

# University of Arkansas at Little Rock

## Response to Request under Act 563 of 2017 2021-2022

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### Sexual Assault Prevention Action Plan

Act 563 of 2017 requires the Arkansas Higher Education Coordinating Board to develop an action plan to address the prevention of sexual assault. The Arkansas Higher Education Coordinating Board, in collaboration with all public university and community college presidents and chancellors or their designees, shall develop an action plan to address the prevention of sexual assault. The action plan shall:

Objective	Action/Activity	Target Dates	Results
<p>Incorporate sexual assault prevention information for students through advising and student orientation;</p>	<p>Participate in Welcome Week Programming to provide information to new, returning, and transfer students.</p>	<p>August 2021</p>	<p>Participate in the Welcome Week Carnival, attended by incoming Freshman and returning students. Presented information on sexual assault awareness, consent, and reporting incidents of sexual harassment.</p>
	<p>Collaborate with Trojan Transition and Assistance Center to provide information regarding Title IX and reporting incidents of sexual assault in the online orientation program sent to all admitted students.</p>	<p>December 2021</p>	<p>All admitted students who complete online orientation receive information about Title IX and reporting incidents of sexual assault. Director of Title IX participated in Summer 2022 orientations by hosting a information booth. The new student orientation does not substitute for the online training on Sexual Violence Awareness.</p>
	<p>Collaborate with Directors of Student Services in each college to distribute sexual assault awareness materials.</p>	<p>April 2022</p>	<p>Provided packets of sexual assault awareness information and swag to each college advising center, the AskDesk, which is the main point of contact for all students to check into Admissions, Financial Aid, and Records during Sexual Assault Awareness Month.</p>

<p>Integrate information about the prevention of sexual assault into academic courses, if and when appropriate;</p>	<p>Collaborate with Director of Personal Awareness/First Year Experience to present on sexual assault awareness during a session of all PEAW sessions during the fall and spring semester.</p> <p>Present at New Faculty Orientation to share importance of sexual assault prevention programming.</p>	<p>July 2022</p> <p>July 2022</p>	<p>Meeting scheduled with PEAW Director.</p> <p>Time requested from Provost's Office.</p>
<p>Identify opportunities to raise awareness of and provide resources for prevention of sexual assault across the entire student population;</p>	<p>Host programming for Domestic Violence Awareness Month</p> <p>Host programming for Sexual Assault Awareness Month</p> <p>Provide mandatory online Student Training courses for all student athletes (SafeColleges); additional context regarding NCAA training requirements are provided below.</p> <p>Provide online Student Training courses for all students</p>	<p>November 2021</p> <p>April 2022</p> <p>May 2022</p> <p>Ongoing</p>	<p>Provided programming on healthy relationships, consent, bystander intervention, and spotting the signs of domestic violence.</p> <p>Provided programming on Title IX Reporting, digital consent, healthy relationships, and campus resources.</p> <p>All student-athletes were required to complete training on the following:</p> <ul style="list-style-type: none"> <li>• Bystander Intervention for Students</li> <li>• Creating a Respectful Campus for LGBTQ+ Students</li> <li>• Diversity Awareness for Students</li> <li>• Intimate Partner Violence (VAWA)</li> <li>• Sexual Violence Awareness (Campus SaVE Act)</li> <li>• Title IX Policy Review</li> <li>• Title IX Rights and Protections</li> <li>• Title IX Website Review</li> </ul> <p>The university strongly encourages all students to complete training on sexual violence, risk reduction and</p>

			<p>bystander intervention. UA Little Rock students are offered sexual violence training through the learning management system, SafeColleges. During academic year 2021-2022, all students were assigned the following courses:</p> <ul style="list-style-type: none"> <li>• Sexual Violence Awareness (Campus SaVE Act)</li> <li>• Title IX Rights and Protections</li> <li>• UA Little Rock Title IX Policy Review and Acknowledgement</li> <li>• UA Little Rock Title IX Website Review and Acknowledgement</li> </ul> <p>Additionally, students were assigned suggested training on the following training modules:</p> <ul style="list-style-type: none"> <li>• Alcohol Awareness for Students</li> <li>• Bystander Intervention</li> <li>• Diversity Awareness for Students</li> <li>• Drug Awareness and Abuse</li> <li>• Intimate Partner Violence</li> </ul>
<p>Identify private or federal grants available to address the prevention of sexual assault and to promote student success, including any partnerships necessary to successfully compete for grants;</p>	<p>Research external funding opportunities available to provide support for sexual assault prevention programming.</p> <p>Collaborate with appropriate on campus units to seek and submit applications for external funding.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>No external funding opportunities were identified in the 2021-2022 academic year.</p> <p>No applications for external funding were submitted in the 2021-2022 academic year.</p>

<p>Collaborate with the Department of Health or federally qualified health centers to promote access to care; and</p>	<p>Collaborate with UA Little Rock Health Services to promote services provided for campus community.</p> <p>Collaborate with community partners to promote services provided for the campus community.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Students are regularly referred to UA Little Rock Health Services for preventative and responsive health needs.</p> <p>Women and Children First Arkansas collaborated with UA Little Rock for a program for Sexual Assault Awareness Month 2022 to promote services.</p>
<p>Identify other topics or issues relating to the prevention and reduction of sexual assault</p>	<p>Collaborate with campus colleagues to provide relevant programming for student population.</p>	<p>Ongoing</p>	<p>In Spring 2022, The Office of Title IX, Office of Campus Living, Office of Counseling Services, and College of Business, Health, and Human Services collaborated on the “Healthy Relationship Series.” This three-part programming series was an in-person programming opportunity for students to learn about consent, digital consent, healthy communications, navigating issues in all types of relationships, and resources on campus, should they need them.</p>

**Additional University Wide Efforts**

**University Training Requirements**

There are several laws, agencies and organizations that require or recommend that colleges and universities provide training on sexual misconduct and violence to its students and/or employees.

- Title IX and Clery Act (Violence Against Women Act –VAWA Sec. 304), either recommends or requires that all “Mandatory Reporters” and students receive training on their rights and responsibilities, overview of Title IX and Clery Act, institutional policy and procedure overview, reporting responsibilities, confidentiality, consent in sexual interactions, resources, remedies, sanctions/repercussions, and prevention and awareness. Employees should understand their duty to report sexual harassment, sexual violence, sexual misconduct and other behaviors that fall under Title IX.
- The National Collegiate Athletic Association (NCAA) states that the Chancellor/President, Title IX Coordinator and Athletic Director must attest annually that all student-athletes, athletic administrators and coaches have been educated in sexual violence prevention.

## **Employee Training**

All UA Little Rock employees are required to complete Title IX training through the learning management system, SafeColleges. Employees are required to complete the following courses:

- Sexual Violence Awareness (Campus SaVE Act)
- Sexual Harassment: Staff to Staff
- Title IX and Sexual Misconduct
- UA Little Rock Title IX Policy Review and Acknowledgement
- UA Little Rock Title IX Website Review and Acknowledgement

The university began offering Title IX training to all employees during Fall Semester 2015.

## **Employee, Student, Department and Student Organization Training**

The Office of Title IX provided virtual training and presentations to the following departments or student organizations:

- Student Retention Initiatives Leadership
- Division of Student Affairs Senior Leadership
- Housing Directors and Staff
- Resident Assistants
- UA Little Rock Student-Athletes

## **Title IX Officers and Investigators' Training**

### **Title IX Director/Coordinator**

The Title IX Director/Coordinator received ongoing training through the Association of Title IX Administrators (ATIXA) and other sources, such as webinars. The Title IX Director/Coordinator holds the following certifications:

- Title IX Coordinator and Administrator, Level I
- Title IX Hearing Chairs
- Rationale Writing

### **Deputy Title IX Coordinators, Investigators, Hearing and Appeal Panel Members**

The Office of Title IX conducts quarterly training sessions for all Title IX Officers. The following topics were covered during academic year 2021-2022:

- Investigations involving LGBTQIA+ Populations
- Stalking Awareness
- Severe, Pervasive, and Objectively Offensive
- Investigation Report Writing
- Investigation Strategy and Best Practices
- Assessing Credibility
- Sexual Assault Awareness
- New Title IX Regulation Changes
- Title IX: Regulations and Roles Overview

## NCAA Training Requirements

NCAA requires that the university's athletic department is fully knowledgeable about the university's policies and processes regarding sexual violence prevention and the proper adjudication and resolution of acts of sexual violence. NCAA also requires that all student-athletes, coaches and staff be educated on sexual violence prevention, intervention and response, as well as, making the name and contact information of the Title IX Coordinator readily available within the Department of Athletics and provided to student-athletes. The Office of Title IX, in conjunction with the Athletics Department met the requirements of NCAA and attested to this April 12, 2021. Our university reached 100% completion of all required training on Sexual Violence for its coaching staff, employees and all student-athletes, including volunteer coaches.

In addition to access to online training on the topic of sexual violence, student-athletes were provided contact information for the campus Title IX Coordinator in-person and through email and informational postings within the athletic department. Student-Athletes were provided educational information on campus resources, sexual violence and consent.

All Athletic Department employees, including volunteer coaches were required to complete the following training:

- Diversity Awareness
- Making Campus Safe for LGBTQ+ Students
- Sexual Harassment
- Sexual Violence Awareness (Campus SaVE Act)
- Title IX and Gender Equity in Athletics
- Title IX Policy Review
- Title IX: Roles of Employees
- Title IX Website Review

## Campus Communications

The Office of Title IX updated two campus communications this spring. These posters have been distributed across campus.



## I Ask for Digital Consent

Consent should be a part of your interactions with others when you're texting or using social media. Although you aren't talking face-to-face, you should always consider how your actions might make another person feel and ask questions if you don't know.

### Texting

- Just because technology connects us 24/7 doesn't mean that your partner is always available.
- Some people enjoy rapid-fire text conversations, while others only like to text to make plans.
- Check in with your partner about how often you would like to text each other and what you consider a reasonable amount of time to respond.

For example, "How do you feel about texting at work? I'm cool with it, but I also have a bit of downtime."

### Sharing Online

- Ask your partner how they feel about you sharing and tagging photos of them and posting about your relationship online.
- Find out if they'd like to see what you're posting first, or maybe they're okay with you sharing without asking every time.

For example, "I love this picture from our last date. Is it OK if I post it to Instagram?"

### Sexing

-Sending means sending sexual photos, videos, or messages from your phone or computer.

-Not everyone feels comfortable sending and that's okay - there are good reasons to have concerns about sharing a private image.

-It's more okay to send unsolicited pics - even to a long-term partner.

-If your partner is okay with sexting, ask them before you send anything.

For example, "I'd love to show you exactly how I'm feeling - can I send you a pic?"

### Picture Pressure

-Just like any other kind of sex, digital sexual interactions should feel exciting, comfortable, and safe for everyone involved.

-If someone says "no" to sending a nude photo, respect their choice and move on.

-Never pressure, coerce, or guilt someone to send photos - especially nude photos.

For example, "That's cool - I can't wait for our date on Saturday."

### Consent Violations

-If someone shares a nude photo with you, don't share it with anyone.

-Sharing intimate photos with someone they weren't meant for is a violation of trust and could be illegal.

-It can also be a crime to store or share someone's photos of someone under 18, even if you are also under 18.

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## I Ask for Consent

What if you want to kiss someone, but you aren't sure how they'd feel? When you want to get close to someone - whether you're looking up for the first time or it's a long-term relationship - it's important to know how to ask for consent.

### What is Consent?

- When someone gives consent, they're giving permission for something to happen or agreeing to do something.
- This means they need to know specifically what they're agreeing to - so make sure what you're asking is clear.

For example, "Do you want to go back to the bedroom or hang out here and watch movies?"

### When and How to Ask for Consent

- Always ask for consent before you begin any sexual activity, including kissing, cuddling, and any kind of sex - even if your partner consented in the past.
- Ask in a way that makes it clear it would be okay if they say "no" - otherwise you might be pressuring them to do something they don't want to do.

For example, "Do you want to go back to the bedroom or hang out here and watch movies?"

### What is Not Consent?

- Your partner may not tell you "no," but that doesn't mean they're saying "yes."
- If someone says nothing, "um... I guess," or an unsure "yes," they're likely communicating that they don't really want to do the thing you're asking about.
- In these cases, you don't have clear consent. Check in with your partner about how they're feeling - or suggest another activity.

For example, "You seem unsure so why don't we just watch TV tonight?"

### Non-Verbal Cues

- Pay attention to your partner's body language.
- If they pull away, tense up, look uncomfortable, laugh nervously, or are quiet or not responding, you should check in.

### Dealing with the "No"

- Sometimes your partner will say "no," and that's okay.
- Assure them that you're glad they can be honest with you.

For example, "That's okay, maybe we could do that some other time."

### Why Consent Matters

- Talking about what your partner wants to do ensures sex is consensual and makes it more enjoyable.
- You'll feel more confident about what you're doing, and your partner will feel comfortable getting close to you.

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## UNDERSTANDING SEXUAL VIOLENCE

### SEXUAL VIOLENCE HAPPENS IN EVERY COMMUNITY

How you understand and talk about it matters. Become an agent for change by using your voice to shift how others think about and react to this critical issue.

### WHAT IS SEXUAL VIOLENCE?

- Sexual violence is any type of unwanted sexual contact - including sexual assault and rape.
- This can include words and actions like sexual harassment, catcalling, and nonconsensual sharing of private images such as "revenge porn."

### SEXUAL VIOLENCE IMPACTS EVERYONE

- Nearly 1 in 5 women and 1 in 6 men in the U.S. have experienced rape or attempted rape some time in their lives (Grith et al., 2017).
- Anyone can experience sexual violence, including children, teens, adults, and seniors.

### VICTIMS OFTEN KNOW THE PERSON WHO SEXUALLY ASSAULTED THEM

- People who sexually assault can be family members, friends, romantic partners, or other trusted individuals.
- They may use coercion, manipulation, threat, or force to commit sexual violence.

### VICTIMS ARE NEVER TO BLAME

- It doesn't matter what someone was wearing, how they were acting, if they were drinking or what type of relationship they had with the person who assaulted them.

### SEXUAL ASSAULT IS OFTEN NOT REPORTED

- A person may not report what happened for many reasons, including:

- Concern they won't be believed
- Fear of retaliation
- Pressure from others
- Distrust of law enforcement

### HEALING AND JUSTICE LOOK DIFFERENT FOR EVERY SURVIVOR

- A survivor may or may not choose to move forward with the criminal justice system.
- Healing is an ongoing process. Everyone heals in their own time and their own way.

### YOU CAN SUPPORT SURVIVORS

- Chances are you know someone who has experienced sexual violence even if they haven't told you.
- They are looking to how you talk about the issue, and hearing that you understand and believe survivors may help them feel safe.

### EMBRACE YOUR VOICE

- Sexual violence thrives when it is not taken seriously and victim blaming goes unchecked.
- Your voice is essential in setting the record straight on sexual violence.

Smith, C. S., Chen, J., Davis, K. C., Chertok, A., Bales, M. E., & Herlihy, J. (2017). The importance of hearing and believing survivors' stories in sexual violence prevention and response. *Journal of Interpersonal Violence, 32*(10), 1811-1821. doi:10.1177/0886260517701407

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## Campus Title IX Officers

Below is a listing of the current Title IX/Deputy Coordinators for UA Little Rock. In addition to the coordinators, the university has 10 trained Title IX Investigators.

Employee Name	Title IX Position	Primary Position
Emily Bell	Title IX Coordinator	Title IX Director (Department of Human Resources)
Karen Baker	Sr. Deputy Title IX Coordinator	Associate Director (Department of Human Resources)
Dr. Richard Harper	Deputy Title IX Coordinator	Dean of Students (Office of Student Affairs)
Rejena Grotjohn	Deputy Title IX Coordinator	Assistant Dean of Students (School of Law)
Maggie Strange	Deputy Title IX Coordinator	Assoc. Director of Athletics Academics (Department of Athletics)