

# Committee on Sexual Misconduct Prevention and Response

Annual Report

May 25, 2018

*Prepared by Prof. David Singer, Chair*

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## Committee Membership

Prof. David Singer, Chair (June 30, 2018)

*Political Science*

Prof. Sally Haslanger (June 30, 2018)

*Linguistics & Philosophy*

Prof. Leslie A. Kolodziejski (June 30, 2018)

*Electrical Engineering-Computer Science*

Prof. Robert C. Miller (June 30, 2018)

*Electrical Engineering-Computer Science*

Prof. Julie A. Shah (June 30, 2018)

*Aeronautics and Astronautics*

Prof. Tavneet Suri (June 30, 2018)

*Sloan School of Management*

Prof. Alexandra H. Techet (June 30, 2018)

*Mechanical Engineering*

Ms. Emma Desoto, Student '18 (June 30, 2018)

Mr. David Dellal, Student '18 (June 30, 2018)

Ms. Courtney Diamond, Student '18 (June 30, 2018)

Ms. Sophia McGowan, Student '18 (June 30, 2018)

Ms. Elizabeth Qian, Student G (June 30, 2018)

Ms. Yijin Wei, Student G (June 30, 2018)

Ms. Ramona B. Allen

*School of Architecture & Planning*

Mr. Brad J. Badgley

*Fraternities, Sororities and ILGs*

Ms. Barbara Bolich

*DAPER Administration*

Mr. Don Camelio

*Residential Life Programs*

Ms. Kelley Adams

*Violence Prevention and Response*

Ms. DiOnetta Jones Crayton

*Office of Undergraduate Education*

Ms. Nina J. Davis Millis

*Libraries*

Ms. Abigail M. Francis

*Student Activities*

Lt. Col. Peter Godfrin

*Military Science*

Ms. Raquel Irons

*Human Resources*

Ms. Maryanne Kirkbride

*Medical*

Ms. Kate McCarthy

*Student Support and Wellbeing*

Dr. Suraiya Baluch

*Office of Graduate Education*

Ms. Loren Montgomery

*MIT Police*

Dr. David W. Randall

*Dean for Student Life - Dept Heads*

Ms. Sarah Rankin

*Chancellor's Office*

Mr. Jaren Wilcoxson

*Office of the General Counsel*

Ms. Heather G. Williams

*School of Science*

Mr. Gregory MacDonough, Staff to Committee

*Chancellor's Office*

## Charge of the Committee

As charged by the President, the Committee on Sexual Misconduct Prevention and Response (hereafter, “CSMPR” or “the Committee”) is an advisory body that provides guidance to the Provost, Chancellor, Vice President of Human Resources, and the Institute Community and Equity Officer. The mission of the CSMPR is to encourage a campus environment that is safe, respectful, and free from discrimination; and to oversee an Institute-wide approach to prevent and respond to sexual misconduct and other forms of gender-based discrimination.

The 32 members of the committee represent a broad cross section of the MIT community, including faculty, staff, and students.

## Committee Accomplishments

Two initiatives championed by the CSMPR—required training for faculty and staff, and a new policy on consensual relationships—were formally rolled out this academic year. The committee also started a discussion about MIT's complaint resolution process (section 9.8 of Policies & Procedures).

### 1. Sexual Misconduct Prevention and Response Training for Faculty and Staff

All faculty and staff were required to complete *Haven for Faculty and Staff*, an online education program that includes examples and scenarios that faculty and staff may face around sexual assault, domestic violence, stalking, and sexual harassment. As of this writing, completion rates are near 100 percent.

Details about the origins of this training initiative can be found in the CSMPR's first annual report (2016).<sup>1</sup>

The rollout was not without technical challenges, but a collaborative effort between the Title IX Office, Human Resources, IS&T, and the Provost's Office ensured that hiccups were addressed in a timely fashion.

### 2. Implementation of a New Policy on Consensual Relationships

A new policy on consensual or romantic relationships in the workplace went into effect in January.<sup>2</sup> The policy prohibits certain relationships that involve asymmetries of academic or supervisory authority, and includes specific guidance for teaching assistants, graduate resident tutors, principal investigators, and other members of the community.

The policy was the result of a collaborative and iterative effort, beginning in early 2016, between the CSMPR, the Office of the General Counsel (OGC), and Human Resources (HR). Marianna Pierce, a policy and compliance specialist in HR, was the lead policy drafter. After the CSMPR endorsed a draft policy in early 2017, we sought feedback from the faculty officers, Heads of House, GRT Council, Deans' Group, Graduate Student Council, a group of EECS graduate and undergraduate TAs, Faculty Policy Committee, and ultimately Academic Council.

A Faculty Newsletter contribution in February provided details on the CSMPR's processes for recommending training and for developing the consensual relationships policy.<sup>3</sup>

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<sup>1</sup> CSMPR annual reports are posted at <http://titleix.mit.edu/about/CSMPR>.

<sup>2</sup> See <https://policies-procedures.mit.edu/consensual-sexual-or-romantic-relationships-workplace-or-academic-environment>.

<sup>3</sup> <http://web.mit.edu/fnl/volume/303/singer.html>

### 3. Evaluation of Complaint Resolution Policies and Procedures

The CSMPR had a kickoff meeting in October 2017 with representatives from OGC and HR to discuss a possible overhaul of Section 9.8, Complaint Resolution Policies and Procedures. This policy applies when complaints are made against an employee of MIT (faculty or staff). In late November, President Reif emailed the community about MIT's response to sexual misconduct and promised a re-evaluation of policies and practices, led by leaders of HR, the Provost's Office, the Chancellor's Office, and the OGC. An OGC-led benchmarking analysis is currently underway. This is clearly a complex issue; the CSMPR hopes to continue discussions in the coming academic year.

## Other Committee Activities

The CSMPR had several productive discussions with campus leaders and outside experts, including:

1. An overview by Sarah Rankin and Kelley Adams of MIT's Title IX and Violence Prevention and Response offices.
2. A meeting with MIT Police and the Ombuds Office to discuss support and reporting options for community members who have experienced sexual misconduct
3. A meeting with Profs. Suzanne Flynn and Andrew Whittle and Dean Tessa McLain to discuss the COD's processes for handling sexual misconduct allegations against students.
4. A presentation by Rob McCarron, Vice President of the Association of Independent Colleges and Universities of Massachusetts on legislative developments at the state and federal levels.
5. A presentation by Rob Buelow and Lexie Yang from Everfi on MIT students' experiences with Everfi Haven training.
6. A series of presentations by undergraduate and graduate student leaders to showcase their extraordinary (and award-winning) efforts to combat sexual misconduct at MIT.

## Recommendations

1. Maintain momentum for the re-evaluation of MIT's complaint resolution policies and procedures. The CSMPR can be helpful in evaluating the possible components of a revised policy, and in endorsing a complete draft before other feedback is sought.
2. Consider next steps for faculty and staff training. The CSMPR's 2016 recommendation was that online training should be repeated every other year, but this recommendation should be evaluated in light of faculty and staff responses to training, reactions to Everfi Haven specifically, and alternatives to online training such as in-person seminars.

## Committee Work Plan, 2018-19

The incoming chair of the CSMPR should have discretion over the committee's work plan, but here are some possible issues to address in the coming year:

1. Re-evaluation of Section 9.8, Complaint Resolution Policies and Procedures
2. Evaluation of undergraduate and graduate student experience with Everfi Haven, and exploration of alternative training programs. A discussion could also consider whether additional training (e.g., a refresher course) should be required for undergraduate and graduate students beyond their first years.
3. Support for the next iteration of the Community Attitudes toward Sexual Assault (CASA) survey
4. Response to possible national legislative and administrative developments, such as new guidelines from the Department of Education
5. Continued discussions with relevant campus groups, including the COD, Police, Ombuds, MIT Medical, and student-led groups. Some committee members expressed particular interest in assessing community experiences with the police following incidents of sexual misconduct.