



# University of Idaho

Office of the President

**TO:** University of Idaho Faculty, Staff and Students  
**FROM:** Chuck Staben, President  
**DATE:** July 31, 2018  
**SUBJECT:** External Review Report Complete

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Earlier this year the University of Idaho faced concerning questions about our handling of sexual misconduct cases in 2012 and 2013. In light of that understandable scrutiny, we retained outside consultants to conduct a review and produce a report to help us improve our efforts to provide a safe living and learning environment for student-athletes and all students. This review is now complete, and a final report has been sent to the Idaho State Board of Education, per their request.

The full report - with redaction of student and employment protected records - as well as a public summary are now available.

## The Report Findings

The consultants were asked to look into two issues:

1. Did the university properly address and respond to allegations of misconduct during the 2012-13 academic year?
2. Was there improper influence exerted in spring 2018 over student-athletes in the Volleyball and/or Women's Soccer programs to require support of the athletics director?

Regarding the first issue, the report indicates the university could and should have done some things differently after the U.S. Department of Education provided new guidance for handling sexual assault in 2011. Specifically, the report concludes that the university could have done better communicating policy changes to the campus community and should have implemented more deliberate training around the changes in Title IX reporting during that time.

The report also concludes that the athletic director's response to sexual assault reports during this time was insensitive and inadequate but goes on to note that vast improvements in training from the athletic director have been documented since 2012-13.

Regarding the second issue, no evidence was found of improper influence over student-athletes to require them to openly support the athletic director.

## Next Steps

Athletic Director Rob Spear remains on administrative leave. The State Board of Education has the full report but has not made a decision about the athletic director's employment. The university is now focused on using the report as a basis to further improve knowledge, support and education around Title IX reporting to best support our entire student body.

Clear and well-shaped policy is important and necessary for student safety. The university has implemented many improvements in sexual misconduct reporting and support since 2013. But more can always be done. The Task Force on Campus Safety and Wellness, led by Dean of Students Blaine Eckles, is in place and ready to start work this fall. This group will:

1. Conduct a campus climate survey this fall.
2. Review the survey results, programming and processes to develop a full picture of sexual misconduct reporting and support.

University leadership will:

1. Ensure that notifications from Moscow Police Department personnel for any student-related matter always come first to the Office of the Dean of Students (or the university's Title IX coordinator) where appropriate.
2. Review university policy and processes for reporting sexual misconduct to ensure faculty, staff and students have clarity in both policy and process for how complaints, claims and concerns are to be reported.
3. Review and enhance how we communicate major policy changes to university employees and students.
4. Hire another investigator, additional administrative support, and implement a new record-keeping system in the Office of Civil Rights and Investigations to better serve our students.
5. Update and continue bias and discrimination training for all staff and faculty, with a section devoted solely to Title IX compliance.

## Things We Do To Be Prepared

The university has implemented a variety of ways for students, staff and faculty to address sexual misconduct within our Vandal Family. Below are the trainings on prevention, reporting and support we already have in place:

- Think About It is a safety program required for first-year undergraduates to help new students examine the interconnected issues of substance abuse, sexual violence and healthy relationships.
- I've Got Your Back is a campus-wide campaign that promotes Vandals taking care of each other to maintain a safe and inclusive community.
- Green Dot training is available to all faculty, staff and students. The overarching goal is to mobilize a force of engaged and proactive bystanders.

- Safe Zone identifies faculty, staff and students who can provide support and resources for lesbian, gay, bisexual, transgender and questioning (LGBTQ) students, faculty and staff.
- It's On Us is a cultural movement aimed at fundamentally shifting the way we think and talk about sexual assault.
- An online reporting system through VandalCare helps anyone who has been mistreated or believes someone else has been mistreated in any way to report and get university support.

It is incumbent on all of us to continue to improve how we react to the needs and concerns of our students and colleagues. We each need to know what is legally required of us and continue to proactively engage with empathy and caring as members of the Vandal Family. But, being part of the Vandal Family is more than just being an employee or a student, it means belonging to a connected community that cares for one another, especially in tough or traumatic times. The way we treat each other defines us and these responsibilities we accept within our community make us better people and keep us strong.