Immediate actions taken in response to campus climate data

The following immediate actions steps have been taken in response to the findings highlighted by the spring 2015 U-M survey of Campus Climate data:

1. **Training programs with key sub-populations of students** (athletes, marching band, ROTC, club sports and fraternity and sorority leaders and members) **have been modified to place even greater emphasis on verbal pressure and incapacitation as contraindicated elements of consent.**

2. **Sustained and front-loaded implementation of critical fourth dose training with high impact groups including:**
   - a. Division 1 Athletic Coaches and Staff.
   - b. Varsity Athletes.
   - c. Michigan Marching Band Staff, Section Leaders and Members.
   - d. ROTC Leadership and New Cadets (Army, Navy and Air Force).
   - e. Greek Life Leaders and Members.
   - f. Club Sports Coaches and Athletes.

3. **Trained all incoming International Students** via 14 small group sessions during the late summer/early fall.

4. **Expanded Club Sports training efforts** to mirror the Division 1 training program including all coaches and all athletes (N=1,700+). Programs to occur throughout the 2015-16 academic year.

5. In addition to requiring all students interested in participating in fraternity and sorority recruitment to have completed standard training doses one-three prior to participating in rush, **interested potential new members have been required to complete a pre-recruitment online module** that highlights the student sexual misconduct policy and prevention activities and resources. *(Once selected, new members also participate in extensive new member education programming that continues to emphasize sexual violence prevention, alcohol and other drug abuse prevention, healthy relationships, consent and hazing prevention education.)*

6. **Providing expanded SAPAC workshops in Greek Life within IFC and Panhel focused on gender specific needs.** Panhel workshops piloted last year will be rolled out community wide. Similar IFC workshops have been developed and will be implemented this fall.

7. **Meeting with groups of faculty, staff and student leaders engaged in gender and sexual violence prevention research and educational efforts on campus to utilize their expertise in most effectively responding to campus climate data findings.** Initial meetings held in May-June, 2015; second round of meetings occurring in September 2015.
8. **Considering appropriate timing for campus-wide meeting/conference to collectively discuss data and response actions during Fall Term, 2015 with students, faculty and staff.** When implemented this event is to be sponsored by President Schlissel.

**Other Actions Under Consideration for Implementation During the 2015-16 Academic Year:**

1. Piloting use of “Don’t Be That Guy” social norms advertising campaign with fraternity men during the 2015-16 academic year specifically targeting the issues of verbal pressure, incapacitation and consent.

2. Working to fully implement recommended “Personal Safety Education” curriculum providing: 90 minute PSE – assertive communication/boundary setting workshops and; 3-day-intensive IMPACT Self-Defense program; to complement existing full-term credited course offerings.