April 29, 2015

Dear Howard University Community:

As April is Sexual Assault Awareness Month, I want to take this opportunity to reaffirm Howard University’s unwavering commitment to addressing issues of sexual assault and other forms of interpersonal violence and reaching our goal of achieving an environment free from these issues on our campus.

Since my March 2014 letter to the University Community, we have continued to make great strides in responding to incidences of sexual assault, dating violence, domestic violence, stalking and sexual harassment. We have also continued in our steadfast commitment to swiftly respond to matters of concern using a trauma informed and coordinated approach consistent with best practices. Further, I am proud to announce that we are in the process of updating our Title IX policy to ensure that our policies and procedures comply with the new and updated Clery Regulations that were announced at Howard University, in October 2014, by officials from the Department of Education, the Department of Justice and the White House. Throughout the past year, Howard University has been recognized for its commitment to doing all that we can to prevent sexual assault and protect our campus community, and we will continue to be at the forefront of tackling and addressing these extremely sensitive and important issues.

Over the course of the past year, we have strengthened our Campus Advisory Board, which continues to meet monthly, and we have also continued with our quarterly meetings of the Community Advisory Board. We have also trained 75 Campus Police Officers and 10 Metropolitan Police Department Detectives in our 4th year of law enforcement training, and we will complete this training in Spring 2015. Additionally, we conducted our 3rd year of judicial officer training to address the role that alcohol plays in sexual assaults. This year, we were able to extend the training to include representatives from the Metropolitan Police Department Detectives division and community-based programs. We also continued to provide training for incoming freshman, transfer, graduate and professional students and we trained more than 400 faculty in the various schools and colleges.

We also continued our efforts to make the campus a safe environment for our students, faculty and staff. To that end, we conducted a Campus Climate Check Survey in Spring 2014, and the response from the University Community enabled us to accomplish the following initiatives during the 2014-2015 academic year:

- Institutionalized the Interpersonal Violence Prevention Program (IVPP) under the Office of the Provost to provide advocacy, training and prevention education;
- Launched the Interpersonal Violence Response Team (IVRT) to further enhance services;
- Hired a full-time Deputy Title IX Coordinator to conduct investigations and provide Title
IX training;
• Hired a new counselor in University Counseling Services to meet the growing needs of survivors;
• Trained key university offices and officers, including members of University Counseling Services, the Student Health Center, the Office of Residence Life, and the Office of the Chapel;
• Launched the Be The Difference program, which is the University’s own bystander prevention education program. This program is designed to teach our campus community how to appropriately respond to forms of interpersonal violence.

As a result of our comprehensive efforts, approximately 3,000 students participated in other prevention education events throughout the last twelve (12) months and more students are coming forward to report incidences of sexual assault and sexual violence. While we are extremely saddened and concerned to know that students are experiencing these egregious acts, we are encouraged that more students are coming forward to share their stories and that these individuals have confidence in our investigation process and our response measures. The health, safety and well-being of our student body is of paramount importance to the University and we are pleased that our students believe we will do our best to address their concerns and keep the campus community safe.

In the next week, we will be releasing the 2015 Campus Climate Check Survey and I encourage the campus community to take the survey and share your feedback as we continue to work to address these issues. For more information, you can contact Ms. Carol McKinnon, Title IX Coordinator at cmckinnon@howard.edu, Ms. Candi N. Smiley, Esq., Deputy Title IX Coordinator at candi.smiley@howard.edu, Dr. Tricia Bent-Goodley, IVPP Director at tbent-goodley@howard.edu or visit the Interpersonal Violence Prevention Program website at CampusSafetyFirst.howard.edu

We appreciate your participation at the various campus events this month as we continue to bring awareness to the issue of sexual assault on campus, in the community, and throughout the country.

In Truth and Service,

Wayne A.I. Frederick, M.D., MBA
President