



Board of Supervisors

December 6, 2022

Mr. Collis Temple, III
Chair, Louisiana Board of Regents
1201 North Third Street, Ste. 6-200
Baton Rouge, LA 70802

Dear Chairman Temple,

Pursuant to Act 472 of the 2021 Regular Session of the Louisiana Legislature, I am submitting the attached report and data pertaining to power-based violence on our campuses. Upon your approval, the report will be forwarded to the Louisiana Board of Regents.

Consistent with our transparency standards, this report will be posted on the Office of Civil Rights & Title IX website, www.lsu.edu/titleix-review. The attached data from Form B2 provides data on Confidential Advisors and Responsible Employees.

Annual Training is defined as the number of employees who complete the annual training on Power-based Violence prepared by the Board of Regents. Training was launched at each campus starting sometime after April 1, 2022. On the A&M campus the training was launched on April 19, 2022. LSU continues to move towards 100% completion rate. On the A&M campus, the Office of Civil Rights & Title IX is partnering with the Office of Academic Affairs as well as units and departments to help ensure the completion of the training. Additionally, the Office of Civil Rights & Title IX is partnering with Human Resource Management (HRM) to provide live training to employees who do not have immediate access to technology during the month of December.

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 April 1, 2022, to September 30, 2022. There were five cases from LSU A&M in which a Formal Complaint was filed during the time period. One of them is currently in the Hearing Panel phase. The other four are closed, one through successful Informal Resolution, one where a hearing panel found the respondent not responsible, and two because the Complainant withdrew the complaint. There were two Formal Complaints filed at LSU Health Science Center-Shreveport during the time period. Both were dismissed under Title IX as they did not meet the severe, pervasive, and objectively offensive standard under Title IX. Both complaints were then referred to Human Resources Management (HRM). LSUE had one formal complaint that was dismissed under Title IX, as there was no jurisdiction under Title IX, and referred to HRM. The

LSU Agriculture Center had one formal complaint that remains under investigation. No other campus had a Formal Complaint filed between April 1, 2022, and September 30, 2022.

The B3 System Reporting Form presents information on annual training and a high-level look at reporting¹. The first four rows can be interpreted as follows:

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 took the BOR produced training module between April 19, 2022, and December 1, 2022. LSU continues to strive towards a 100% completion rate. Work has started on creating an implementation plan for the 2023 training period to ensure maximum completion rates prior to the start of the fall academic semester.
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. From the 2021-2022 to the 2022-2023 academic year, the LSU system added 5 additional Confidential Advisors bringing the total number of Confidential Advisors to 50 across the LSU system with 25 of those advisors located on the A&M campus.
4. Confidential Advisors must participate in training put on by the Board of Regents. There is a small number (2) of Confidential Advisors who were added during the fall semester and need to complete the training.

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

If you have any questions, please let me know.

Sincerely,



Valencia Sarpy Jones
Chair, LSU Board of Supervisors

Copy: William F. Tate, IV, President
Kim Hunter Reed, Commissioner
Todd Manuel, Vice President of Inclusion, Civil Rights & Title IX

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.

Form B3 – System Data Report

2022-2023 Academic Year, Fall Semester[1]

Institution	Date Formal Complaint Filed [2]	Type of Complaint [3]	Status of Formal Complaint [4]	Basis for Complaint [5]	Disposition [6]	Disciplinary Status [7]	Gender of Complainant [8]	Gender of Respondent [9]
LSU Health Sciences Center Shreveport	9/4/2022	Title IX	Dismissed - did not meet "severe, pervasive, objectively offensive, standard. Referred to HR for action	Sexual Harassment	Closed	None	Female	Male
LSU Health Sciences Center Shreveport	9/4/2022	Title IX	Dismissed - did not meet "severe, pervasive, objectively offensive, standard. Referred to HR for action	Sexual Harassment	Closed	None	Male	Male
LSU Agricultural Center	8/11/2022	Title IX	Open	Quid Pro Quo Sexual Harassment	Investigation	TBD	Female	Male
LSUE	8/24/2022	PBV	Dismissed under Title IX and referred to HR.	Sexual Harassment	Closed	None	Male	Female
LSU A & M	2022-05-06	Title IX	Closed - Informal Resolution (125 days)	Sexual Assault-Forcible Rape	Informal Resolution Agreement	n/a	Female	Female
LSU A & M	2022-06-09	Title IX	Closed - Formal Resolution Process	Hostile Environment Sexual Harassment	Not Responsible	n/a	Male	Male
LSU A & M	2022-07-15	Title IX	Closed - Formal Complaint Withdrawn	Sexual Assault - Forcible Fondling Stalking	Formal Complaint Dismissed	n/a	Female	Male
LSU A & M	2022-08-08	Title IX	Open - Pending Formal Hearing	Dating Violence Sexual Assault-Forcible Rape Stalking	Formal Hearing Scheduled	TBD	Female	Male
LSU A & M	2022-09-16	PBV	Closed - Formal Complaint Withdrawn	Dating Violence	Formal Complaint Dismissed	n/a	Female	Female

- [1] June 29, 2021 is the effective date for purposes of complying with the Title IX Coordinator's 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] 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.
- [3] Type of Complaint, Title IX or Power-Based Violence (PBV).
- [4] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation. If closed, length of time taken to resolve complaint.
- [5] Type of power-based violence or retaliation alleged.
- [6] Disposition of any disciplinary processes arising from the Formal Complaints.
- [7] Institution should indicate where they are in the disciplinary status and also note if there was a sanction imposed and what sanction was imposed.
- [8] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.
- [9] 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 2022-2023 Academic Year, Fall Semester¹

Louisiana State University

Confidential Advisors and Responsible Employees²	Total
a. Number of Responsible Employees	16,123
b. Number of Confidential Advisors	50
Annual Training (please include number and percentage)³	
a. Completion rate of Responsible Employees	14,403(89%)
b. Completion rate of Confidential Advisors	48 (96%)
Responsible Employee Reporting ⁴	
a. Number of employees who made false reports Number of employees terminated	0 N/A
b. Number of employees who made false reports Number of employees terminated	0 N/A
Power-Based Violence Formal Complaints ⁵	
a. Formal Complaints received	9
b. Formal Complaints resulting in occurrence of power-based violence	0 (2 pending)
c. Formal Complaints resulting in discipline or corrective action Type of discipline or corrective action taken	
i. Suspension	
iii. Expulsion	
Retaliation	
a. Reports of retaliation received	0
b. Investigations	0
c. Findings	N/A
i. Retaliation occurred	
ii. Retaliation did not occur	

¹ Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of April 1st of the current calendar year.

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.

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.