

Committee on Sexual Misconduct  
Prevention and Response

Annual Report

May 25, 2017

*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. Rachel Aviles, Student '17 (June 30, 2017)

Mr. David Dellal, Student '17 (June 30, 2017)

Ms. Courtney Diamond, Student '17 (June 30, 2017)

Ms. Dana Vigue, Student '17 (June 30, 2017)

Ms. Cassandra Rosen, Student G (June 30, 2017)

Ms. Shireen Warnock, Student G (June 30, 2017)

Ms. Ramona B. Allen

*School of Architecture & Planning*

Mr. Brad J. Badgley

*Fraternities, Sororities and ILGs*

Ms. Barbara Bolich

*DAPER Administration*

Mr. Don Camelio

*Community Dev & Substance Abuse*

Ms. DiOnetta Jones Crayton

*Dean for Undergraduate Education*

Ms. Nina J. Davis Millis

*Libraries*

Dr. Sara Fisher Ellison (June 30, 2018)

*Economics*

Ms. Abigail M. Francis

*Student Activities*

Lt. Col. Peter Godfrin

*Military Science*

Ms. Raquel Irons

*Human Resources*

Ms. Maryanne Kirkbride

*Medical*

Ms. Kate McCarthy

*Violence Prevention and Response*

Mr. Jason McKnight

*Ofc of the Dean for 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 31 members of the committee represent a broad cross section of the MIT community, including faculty, staff, and students.

## Committee Accomplishments and Recommendations

### Committee Process

The Committee met monthly from September through May. Two subcommittees were formed in September: the Haven customization subcommittee (chaired by Sarah Rankin), charged with customizing the EverFi Haven online program for faculty and staff; and the Faculty/Staff survey subcommittee (chaired by Maryanne Kirkbride), charged with evaluating the feasibility of a sexual misconduct survey for faculty and staff. In addition, an *ad hoc* subcommittee on consensual relationships was created for a meeting in January with Marianna Pierce and Allison Romantz (see below). Otherwise members met as a "committee of the whole" to maximize the diversity of viewpoints in our discussions and to ensure that our recommendations reflected a wide cross section of the MIT community.

New this year, the Title IX Office provided staff support to the committee. Gregory MacDonough, Title IX administrative assistant, very capably handled all administrative aspects of the committee's work.

### Topics Addressed by the Committee

The CSMPR focused on three issues during the academic year:

1. MIT Nondiscrimination, Harassment, and Consensual Relationships Policies.

The CSMPR continued its effort to re-evaluate MIT's Policies and Procedures (P&P) on sexual misconduct. The Committee had a final discussion with policy drafters Marianna Pierce, Allison Romantz, Mark DiVincenzo, and Lorraine Goffe-Rush in October regarding updates to Section 9 pertaining to nondiscrimination, harassment, stalking, and workplace violence. The updates included new examples, updated hyperlinks, clearer language, and a reordering of topics. These updates were subsequently approved by Academic Council and are now posted on MIT's P&P website.

The Committee also continued to work with OGC and HR on shaping a consensual relationships policy. Marianna, Allison, Mark, and Lorraine attended Committee meetings in October and March, and Marianna and Allison led a more focused discussion with an *ad hoc* subcommittee in January. The draft policy has now been vetted by Deans' Group and will work its way to the Faculty Policy Committee in the early Fall. The draft policy prohibits faculty and staff from engaging in romantic relationships with undergraduates, and prohibits other relationships that involve asymmetric academic or supervisory authority.

2. Surveys.

Staff members in the Office of the Chancellor and VPR are currently working on the next iteration of the Community Attitudes on Sexual Assault (CASA) survey. The CSMPR invited Kelley Adams and Jag Patel to present draft survey instruments at three meetings (November, December, and February), where committee members provided input on question wordings and formats, survey length, and other issues. Committee members agreed that Kelley, Jag, and other contributors have done a phenomenal amount of work on the survey. We are now eager for the survey to be implemented and to see how community attitudes have changed since 2014.

Separately, a subcommittee of the CSMPR chaired by Maryanne Kirkbride examined the possibility of creating a similar survey for faculty and staff. After deliberating, the full Committee concluded that there are many logistical and privacy-related barriers to implementing a successful survey of faculty and staff. For a stand-alone survey, faculty response rates are likely to be too low to provide useful information. If questions on sexual misconduct were included in the quadrennial quality of life survey, that survey's identifiers (including race, gender, years at MIT, etc.) would compromise the anonymity required for such sensitive material. As an alternative to implementing a full survey, the Committee is exploring the possibility of including a few basic questions at the end of the EverFi Haven program.

3. EverFi Haven Online Training.

CSMPR Chair David Singer presented the proposal for mandatory sexual misconduct prevention and response education to the Faculty Policy Committee in November and to Deans' Group in February. Rollout of the online education program, EverFi Haven for Faculty and Staff, is now in the hands of the HR and Title IX offices. A CSMPR subcommittee will help to customize the program, and the full Committee will monitor implementation and community feedback in 2017-18.

The Committee also reviewed our undergraduate and graduate students' experiences with Haven, which is now mandatory for both groups. (There are separate programs for undergraduates and graduate students.) EverFi employees Lexie Yang and Rob Buelow presented performance data suggesting that completion rates are very high, and students seem to retain important information after completing the online module.

4. Other Issues.

The Committee received regular updates from Sarah Rankin (Title IX) and Kate McCarthy (VPR) on programs from their respective offices. In addition, the Committee heard a presentation by Vienna Rothberg on the PLEASURE program, a successful student-led effort to promote healthy

relationships and reduce sexual violence at MIT.

## Recommendations

1. Mandatory training for faculty and staff should be rolled out as soon as possible during AY 2017-18. The Committee will help to customize the EverFi Haven program and monitor implementation.
2. Policies and Procedures Section 9.7, Complaint Resolution Policies and Procedures, needs an overhaul. The language is out of date, sometimes offensive (e.g., “an informal approach successfully resolves complaints in most situations”), and often inaccurate (e.g., there is a link in 9.7.2 to “Guidelines for Raising Complaints about Harassment”—a web page dated 11/27/2012 which among things states that the Institute’s Title IX Coordinator is the VP of Human Resources.) The CSMPR hopes to work with HR and OGC to revise these policies.
3. The senior administrators to whom this committee reports—the Provost, Chancellor, VP of HR, and ICEO—should consider a communications strategy for the implementation of mandatory training and the introduction of the new consensual relationships policy. Such a strategy could entail a contribution to the Faculty Newsletter, a letter to The Tech, a presentation at a full faculty meeting, emails to the faculty and staff, and outreach to DLCs. The chair of the CSMPR is eager to participate in these efforts.

## Committee Work Plan for 2017-18

The Committee intends to address a number of items during the upcoming academic year:

1. Rollout and evaluation of Everfi Haven for Faculty and Staff
2. Working with OGC and HR on P&P Section 9.7 updates
3. Discussion of MIT's conception of "consent" in matters of sexual conduct, in conjunction with the Committee on Discipline and other relevant parties
4. Invite MIT Police and Ombuds to speak to the Committee about sexual misconduct response