

To: William F. Tate IV  
LSU President

From: Jane Cassidy  
Interim Vice President for Civil Rights & Title IX

Re: Biannual Report on Power-Based Violence

Date: October 24, 2021`

Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature outlines a biannual reporting requirement for institutions of higher education detailing incidents of power-based violence reported on their campuses. This reporting requirement ensures that every level of leadership between the campus and the Legislature has an opportunity to see and respond to the data. The reporting deadlines for 2021 are as follows:

October 10*	Report transmitted from Title IX Coordinator to Chancellor
<b>October 24</b>	<b>Report transmitted from Chancellor to President</b>
November 7	Report transmitted from President to Board of Supervisors
December 1	Report transmitted from Board of Supervisors to Board of Regents
January 15, 2022	Report transmitted from Board of Regents to Louisiana Legislature

*\*Extension to October 14 granted due to Hurricane Ida*

The Board of Regents created and published in the Uniform Policy on Power-Based Violence a spreadsheet and forms to be used for reporting these data. This report, including the spreadsheet, is being submitted to you as the **second step** in this reporting structure. In a measure of accountability and transparency and as required, this report will be placed on our website, [www.lsu.edu/titleix-review](http://www.lsu.edu/titleix-review).

The attached Form B2 provides data on Confidential Advisors and Responsible Employees.

- Number of Employees was gathered from a Workday report run on 10/13/2021 and includes employees in Faculty, Professional/Unclassified, Graduate Assistant, Classified, Wages As Earned, Transient, and Other Academic positions, minus the number of Confidential Advisors.
- Number of Confidential Advisors is reflective of best practices recommended by the Board of Regents which is one Confidential Advisor to 1,500 students. The 14<sup>th</sup> class day enrollment of Full-Time, Part-Time, Graduate, Undergraduate, Professional, and Online students for Fall 2021 published by the Office of Budget & Planning is 35,914. We have 24 faculty and staff who have been trained according to Board of Regents standards which meets the 1:1,500 ratio. The names of these 24 employees can be found at <https://www.lsu.edu/support/talk-to-someone.php>.
- Annual Training is defined as the number of employees who either attended the workshop hosted by the Board of Regents on August 18<sup>th</sup> or who watched recordings of the workshop and a session put on by the District Attorney's office. Next calendar year there

will be a newly required mandatory training currently being developed by the Board of Regents for all Responsible Employees. For consistency, this year's report reflects the number of Responsible Employees who took the Board of Regents Training. There were seven LSU employees who attended the August 18<sup>th</sup> workshop, one of whom is a Confidential Advisor. It may interest you to know that our current mandatory training is on a calendar year basis, and for 2020 the LSU A&M had a 90% completion rate.

- All of our Confidential Advisors have completed their annual training.
- We had no instances of False Reports nor instances of reported Retaliation.
- As provided on the accompanying spreadsheet, there were three Formal Complaints filed during September. Currently all are under investigation, so there are no findings or corrective actions to report.

## Form B2 – Chancellor’s Data Report 2021-2022 Academic Year, Fall Semester<sup>1</sup>

<b>Confidential Advisors and Responsible Employees<sup>2</sup></b>	<b>Total</b>
<ul style="list-style-type: none"> <li>a. Number of Responsible Employees</li> <li>b. Number of Confidential Advisors</li> </ul>	
<b>Annual Training</b> <i>(please include number and percentage)<sup>3</sup></i> <ul style="list-style-type: none"> <li>a. Completion rate of Responsible Employees</li> <li>b. Completion rate of Confidential Advisors</li> </ul>	
<b>Responsible Employee Reporting<sup>4</sup></b> <ul style="list-style-type: none"> <li>a. Number of employees who made false reports               <ul style="list-style-type: none"> <li>i. Number of employees terminated</li> </ul> </li> <li>b. Number of employees who made false reports               <ul style="list-style-type: none"> <li>i. Number of employees terminated</li> </ul> </li> </ul>	
<b>Power-Based Violence Formal Complaints<sup>5</sup></b> <ul style="list-style-type: none"> <li>a. Formal Complaints received</li> <li>b. Formal Complaints resulting in occurrence of power-based violence</li> <li>c. Formal Complaints resulting in discipline or corrective action               <ul style="list-style-type: none"> <li>Type of discipline or corrective action taken                   <ul style="list-style-type: none"> <li>i. Suspension</li> <li>ii. Expulsion</li> </ul> </li> </ul> </li> </ul>	
<b>Retaliation<sup>6</sup></b> <ul style="list-style-type: none"> <li>a. Reports of retaliation received</li> <li>b. Investigations</li> <li>c. Findings               <ul style="list-style-type: none"> <li>i. Retaliation occurred</li> <li>ii. Retaliation did not occur</li> </ul> </li> </ul>	

<sup>1</sup> June 29, 2021 is the effective date of the state statute for purposes of complying with the Title IX Coordinator reporting requirements under Act 472 for 2021-2022 Academic Year, Fall Semester only. Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of August 1st.

<sup>2</sup> In accordance with Act 472, the Chancellor’s report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the institution.

<sup>3</sup> In accordance with Act 472, the Chancellor’s report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

<sup>4</sup> Although this section is not required by Act 472, for data collection purposes BOR requests statistics regarding a responsible employees’ failure to comply with reporting requirements.

<sup>5</sup> In accordance with Act 472, the Chancellor’s report shall include (1) the number of Formal Complaints of power-based violence received by an institution, (2) the number of Formal Complaints which resulted in a finding that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and (5) the amount of time it took to resolve each Formal Complaint (*see 2<sup>nd</sup> form*).

<sup>6</sup> In accordance with Act 472, the Chancellor’s report shall include information about retaliation which include the number of reports of retaliation, and any findings of any investigations or reports of retaliation.

**Form B2 – Chancellor’s Data Report**

2021-2022 Academic Year, Fall Semester

Date Formal Complaint Filed [1]	Status of Formal Complaint [2]	Basis for Complaint [3]	Disposition [4]	Disciplinary Status [5]	Gender of Complainant [6]	Gender of Respondent [7]
2021-09-27	Open	Hostile Environment Sexual Harassment			Woman	Man
2021-09-22	Open	Hostile Environment Sexual Harassment			Man	Man
2021-09-29	Open	Hostile Environment Harassment			Woman	Man

[1] Information about Formal Complaints is specifically required to be included in the Chancellor’s report. For convenience, BOR Recommends the Title IX Coordinators’ reporting in the third column serve as the basis of information to be included i

[2] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation.

[3] Type of power-based violence or retaliation alleged.

[4] Disposition of any disciplinary processes arising from the Formal Complaints.

[5] Institution should indicate where they are in the disciplinary status and also note if there was a sanction imposed and what sanction was imposed.

[6] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.

[7] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.