

Faculty-Student Committee on Sexual Misconduct Update



December 11, 2017
Council of the Princeton University Community

The Work of the Committee

- Comprised of faculty members, administrators, graduate students, and undergraduates
- Serves as an advisory group to the University president and provost regarding Princeton's work to prevent sex discrimination and sexual misconduct
- Makes recommendations (*e.g.*, revisions to policy/process, training)

Committee Members

- Nicole Shelton, Stuart Professor of Psychology, Co-chair
- Michele Minter, Vice Provost for Institutional Equity and Diversity, Co-chair
- Kathleen Deignan, Dean of Undergraduate Students
- Jacqueline Deitch-Stackhouse, Director of the Sexual Harassment/Assault, Advising, Resources and Education (SHARE) Office
- Frederick Hughson, Professor of Molecular Biology
- Krupa Jani, Graduate Student in Molecular Biology
- Peyton Lawrenz, Class of 2019
- Deborah Yashar, Professor of Politics and International Affairs, Woodrow Wilson School
- Nicholas Wu, Class of 2019
- Michael Zhang, Graduate Student in Art and Archaeology

Past Recommendations

- Policy changes
 - Sex Discrimination and Sexual Misconduct policy
 - Consensual Relations with Students policy
 - Persona non grata policy
- Training
 - Addition of mandatory training for juniors and sexual harassment training for second year graduate students
 - Development of bystander training for faculty, 4-year curriculum for undergraduates; additional training for graduate students, postdocs, international students, and international travelers/researchers
- We Speak surveys
- Coordination with eating clubs and Athletics



2017 We Speak Results

Estimated Prevalence: Inappropriate Sexual Behavior (commonly referred to as sexual misconduct)

		University Total	Undergraduate Students	Graduate Students	Undergraduate Students		Graduate Students	
					Women	Men	Women	Men
All Students 2017 Survey Current school year Sept 2016-April 2017	Total (count)	3667	2458	1209	1381	1077	550	659
	Yes (count)	622	502	120	377	125	90	30
	Yes (percent)	16%	19%	9%	27%	12%	16%	5%
	One in (ratio)	6	5	11	4	9	6	21
All Students 2016 Survey Current school year Sept 2015-April 2016	Total (count)	3735	2336	1399	1315	1021	601	798
	Yes (count)	594	450	144	362	88	107	37
	Yes (percent)	15%	18%	10%	28%	9%	17%	5%
	One in (ratio)	7	6	10	4	12	6	21
All Students 2015 Survey Sept 2014-April 2015	Total (count)	4078	2710	1368	1488	1222	619	749
	Yes (count)	844	685	159	514	171	118	41
	Yes (percent)	20%	24%	11%	34%	14%	19%	6%
	One in (ratio)	5	4	9	3	7	5	17

Estimated Prevalence: Sexual Harassment

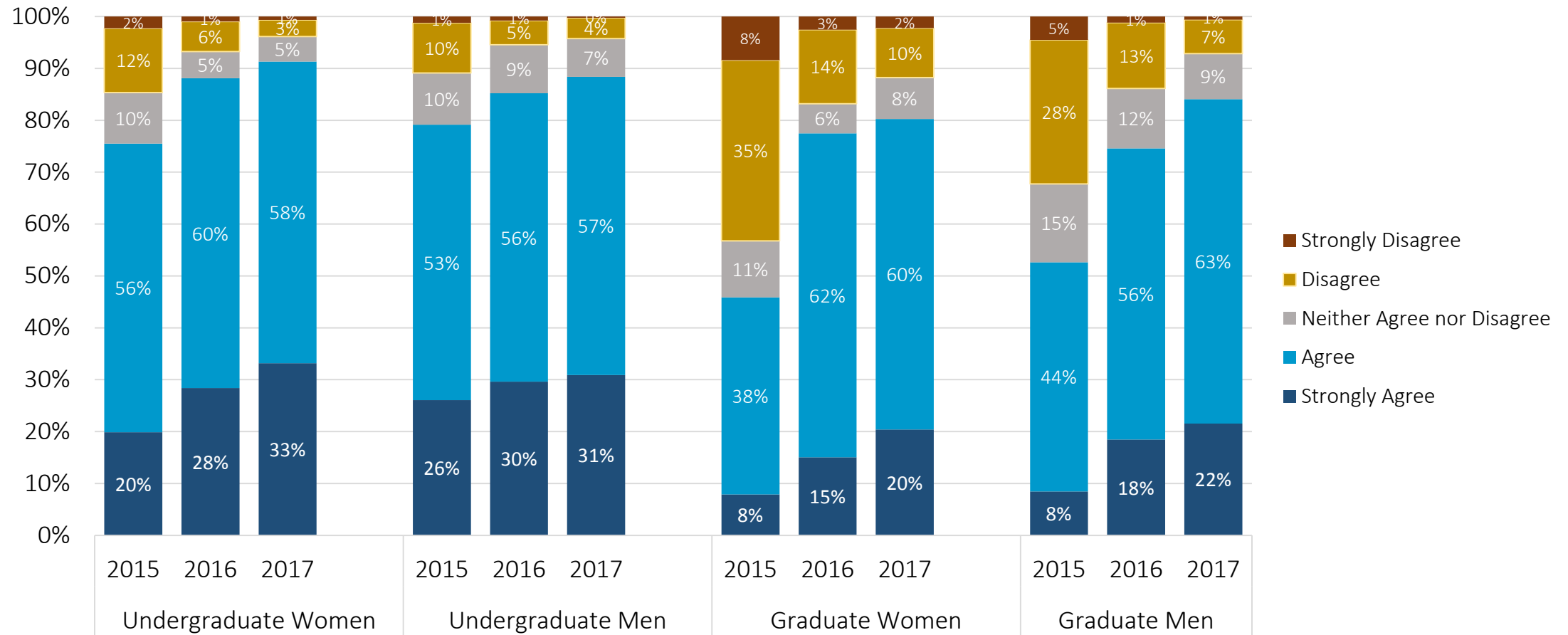
		University Total	Undergraduate Students	Graduate Students	Undergraduate Students		Graduate Students	
					Women	Men	Women	Men
All Students 2017 Survey Current school year Sept 2016-April 2017	Total (count)	3667	2458	1209	1381	1077	550	659
	Yes (count)	205	155	50	126	29	43	7
	Yes (percent)	5%	6%	4%	9%	3%	8%	1%
	One in (ratio)	20	18	26	11	38	13	88
All Students 2016 Survey Current school year Sept 2015-April 2016	Total (count)	3735	2336	1399	1315	1021	601	798
	Yes (count)	240	174	66	150	24	60	6
	Yes (percent)	6%	7%	5%	12%	2%	10%	1%
	One in (ratio)	17	15	22	9	47	10	106
All Students 2015 Survey Sept 2014-April 2015	Total (count)	4078	2710	1368	1488	1222	619	749
	Yes (count)	350	286	64	228	58	50	14
	Yes (percent)	8%	10%	4%	15%	5%	8%	2%
	One in (ratio)	12	10	24	6	21	13	55

Sexual Harassment: Graduate Students

- 8% of graduate women and 1% of graduate men experienced sexual harassment
 - 23% of these incidents involved an employee/staff member, faculty member, and/or postdoc; 46% involved another Princeton graduate student
 - 43% of the most serious incidents occurred in their working environment
 - 41% of those who chose not to tell anyone about the sexual harassment feared that telling someone would negatively impact their work relationships or be damaging to their career

Awareness of Resources: Continued Positive Movement

If a friend or I were sexually assaulted, I know where to go to get help on campus.

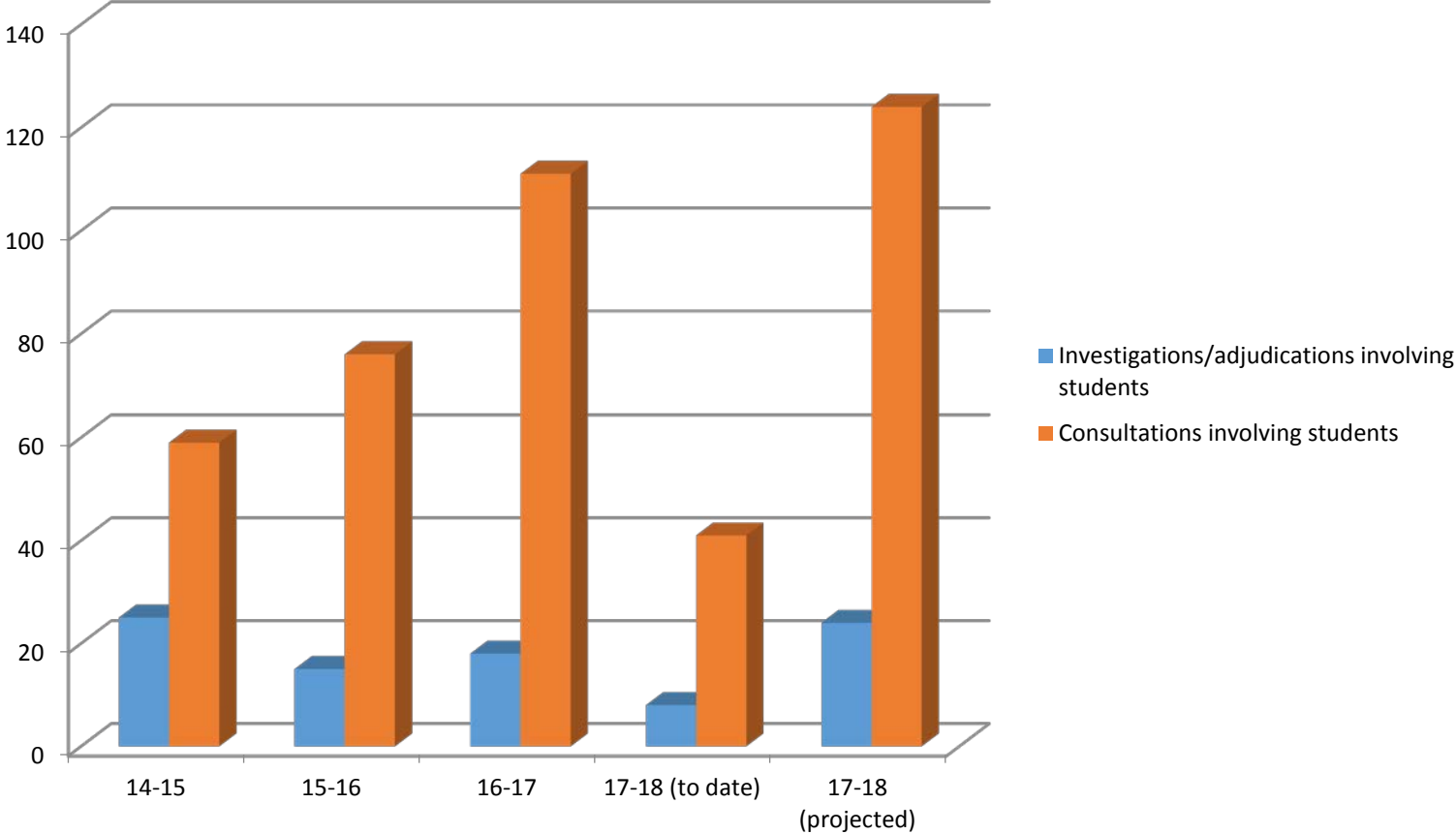




Title IX Office



Title IX Student Consultations and Investigations



Title IX Investigation Outcomes

2015-2016

- 12 adjudications involving students:
8 found responsible
 - 2 expulsions
 - 1 suspension
 - 1 PNG
 - 2 disciplinary probations
 - 2 employees no longer employed

2016-2017

- 16 adjudications involving students:
13 found responsible
 - 1 expulsion
 - 2 2-year suspensions
 - 1 1-year suspension
 - 9 disciplinary probations

Policy and Procedural Review

- Committee is soliciting questions, concerns, suggestions
 - 3 open meetings in late November/early December
 - facultystudentcommittee@princeton.edu
- Will report back to community by late January
- Any recommendations for policy changes would be made to the Faculty Advisory Committee on Policy

Questions, Comments, Feedback?

