



**Office of Civil Rights & Title IX**

To: Williams F. Tate IV  
LSU President

From: Todd Manuel  
Vice President for Inclusion, Civil Rights & Title IX

Re: Biannual Report on Power-Based Violence

Date: October 24, 2023

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 the October cycle as follows:

October 10	Report from the Title IX Coordinator to Chancellor
<b>October 24</b>	<b>Report from the Chancellor to President</b>
November 7	Report from President to Board of Regents
December 1	Report from Board of Supervisors to Board of Regents

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. The spreadsheet containing data on all reports and formal complaints as well as form B2 has been previously provided to you and will be posted along with this memorandum on the LSU website to continue efforts around accountability and transparency to the LSU community.

**Form B2**

Form B2 provides data on the Confidential Advisors, Responsible employees, and formal complaints. Key takeaways from the fall 2023 reporting cycle:

- Annual Training is defined as the number of employees who completed the annual training on Power-based Violence prepared by the Board of Regents. The Board of Regents set a due date for the annual training for December 31, 2023. As of October 24, 2023 84% of employees have completed the training and the Office of Civil Rights & Title IX continues to partner with other units and campus leaders to move towards 100% compliance.

- The number of Confidential Advisors is reflective of best practices recommended by the Board of Regents which is one Confidential Advisor to 1,500 students. LSU meets this requirement with 25 Confidential Advisors currently trained and is in the process of identifying and training 5 additional advisors.
- Between April 1, 2023, and September 30, 2023, five formal complaints were filed.
  - In two of those, the formal complaints were resolved utilizing an informal resolution procedure that resulted in a signed agreement between the parties.
  - One formal complaint is currently in the informal resolution process.
  - One formal complaint was investigated and went through the hearing process resulting in a finding of responsibility. The hearing panel sanctioned the respondent to a deferred suspension.
  - The remaining formal complaint was filed by the Title IX Coordinator and is under investigation.
- There were no reported instances of False Reports.

The following information is offered to provide more specificity and perspective to the action taken by the Office of Civil Rights & Title IX over the past six months. We use this data to inform our practices as well as our prevention programming.

### Type of Reports

The Office of Civil Rights & Title IX received a total of 125 reports which are all included in the B1 – TIXC tab of the *Title IX Coordinators Data Report Fall 2023* spreadsheet. 70 (56%) were considered Title IX complaints and 55 (44%) were considered Power-Based Violence complaints. Those labeled as Power-Based Violence complaints are ones we know are not under the jurisdiction of Title IX.

Of the 125 reports received by the Title IX Coordinator during this period, 117 (88%) were closed without a formal investigation (See Table 1). The overwhelming majority of survivors choose a path that does not include a formal investigation. The most common paths that survivors take are to not respond to outreach from the Office of Civil Rights & Title IX, respond but ask that the office take no further action on the report, or to request supportive measures only which are available regardless of whether the survivor wishes to file a formal complaint. A small handful of reports were resolved by either HRM or at the unit/department level after consultation with the Title IX Coordinator and the survivor. Of those 117 reports, 14 were referred to the unit and/or HRM for action.

The most commonly requested supportive measures were academic in nature such as requesting an excused absence, extension of a deadline, switching to another class section, or flexibility in

coursework. Other supportive measures requested include letters of support, referrals to physical and mental health resources, housing relocations, and the issuance of no contact directives. A total of 26 complainants requested supportive measures only. This data does not include supportive measures that have been obtained by complainants through the Lighthouse Program as they are a confidential resource.

Table 1

Reports made between 4/1/2023 – 9/30/2023 and Closed as of November 1, 2023

Status	Reason	n	%
Closed	Complainant not responsive to outreach	54	45%
Closed	Complainant requested supportive measures only	26	21%
Closed	Resolved at the department/unit level	13	11%
Closed	Complainant requested no further action	8	7%
Closed	Complainant anonymous	6	5%
Closed	Lack of jurisdiction	5	4%
Closed	Informal Resolution	2	1%
Closed	Complainant not currently enrolled	1	1%
Closed	Respondent unknown to Complainant	1	1%
Closed	Respondent Not Enrolled	1	1%
Closed	Resolved by HRM	1	1%
Closed	Complaint did not meet definition of a policy violation	1	1%
Closed	Formal Investigation	1	1%
		120	100%

There are 5 reports (7%) of the original 125 reports that remain open as of November 1, 2023 (See Table 2) with three of those reports under active investigation or in an informal resolution process. Multiple attempts at contact are made when a survivor does not respond to the initial outreach that is sent to them.

Table 2

Reports made between 4/1/2023 – 9/30/2023 and Open as of November 1, 2023

Status	Reason	n	%
Open	Investigation Ongoing	2	40%
Open	Still attempting contact	2	40%
Open	Informal Resolution Ongoing	1	20%
		5	100%

Table 3 shows the aggregate data for the basis of complaints among the reports. In some reports, more than one type of power-based violence is alleged, so the total of these data points (139) exceeds the total number of reports (125).

As with previous reports, Sexual Assault remains the most reported allegation with a total of 43 reports (with 34 reports of Sexual Assault – Forcible Rape; 9 reports of Sexual Assault – Forcible Fondling).

**Table 3**  
Prevalence of Reported Behaviors

Power-based Violence Behavior	n	%
Sexual Assault – Forcible Rape	34	24%
Dating Violence	19	14%
Power-based Violence	17	12%
Sexual Harassment	16	12%
Stalking	15	11%
Domestic Violence	15	11%
Sexual Assault – Forcible Fondling	9	6%
Sexual Misconduct	7	5%
Sexual Exploitation	5	4%
Retaliation	2	1%
	139	100%

Sexual Assault – Forcible Rape remained the most prevalently reported behavior for the Fall 2023 biannual report and has been so since biannual reporting began in the fall of 2021. There has been an increase in the number reports alleging power-based violence. The Office of Civil Rights & Title IX has increased training opportunities for students and employees around power-based violence so the increase in reporting was expected. The campus community is becoming more aware of what power-based violence is and how to report those behaviors.

Table 4 compares the number of reports from the 2022 fall biannual report to the 2023 fall biannual report. There was a decrease of 1 report from fall 2022 to fall 2023.

**Table 4**  
Fall 2022 reports compared to Fall 2023 reports (4/1 – 9/30 each year)

	Fall 2022 Report	Fall 2023 Report
Total Reports	126	125

## Form B2 – Chancellor’s Data Report 2023-2024 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)</i> <sup>3</sup> <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> Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of October 1st of the previous calendar year.

<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**

2023-2024 Academic Year, Fall Semester [1]

Date Formal Complaint Filed [2]	Type of Complaint [3]	Status of Formal Complaint [4]	Basis for Complaint [5]	Disposition [6]	Disciplinary Status [7]	Gender of Complainant [8]	Gender of Respondent [9]
4.19.23	Sexual Misconduct (Title IX)	Closed (61 days)	Sexual Assault- Forcible Fondling	Informal Resolution		Female	Male
4.22.23	Sexual Misconduct (PM73)	Closed (158 days)	Sexual Assault- Forcible Fondling Sexual Misconduct	Responsible	Deferred Suspension	Female	Male
5.9.23	Sexual Misconduct (Title IX)	Closed (45 days)	Sexual Harassment	Informal Resolution		Male	Female
8.6.23	Sexual Misconduct (PM73)	Open Investigation	Sexual Assault- Forcible Fondling Sexual Misconduct	Ongoing		Female	Male
9.8.23	Sexual Misconduct (Title IX)	Open Informal Resolution Process	Sexual Assault- Forcible Rape	Ongoing		Female	Male
9.25.23	Title IX	Open Investigation	Sexual Assault- Forcible Rape Sexual Misconduct	Ongoing		Female	Male

[1] Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of October 1st of the previous calendar year.

[2] 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 in the Chancellor’s report, so effectively Title IX Coordinators can copy and paste their reports regarding Formal Complaints into the Chancellor’s report.

[3] Type of Complaint, Title IX or Power-Based Violence (PBV).

[4] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation. If closed, length of time taken to resolve complaint.

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

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

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

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

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