WHERE ARE WE LOSING THEM?
AN EXPLORATION OF BARRIERS TO BUY-IN OF HIGHER EDUCATION RESPONSIBLE EMPLOYEE POLICIES

Danielle Snow | Amber Mosley M.A. | Felicia Crawford M.A. | Dr. Angie Moe
• “A responsible employee must report incidents of sexual violence to the Title IX coordinator or other appropriate school designee,” (OCR, 2014. p. 14)

• This includes any employee who/whom:
  • has the authority to take action to redress sexual violence
  • has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator
  • other appropriate school designee
  • a student could reasonably believe has this authority or duty
  • (OCR, 2014. p. 15)
The Problem:
- Responsible employee policies appear to have low support from higher education faculty and staff. These low buy-in rates do not allow for these policies to work to their full potential.

Population
- Faculty, staff, and students of higher education.

Why is this even important?
- Sexual violence on college campuses is a massive issue that needs an aware, trained, and functioning team to dismantle.
LITERATURE REVIEW

✓ Government and Department of Education Responses to Sexual Violence:
  ✓ Title IX (1972)
  ✓ Clery Act (1990)
  ✓ Violence Against Women Act (1994) and Campus SaVE (2013)
  ✓ The Revised Sexual Harassment Guidance of 2001
  ✓ The Dear Colleague Letter of 2011
  ✓ Questions and Answers on Title IX and Sexual Violence of 2014
  ✓ Questions and Answers on Campus Sexual Misconduct of 2017
LITERATURE REVIEW

✔ Historical Roots of Mandatory Reporting Policies and Laws
  ✔ What survivors of domestic violence felt when going through mandatory reporting
  ✔ Antle, Barbee, Yankeelov, & Bledsoe (2010)
  ✔ Gielen, et al. (2000)
  ✔ Rodriguez et al. (2001)
  ✔ Sullivan & Hagen (2005)

✔ Why aren’t these types of reports being made?
Overall students showed more support than opposition to these policies with 37% in support and 28.5% in strong support of them (Mancini, et al., 2016).

Students are being directly impacted by these types of policies, so their opinions are highly valuable.

RESEARCH QUESTIONS

- How can colleges improve their responsible employee policy buy-in rates?
- What barriers are employees facing when it comes to buy-in?
BARRIERS TO BUY-IN

- Lack of Incentives
- University Controversies
- Rape Myths
- Disrupting Campus Climate
- Lack of Knowledge and Inaccessibility
- Training and Education
RECOMMENDATIONS

  - Conducted campus climate survey with over 14,000 students at 65 colleges and universities across the U.S.
  - Developed and piloted a Sexual Assault Diagnostic Inventory
    - Included 80 items aimed at holistically examining prevention approaches on U.S. campuses
  - Analyzed survey results from their online sexual assault prevention program Haven - Understanding Sexual Assault.
    - Offered to more than 600,000 students, faculty, and staff at over 650 colleges and universities across the U.S.
RECOMMENDATIONS

- Prevention Education
- Bystander Education
- Victim Support Services
- System-Wide Buy-in
- Everyone is a Reporter
- Employment and Funding
- Employee Training Standards
- Accessibility

(Buelow, 2016)
CONCLUSION

It isn’t so much that employees of higher education do not want to buy-in to responsible employee policies. Instead, colleges and researchers need to notice that there are both campus-level and societal-level obstacles that are preventing their investment.

Better buy-in would mean colleges would have more accurate rates of reporting, a more accurate understanding of sexual misconduct happening on their campus, and students would have more access to victim support services.
REFERENCES


ANY QUESTIONS?