

Appendix B: Recommendations, Timeline For Implementation			Appendix C: Actions Associated				UNCG Inventory				
Recommendation	Target for Implementation	Amend or Develop New Policy, Procedures, Protocols	Add Staff, Resources	Enhance Collaboration / Add Training	Develop Reporting, Data Collection, and Communications Approaches	Assigned To	Percentage Complete	Resources Needed	Comments	Sort	
1 Recommendation 1: Adopt a University system policy requiring a periodic (no less than annual) report and presentation to the boards of trustees and the Board of Governors with relevant data and information concerning campus security, student safety, sexual assault, alcohol and drug use, risk management and associated institutional policies. (See Findings 3 and 4.)	Fall 2014	YES			YES	GA	100%		GA will provide direction by developing a policy and template for reporting. UNCG has developed this template that serves as a beginning point for keeping the Board of Trustees informed on our progress related to these recommendations. Based on the feedback, additional reports can be made to the Board on safety and security topics upon their request.	5	
2 Recommendation 2: The University should adopt a system policy on sexual harassment and sexual violence. (See Findings 2 and 5.)	Spring 2015	IP				GA			Committee has been formed with representatives from across the system.	5	
3 Recommendation 3: Establish a UNC system-wide Campus Security Committee composed of campus police, attorneys, Clery compliance and Title IX staff, student affairs leadership, faculty, students, employees with substance abuse expertise, community service providers and public agency specialists, and others as may be appropriate. (See Findings 1, 6, 7, 14, 17, 19, 21, 22, 24, 25, and 26.)	Spring 2015			YES		GA	100%		Committee has been formed with representatives from across the system.	5	
4 Recommendation 4: Develop a data collection protocol and process for campuses to collect campus security information from each constituent institution in a way that is most useful to law enforcement, campus student affairs, campus administrators, boards of trustees, the Board of Governors and the president. (See Finding 3.)	Fall 2015	X	YES	IP	IP	GA				5	
5 Recommendation 9: Campuses should collaborate in the development of University system regulations or guidance for adoption by the president that address the training that must be provided to all students and employees, Campus Security Authorities, responsible employees, Title IX coordinators, Clery compliance officers, and investigators and adjudicators of serious offenses in accordance with Title IX, the Clery Act, the Campus SaVE Act, and due process requirements. (See Findings 8, 10, 14, 17, 18, 19, 20, 22, 24, 25, and 26.)	Summer 2015	X	YES	X	X	GA				5	
10 Recommendation 10: The University should evaluate and, if feasible, issue a system-wide request for proposals for basic on-line training content, which campuses could then access at their option through a master agreement. (See Findings 25 and 26.)	Spring 2015			X		GA			GA may be considering PowerDMS for this training.	5	
12 Recommendation 12: With appropriate staff capacity, UNC General Administration should coordinate and convene system-wide annual training and collaboration opportunities for staff working in campus security and safety to address campus security/emergency operations issues, Clery, Title IX, Campus SaVE, due process, alcohol/substance abuse and other federal and state requirements. (See Findings 6, 7, 12, 14, 20, 22, and 23.)	Summer 2015		YES	YES		GA	100%		To date face to face training have occurred annually.	5	
13 Recommendation 13: Each campus police department, with coordination by UNC General Administration, should provide basic campus law enforcement officer training to newly-hired officers and advanced sexual assault and interpersonal violence investigation training for police investigators. (See Findings 9, 16, 24, and 25.)	Spring 2015			YES		GA	100%			5	
25 Recommendation 25: The University should enhance its staff capacity to support campuses by offering compliance assistance, training, and coordination in campus security and safety matters, including Clery, Title IX, VAWA, due process, campus law enforcement, and related areas. (See Findings 1, 2, 6, 8, 10, 14, 17, 19, 20, 21, 22, and 26.)	Spring 2015		YES	YES		GA	100%			5	
27 Recommendation 27: The University should assemble and utilize UNC system Clery Act compliance peer review teams and/or external audits in order to evaluate Clery Act compliance on a regular basis. (See Findings 6, 7, 10, 14, and 25.)	Fall 2015		YES	IP		GA	85%	Personnel & Time	To be coordinated by GA with each agency participating.	5	
35 Recommendation 35: The University should develop standards and guidelines to coordinate and further enhance training and information-sharing among the public safety departments of the constituent institutions. (See Findings 6, 7, 8, 9, 15, 20, 23, and 24.)	Fall 2015	X	YES	IP		GA			Active Collab, PowerDMS, and ALERT as examples.	5	
19 Recommendation 19: Each campus should create a safety-centered mobile phone application for students. (See Findings 15 and 16.)		YES		YES	YES	POLICE	100%	\$18,100	LiveSafe	1	
23 Recommendation 23: Each campus should establish a Clery Act oversight committee. (See Findings 10 and 14.)				YES		POLICE	100%		We have a UNCG Clery oversight workgroup.	1	
26 Recommendation 26: With coordination through General Administration, campuses should work together to develop guidelines and other training materials, a compliance checklist of regulatory requirements associated with campus security and safety, content checklists, manuals, sample template communications, compliance updates, and additional information to support the general efforts of campuses in security and safety. (See Findings 6, 7, 8, 20, 23, 24, and 25.)	GA Role Pending	YES		YES	YES	POLICE	100%	Personnel & Time	Consolidated Victim Rights, Clery Compliance Report, and the Sexual Assault Training done in University Police. Dean of Students includes training on Clery, Title IX, FERPA and SaVE Act for all individuals engaged in student conduct work. These issues are also discussed with all new students and parents. Similar training is occurring with all Student Affairs staff. We will certainly collaborate with GA in developing additional guidelines and training materials associated with all of these topics.	1	
30 Recommendation 30: Each campus should acquire Clery Act compliance and reporting software. (See Findings 3, 6, 7, 10, and 14.)			YES	YES	YES	POLICE	100%			1	
33 Recommendation 33: Campus personnel should schedule and participate in regular meetings with their local law enforcement agencies to appropriately share and provide information about particular reports consistent with FERPA. (See Findings 6, 7, and 15.)				YES		POLICE	100%		Standing Meetings, Rip and Run, Crime Mapping, Linx, and Command Staff interaction.	1	

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34 Recommendation 34: The University should develop a basic manual for conducting and documenting investigations of serious matters, including sexual misconduct. (See Findings 2, 5, 6, 7, 16, 19, 20, and 26.)		YES		YES		POLICE	100%			1
36 Recommendation 36: The University should complete implementation of high priority recommendations of the 2007 Campus Safety Task Force.	Continuing		YES	YES		POLICE	100%		CALEA Accreditation Received	1
5 Recommendation 5: Students should not serve on hearing panels in cases involving sexual violence. (See Findings 17, 18, and 19.)		YES				SA	100%		Students do not serve on these hearing panels.	2
7 Recommendation 7: Students should be provided clear notice of the right to representation by attorney or non-attorney advocates during conduct or disciplinary proceedings. (See Findings 5 and 11.)		YES			YES	SA	100%		Students are informed of their rights to have an attorney/non-attorney advocate at the time a conduct violation has been reported to the Dean of Students Office. Information is also available on line and is sent to all students who violate the Student Code of Conduct by electronic letter.	2
11 Recommendation 11: Individuals who serve on hearing panels or as hearing officers to adjudicate cases involving allegations of serious offenses, including Title IX-related offenses, must have appropriate levels of experience and training to serve in these roles. (See Findings 6, 11, 17, 18, and 19.)		YES	YES	YES		SA	100%		Faculty and staff who serve on these panels have received training in compliance with Clery, Title IX and Campus SaVE Act.	2
14 Recommendation 14: Each campus should form a committee composed of personnel from multiple departments to meet regularly to develop and implement strategies to address alcohol and other substance abuse by students through a public health model approach. (See Findings 1, 2, 4, and 6.)		YES		YES	YES	SA	100%		We have long had an Alcohol and Other Drugs Advisory Committee to the Vice Chancellor for Student Affairs. In consideration of the complexity of alcohol and other drug related issues, there are now two committees. The first focuses on education, prevention, treatment and recovery. This committee is chaired by a certified Alcohol and other Drug Prevention Consultant. The second committee focuses on policy, compliance and enforcement and is chaired by the Dean of Students.	2
15 Recommendation 15: Each campus should have access to at least one dedicated trained and licensed substance abuse counselor. (See Findings 5, 12, 13, and 21.)			YES			SA	100%		The position was filled effective Spring 2016.	2
16 Recommendation 16: Each campus should implement a Good Samaritan policy to encourage students to report serious incidents to campus officials. (See Findings 8, 16, and 21.)		YES			YES	SA	100%		A Good Samaritan Policy has been implemented. Whenever the Student Code of Conduct is discussed with entering and current students, this provision is communicated and explained.	2
17 Recommendation 17: Each campus should clearly communicate to students and employees the on and off-campus resources available for individuals struggling with substance abuse, including alcohol abuse. (See Findings 4, 11, 12, 13, and 21.)		YES	YES		YES	SA	100%		These resources are provided through various websites as well as in numerous programs and activities throughout the academic year.	2
18 Recommendation 18: University leadership, including governing boards, senior administrators and faculty, should commit to eliminating institutionally-sponsored messages that promote or encourage a culture of alcohol misuse. (See Findings 12, 13, and 21.)					YES	SA	100%		This has been an ongoing practice of UNCG and is monitored by Athletics, Campus Activities and Programs, and the Alumni Office.	2
24 Recommendation 24: Each campus should establish a Title IX response team. (See Findings 14, 15, 17, 18, 19, and 22.)	Fall 2016			YES		SA/Title IX Coord	100%		A full time Title IX Coordinator is currently addressing the issues of deputy coordinators and a Title IX Advisory Committee. Responsibility for Title IX currently resides in the Chancellor's Office.	2
29 Recommendation 29: The University should develop a campus climate survey instrument for campuses' use to gather information regarding student attitudes, knowledge and experiences while attending the campus. (See Findings 3, 8, 12, 13, 17, and 20.)	Spring 2017		YES		YES	SA	100%		The ARC3 Campus Climate Surveys was administered to 18,000 plus students in the spring of 2018 with the help of faculty in the Women's and Gender Studies Program. The ARC3 survey is organized into 19 modules, which allowed UNCG the flexibility in controlling survey length and the ability to focus only on those content areas specific to the needs of the campus population. The modules were developed based on collective expertise of nationally, well known researchers experienced sexual violence and survey and institutional research design. By design, the ARC3 survey data identified student populations most at risk for sexual assault; showed whether sexual assault is more likely to occur during certain times of year; demonstrated whether students feel comfortable reporting incidents of sexual assault to school officials; showed the level of knowledge that students have about campus resources; and brought to light concerns or misunderstandings about policies and procedures related to campus sexual assault, including how and where to report incidents. In addition to the ARC3 climate survey, UNCG continue to require all first-year students to complete HAVEN, a survey developed by an external vendor, that gathers information about students' attitudes, knowledge and experiences related to sexual misconduct. All new students are also required to complete AlcoholEdu which includes other drugs as well. This online survey also gathers information about students' attitudes, knowledge and experiences as they related to alcohol and other drugs.	2

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20 Recommendation 20: Each campus should implement a multi-faceted primary prevention and awareness campaign for students and employees that focuses on empowering campus community members to take responsibility for their own safety and the safety of others. (See Findings 8, 14, 17, 19, 22, and 23.)	Spring 2016			YES	YES	SA & POLICE	100%		All incoming students are introduced to this critical subject during multiple sessions at orientation conducted by University Police, the Dean of Students Office, and their peers. Ongoing workshops, speakers, and safety prevention programs are offered to all faculty, staff, and students throughout the academic year with intentional programming focused on residence hall students. BRAVE training (bystander intervention) has been implemented and is provided to students with a special focus on select groups of students including student athletes and Greeks. Sessions have also been made available to faculty and staff and engagement is increasing. HAVEN for faculty and staff will also be available to all faculty and staff effective Fall 2016 which focuses specifically on sexual misconduct and safety issues.	3
31 Recommendation 31: Each campus must have established protocols for responding to serious offenses against persons, including sexual misconduct, and Clery-reportable crimes. (See Findings 5, 6, 7, 14, 17, and 19.)		YES		YES		SA & POLICE	100%			3
32 Recommendation 32: Campuses should identify and clearly communicate reporting options, confidential resources, and additional on- and off-campus resources to reporting and responding parties and the greater campus community, ideally in the form of a website. Campuses should clearly communicate confidentiality and privacy considerations related to use of these resources. (See Findings 2, 6, 8, 11, 15, 16, and 23.)					YES	SA & POLICE	100%			3
8 Recommendation 8: Campuses should establish clear and consistent responsibilities, skills, and minimum qualifications of Title IX coordinators. (See Findings 2, 6, 14, 17, 18, 19, 20, and 24.)		YES	YES	YES		UNCG	100%			4
6 Recommendation 6: Reports or complaints involving serious offenses, including sexual misconduct, should be investigated by individuals with appropriate professional training and investigative experience. (See Findings 14, 17, 18, and 19.)	Fall 2016	YES	YES	YES		UNCG & GA	100%	Funding	Current plans are to hire a full-time investigator within the next year. In the interim, all offenses have been investigated by trained staff.	4
21 Recommendation 21: The University should seek the resources and flexibility necessary to increase salaries for public safety officers and telecommunications to established law enforcement market rates. (See Findings 1, 6, 9, and 24.)				YES	YES	UNCG & GA	100%			4
22 Recommendation 22: Establish and fund a Clery compliance officer position at each campus to coordinate Clery Act compliance activities and oversee Campus Security Authorities. (See Findings 6, 10, and 14.)			YES	YES		UNCG & GA	100%			4
28 Recommendation 28: The University should seek resources necessary to create and fund victim assistant positions within each campus law enforcement agency. (See Findings 6, 7, and 9.)	Fall 2015		YES		YES	UNCG & GA	100%	\$57,300 including benefits		4
		X	IP - In Progress			YES - Completed				