

Multi-Disciplinary Response to Sexual Assault on Campus

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Taking Root

- Title IX, VAWA, DCL, Clery (late 2000's)
- First Interview at UT (2012)
- Frustrations relative to prosecutions (or lack thereof) (2012-)
- IACP : National Law Enforcement Leadership Institute on Violence Against Women (2014)
- Work w/ IACP and ECUO (2014)
- Lawsuit (2014-2015)
- Title IX Investigation (2015)
- Development of comprehensive campus policy (2015)
- Facilitating meetings w/ Prosecutor, Local L.E. (2015)
- In-House Training (2014-current)
- Specific Investigator Training (focused on Victim Centered/Trauma Informed) (2015-current)
- Ensuring Compliance and best practices

Multi-Disciplinary Response to Sexual Assault on Campus

- The purpose of this presentation will be to provide ideas of how to approach a multi-disciplinary process of sexual assault investigations on a campus.
- This is not the only way to do this, it is simply my experience and suggestions.



“Responders”

- Police (Municipal, County, University)
 - Tennessee Statute- University Police lead investigation, locals assist
 - MOU’s
- Title IX Coordinators
- Student Conduct
- Legal Counsel
- Advocates/Student Services



Laying the Groundwork for a Team Approach

- Developing comprehensive campus policy is key to coordination.
- UT created a “One Stop” web site for Sexual Misconduct and Relationship Violence <http://sexualassault.utk.edu/>
- Included here is-
 - Link to the campus policy
 - Local statistics for the last several years
 - This policy was a collaborative effort that took several months to complete





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Office of Title IX

Get Help Now

Have you experienced prohibited conduct?

▼ Step One: Go to a Safe Place

Talk to someone you trust.

As soon as you are in a safe place, talk to someone you can trust about the incident—like a family member, friend, or counselor. You can call the Sexual Assault Center of East Tennessee 24/7 at 865-522-7273, and you will be connected to a confidential advocate to help you think about next steps. The university also has an after-hours help line, 865-974-HELP (4357), where you will be connected with someone who can talk to you about options, resources, and support.

[No Title]

The most important thing is to talk with someone who can provide emotional support and help you make a plan.

Preserve all physical evidence.

If you have experienced sexual assault, when possible avoid changing your clothing, bathing,

[GET HELP NOW](#)[FILE A REPORT](#)[EXIT SITE](#)

TRAINING

[Mandatory reporter training
for faculty and staff](#)[Request an in-person
training program](#)

Report to the university.....

- The university encourages students to promptly report an incident of sexual misconduct or relationship violence to the university by contacting one of these persons or entities. **Students are not required to report sexual misconduct or relationship violence to the university if they do not want the university to respond to the incident or assist with interim measures;** however, reporting an incident to the university empowers complainants to obtain the support they need and enables the university to respond appropriately, including conducting a prompt, thorough, and equitable investigation and, if warranted, taking disciplinary action against a respondent. If a person reports an incident to the university, there is no obligation to pursue criminal prosecution or university discipline.

Campus Reporting Options

Office of Title IX

Emergency/After Hours: 865-974-HELP
(4357)

Office: 865-974-9600

titleix.utk.edu

Confidentiality Level

As private as possible, within policy and process

UT Police Department

Emergency: **911**

Reporting an assault or rape: 865-974-3114

utpolice.utk.edu

Confidentiality Level

According to state law

Office of Equity and Diversity

*Deputy Title IX Coordinator: Jennifer L.
Richter*

865-974-2498

oed.utk.edu

Confidentiality Level

As private as possible, within policy and process

Student Conduct & Community Standards

865-974-3171

studentconduct.utk.edu

Confidentiality Level

As private as possible, within policy and process

Investigation and the Role of Investigators other than Police

- Does the Investigator go to the scene?
- Do they collect evidence? If so- where is that stored?
- Can they compel the suspect to give evidence?
- Can they order a SANE exam?
- Where does evidence get tested?
- Does the suspect have protections against self-incrimination?
- Do campus police assist in any way?
- When Police are investigating at the same time, who has priority?

Suggestions

- All personnel reasonably expected to investigate such matters should have similar training.
- Trauma informed interviewing skills should be utilized.
- Neutral interview locations.
- Limiting the number of interviews and/or interviewers is suggested.
- Cross training should be utilized (ex. A Police Investigator should be prepared and trained to ask questions that would aid Title IX or Student Disciplinary officials in meeting their burden of proof)
- Independent investigators

Collaborative Approach- UT Model

- Each week Title IX Coordinators, Student Conduct Officials, Investigators, and Police meet to discuss and update on open cases.
- Updates on investigations, interim measures, student status, and victim services are discussed.
- Legal Counsel is present to ensure we are meeting Federal and State requirements.
- After action reports help identify weaknesses and shortfalls in the process.

Challenges

- Sexual Assaults occurring off campus and reported to other law enforcement agencies (non campus police)
- Length of process and victim participation
- State Laws?
- Difficulty in explaining the extent of Sexual Assault on Campus
 - Cases may occur off campus but be investigated by campus officials
 - The number of Sexual Assaults reported to your campus will likely differ from the number you report under Clery, and will differ from your UCR or NIBRS reported numbers.
 - You need to be ready to explain these discrepancies or they will be perceived as an attempt to “hide” numbers

Timeliness

- OCR suggests Title IX investigations conclude within 60 days, but criminal cases take much longer.
 - MOU's spelling out expectations and defining requirements can alleviate some hard feelings.
 - Formal requests



Working with outside Law Enforcement

- MOU's (MOU's with Campus Police, Title IX, and Student Conduct should be considered)
- State Laws- don't assume
- Communication and good relationships are critical
- Document

Increasing reports made to Police

- Training (annual)
- Policy
- Collaboration
- Resources and clarity in the process



Other Ideas

- Get buy in from the top
- Presenting cases to US Attorney or State Attorney General for civil rights violations?
- Establishment of in-house Victim Advocates, or MOU with external services.
- Don't forget prevention- it's mandated.
- Conduct table top exercises using multi-disciplinary teams to address sexual assault.
- Utilize climate surveys to determine campus-wide training and prevention needs.

Other Ideas- continued

- Partnering with other schools to share resources.
- Establish MOU's with medical community to address evidence preservation in case the victim later wishes to report.
- If cross-training investigators is not possible, look at the ability to have other investigators monitor the interview and submit questions to the interviewer.
- Coordinate safety planning for victims
- When a prosecutor decides not to charge a suspect, ask for them to have a meeting with the victim, their advocate, and the police.