

From: William F Tate IV
LSU President

To: Rémy Starns, Chair
LSU Board of Supervisors

Re: Power-Based Violence Biannual Report

Date: October 28, 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
October 24	Report transmitted from Chancellor to President
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*

This report, inclusive of attachments, is an aggregated report based on data submitted by the chancellors from their respective campuses.

The B3 spreadsheet provides information on reporting and the consequences. Title IX Coordinators were asked to provide the information on the spreadsheet within the date range of June 29, 2021 (date Act 472 went into effect) to September 30, 2021 (Future Biannual Reports will be completed from April to September and then from October to March). There were three cases from LSU A&M in which a Formal Complaint was filed during the time period. All three of them are currently under investigation so there are no findings yet to report. There were two Formal Complaints filed with the AgCenter during the time period and both were closed because of lack of jurisdiction. No other campus had a Formal Complaint filed between June 29 and September 30.

The B3 System Reporting Form presents information on annual training and a high-level look at reporting.¹ The first four rows can be interpreted as follows:

¹ Data for the B3 Form are an aggregate from B2 Forms submitted by each chancellor. Those data by campus can be found in the attached Campus Data table.

1. Responsible Employees (REs) are all employees on the campus minus the number of Confidential Advisors (CAs). (REs + CAs = total employees on a campus.) Responsible Employees are Mandatory Reporters.
2. REs who completed the Annual Training are all REs who attended the August 18th workshop on Power-Based Violence hosted by the Board of Regents **OR** any RE who watched the videos of the workshop. This was a small number for each campus. In future reports, the BOR will provide training that will be mandated for all employees in public post-secondary education. We will need to report the number of our REs who completed the training. This year just socialized us to the process.
3. Confidential Advisors are those employees on the campus who have been designated as confidential and therefore not a Mandatory Reporter. The Board of Regents has indicated that, at minimum, we should have one CA per every 1,500 students. All campuses meet that goal.
4. Confidential Advisors must participate in training put on by the Board of Regents. As of the submission of this report, all but one CA has completed the training.

The rest of the form provides specific information on false reports, formal complaints, and retaliation complaints.

Form B3 – System Data Report

2021-2022 Academic Year, Fall Semester

Institution	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]
LSU A&M	2021-09-27	Open	Hostile Environment			Woman	Man
LSU A&M	2021-09-22	Open	Hostile Environment			Man	Man
LSU A&M	2021-09-29	Open	Hostile Environment			Woman	Man
LSUA	N/A						
LSUE	N/A						
LSUS	N/A						
Health Science New Orleans	N/A						
Health Science Shreveport	N/A						
AgCenter	2021-08-24	Closed	Sexual Harassment	Dismissed	N/A	Woman	Man
AgCenter	2021-09-06	Closed	Sexual Harassment	Dismissed	N/A	Woman	Man
Pennington	N/A						
HCS D	N/A						

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

[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.

Form B3 – System Data Report 2021-2022 Academic Year, Fall Semester¹

Confidential Advisors and Responsible Employees²	Total
<ul style="list-style-type: none"> a. Number of Responsible Employees b. Number of Confidential Advisors 	
Annual Training <i>(please include number and percentage)³</i> <ul style="list-style-type: none"> a. Completion rate of Responsible Employees b. Completion rate of Confidential Advisors 	
Responsible Employee Reporting⁴ <ul style="list-style-type: none"> a. Number of employees who made false reports <ul style="list-style-type: none"> i. Number of employees terminated b. Number of employees who made false reports <ul style="list-style-type: none"> i. Number of employees terminated 	
Power-Based Violence Formal Complaints⁵ <ul style="list-style-type: none"> a. Formal Complaints received b. Formal Complaints resulting in occurrence of power-based violence c. Formal Complaints resulting in discipline or corrective action <ul style="list-style-type: none"> Type of discipline or corrective action taken <ul style="list-style-type: none"> i. Suspension ii. Expulsion 	
Retaliation⁶ <ul style="list-style-type: none"> a. Reports of retaliation received b. Investigations c. Findings <ul style="list-style-type: none"> i. Retaliation occurred ii. Retaliation did not occur 	

¹ 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.

² In accordance with Act 472, the System's report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the system.

³ In accordance with Act 472, the System's report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

⁴ 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.

⁵ In accordance with Act 472, the System's report shall include (1) the number of Formal Complaints of power-based violence received by a system, (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 2nd form*).

⁶ In accordance with Act 472, the System's report shall include information about retaliation which includes the number of reports of retaliation, and any findings of any investigations or reports of retaliation.

Data from Form B2 on Board of Regents Chancellor's Report for all LSU campuses.

	LSU A&M	LSUA	LSUE	LSUS	HSC NO	HSC S	AgCenter	PBRC	HCSD	Total
Responsible Employees	9,066	366	256	326	3,676	2,508	956	486	441	18,081
Completion Annual Training*	6 (.06%)	5 (1.3%)	4 (1.56%)	12 (3.6%)	6 (.2%)	5 (.2%)	1 (.01%)	1 (.2%)	2 (.5%)	42 (.2%)
Confidential Advisors	24	3	3	7	4	7	2	1	1	52
Completion Annual Training	24 (100%)	3 (100%)	2 (.67%)	7 (100%)	4 (100%)	7 (100%)	2 (100%)	1 (100%)	1 (100%)	51 (98%)
False Reports	0	0	0	0	0	0	0	0	0	0
Formal Complaints of PBV	3	0	0	0	0	0	2	0	0	5
Found Responsible	IP	0	0	0	0	0	0	0	0	0
Resulting in Corrective Action	IP	0	0	0	0	0	0	0	0	0
Retaliation Reports	0	0	0	0	0	0	0	0	0	0

*Note: Data points are defined by the BOR as number of Responsible Employees who completed the August 18, 2021 training session put on by the BOR or watched videos of the same. This year it was intended by the BOR that this would be a small number of people. Most campuses report nearly 90% completion rates on their campus mandatory training for the prevention of sexual assault during 2020.