHA, Diversity			Provide comprehensive options	
Clear Policies	49	Definitions of prohibited behavior	OCR, rescinded 2014 guidance	✓	✓	
		Statement that sexual violence affects people of all identities		✓	✓	
	54	Description of investigation model used		✓	✓	
	58	Alternative participation options	OCR, rescinded 2014 guidance; ASCA, Gold standard practices			Provide informal resolution options, specifically restorative justice
Prohibition of discussing sexual history		OCR, rescinded 2014 guidance	✓	✓		

¹ Though the 2014 OCR Guidance was rescinded in September 2017, many of its recommendations represent best practices in the field, and at the time of this report's publication were not in contradiction with standing guidance.

Multitiered Education	78	Training content for confidential & responsible employees	OCR, rescinded 2014 guidance	✓	✓	
	80	Training content for employees who implement grievance procedures			✓	
	82	Training content for Campus Security Authorities (CSAs)	OPE, Handbook	✓	✓	
	95	Additional prevention education for athletes, fraternity and sorority life participants, other student leaders	NCAA, policy White House Taskforce, Guide	✓	✓	
Disclosure, Mobilization, & Self-Assessment	113	Prevention section of timely warnings	OPE, Handbook	✓	✓	
	122	Peer education program in place	White House Task Force, Guide	✓	✓	
	127	Recommended training content for peer educators	NASPA, CPE curriculum		✓	
	128	Multidisciplinary taskforce to lead campus Title IX and prevention efforts	ACHA, Addressing sexual violence White House Task Force, Guide	✓	✓	
	134	Student participation on Campus Leadership Team		✓	✓	
	143 - 4	Regular administration of climate surveys		✓	✓	
	147 - 8	Interview students who have participated in the institutional grievance process	White House Task Force, Guide			Evaluate student experience in sexual misconduct process
	149	Evaluation of programming	ACHA, Addressing sexual violence White house Task Force, Guide		✓	

NEXT STEPS

We hope that this report helps you celebrate the successes you have achieved over these past two years, and also helps you look towards the future. We are pleased to offer you and your colleagues continued access to select benefits of the Collective: monthly webinars, monthly roundtable discussions, and our participant listserv. We hope these professional development and peer-led learning opportunities help you remain connected to others who are dedicated to this work. As the policy landscape continues to evolve, it will remain imperative for us to learn from each other.

CONCLUSION & THANK YOU

As your participation in Culture of Respect's third Collective cohort draws to a close, we want to take this opportunity to recognize, and thank you for your efforts. Making large-scale, systems-based change is an incredibly challenging task, and we appreciate your dedication to making it a reality at your institution. We applaud your commitment to moving above and beyond compliance, and striving to create lasting change in the ways higher education prevents and responds to sexual violence.

Though we've come far through this process, it is clear that there is still much more for us to do to create a world without sexual violence. We hope the tools and frameworks we have provided serve you well as you continue the critical work of building a Culture of Respect. We are proud to work with so many dedicated, passionate professionals from across the country who are working tirelessly to advance student health, safety, and well-being: it has been an honor to work alongside your institution.

REFERENCE DOCUMENTS

Association for Student Conduct Administration [ASCA]

- ✓ **Gold Standard Practices** — 2014. [*Student Conduct Administration & Title IX: Gold Standard Practices for Resolution of Allegations of Sexual Misconduct on College Campuses.*](#)

American College Health Association [ACHA]

- ✓ **Addressing Sexual Violence** — June 2016. [*Addressing Sexual and Relationship Violence on University Campuses*](#)
- ✓ **Diversity** — n.d. [*10 Ways to Make Your Health Center More Welcoming for Diverse Students*](#)

NASPA, Peer Education Initiatives

- ✓ **CPE Curriculum** — 2018. [*Certified Peer Education Curriculum.*](#)

National College Athletic Association [NCAA]

- ✓ **Policy** — August 2017. [*Board of Governors Policy on Campus Sexual Violence.*](#)

United States Department of Education, Office of Postsecondary Education [OPE]

- ✓ **Handbook** — 2016. [*The Handbook for Campus Safety and Security Reporting*](#)

United States Department of Education, Office for Civil Rights [OCR]

- ✓ **2001 guidance** — STANDING. [*Revised sexual harassment guidance: Harassment of students by school employees, other students, or third parties.*](#)
- ✓ **2014 guidance** — RESCINDED. [*Questions and Answers on Title IX and Sexual Violence.*](#)
- ✓ **2017 guidance** — STANDING. [*Q&A on Campus Sexual Misconduct.*](#)

United States Federal Register

- ✓ **Clery Act** — 1990, amended in 2014. [*Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*](#)
- ✓ **FERPA** — 1974, amended in 2012. [*Family Educational Rights and Privacy Act*](#)

White House Task Force to Protect Students from Sexual Assault

- ✓ **Guide** — January 2014. [*Preventing and Addressing Campus Sexual Misconduct: A Guide for University and College Presidents, Chancellors, and Senior Administrators*](#)

Culture of Respect[®]
Ending Campus Sexual Violence

A NASPA Initiative

www.CultureofRespect.org

CultureofRespect@naspa.org
111 K Street NE, 10th Floor
Washington, D.C. 20002

