

Pursuant to Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, the Louisiana Board of Regents (BOR) implemented the Uniform Policy on Power-Based Violence and Sexual Misconduct effective August 10, 2021. This policy requires annual training for each of its Responsible Employees starting no later than the beginning of the 2022-23 academic year. Per the policy, the BOR developed and provided to the Board Office SCORM video files to customize and provide to all member institutions. Board Office staff customized this video package and rolled out the training campaign to all colleges in April 2022, either in the KnowBe4 platform or other platform requested by the college.

In 2022, 100% of LCTCS staff completed this new Responsible Employee training. Currently, 2,089 (42.3%) of LCTCS staff have completed their training for 2023. Many colleges are rolling out the modules in the 2<sup>nd</sup> quarter, to be completed by December 31, 2023. This includes all faculty, staff, Board members, student employees, MEPOL, and LED FastStart employees. This includes a total of 4,935 employees, 186 of which are Board Office staff and employees.

The Louisiana Community and Technical College System (LCTCS) Board office has continued its commitment to training in other areas to support our colleges. Since January of 2022, 275 LCTCS faculty and staff have completed 145 hours of training. These trainings ranged in attendance from 1-40. Training topics included Title IX and Power-Based Violence Laws, Proposed Regulations, Policies, and Procedures; the Roles of Title IX Coordinators, Hearing Officers, and Investigators; Trauma-Informed Interview Techniques; the Hearing Process; Reporting; and Case Resolution. The Title IX allocation from the 2021 Regular Session has allowed the System and its member colleges to expand and enhance Title IX efforts in personnel, training, and compliance.

Additionally, 96.7% (59) Confidential Advisors have completed required BOR training; the remaining 2 are recently appointed and will complete the training very soon and prior to assuming their role. The Board of Regents has recommended a ratio of 1 Confidential Advisor to every 1,500 students (1:1500). LCTCS far exceeds this requirement. We have implemented a minimum of two Confidential Advisors, even where the established ratio requires only one. Using the 1:1500 ratio, LCTCS is required to have 38 Confidential Advisors across the System, but LCTCS maintains a pool of 61 Confidential Advisors currently.

The number of formal complaints related to Title IX and Power-Based Violence increased exponentially during this reporting period, October 1, 2022-March 31, 2023. This was an expected consequence of robust awareness efforts and training on how to report and what should be reported. While any number of formal complaints is alarming, we are encouraged that our efforts are more effective in creating a culture of reporting and campuses that can address campus safety more proactively. Statistically, we understand that an increase in reports does not necessarily mean an increase in incidents. Rather, incidents that have been occurring all along but have gone unreported are now beginning to surface. LCTCS is committed to forging ahead to create safe campuses, where students, faculty, and staff feel comfortable reporting any incidents that create obstacles to learning and work.

## Form B3 – System Data Report 2022-2023 Academic Year, Spring Semester<sup>1</sup>

## **LCTCS**

Confidential Advisors and Responsible Employees <sup>2</sup>	Total		
a. Number of Responsible Employees	4,935		
b. Number of Confidential Advisors	61		
Annual Training (please include number and percentage) <sup>3</sup>	01		
a. Completion rate of Responsible Employees	2089/42.3%		
b. Completion rate of Confidential Advisors	59/96.7%		
Responsible Employee Reporting <sup>4</sup>			
a. Number of employees who made false reports	0		
i. Number of employees terminated	0		
b. Number of employees who failed to report	0		
i. Number of employees terminated	0		
Power-Based Violence Formal Complaints <sup>5</sup>			
a. Formal Complaints received	18		
b. Formal Complaints resulting in occurrence of power-based violence	TBD		
c. Formal Complaints resulting in discipline or corrective action	TBD		
Type of discipline or corrective action taken			
i. Suspension	TBD		
ii. Expulsion	TBD		
Retaliation <sup>6</sup>	0		
a. Reports of retaliation received	0		
b. Investigations	0		
c. Findings			
i. Retaliation occurred	0		
ii. Retaliation did not occur	0		

<sup>&</sup>lt;sup>1</sup> Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of October 1st of the previous calendar year.

<sup>&</sup>lt;sup>2</sup> 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.

<sup>&</sup>lt;sup>3</sup> 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.

<sup>&</sup>lt;sup>4</sup> 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.

<sup>&</sup>lt;sup>5</sup> 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 2<sup>nd</sup> form).

<sup>&</sup>lt;sup>6</sup> 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.

## Form B3 – System Data Report October 1-March 31

stitution	Date Formal Complaint Filed [2]	Type of Complaint [5]	Status of Formal Complaint [4]	Basis for Complaint [5]	Disposition [6]	Disciplinary Status [7]	Gender of Complainant [8]	Gender of Respondent [9]
ton Rouge Community College	No formal complaints received							
ossier Parish Community College	No formal complaints received							
ntral Louisiana Technical Community College	No formal complaints received							
elgado Community College	1/18/2023	Title IX	Pending	Sexual Assault	Hearing concluded on 3/22/2023, new witness emerged during the hearing, revision and review of investigative report in progress after interviewing new witness	Pending	Female	Male
elgado Community College	3/1/2023	Power-Based Violence	Dismissed under Title IX and PBV- No jurisdiction-moved to Student Conduct	Harassment, Non-Sexual	Moved to Student Conduct 3/21/23	NA	Male	Female
etcher Technical Community College	No formal complaints received							
aisiana Delta Community College	10/26/2022	Power-Based Violence	Closed in HR	Discrimination	Closed: 22 days	None: Found Not Responsible	Female	Male
isiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Male	Female
uisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
suisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
uisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
uisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
uisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
uisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
uisiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
isiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
isiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
siana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
risiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
isiana Delta Community College	1/26/2023*	Power-Based Violence	Pending	Harassment: Intimidation and Bullying	Pending	Pending	Female	Female
siana Delta Community College	3/5/2023	Power-Based Violence	Closed in HR	Discrimination	Closed: 32 days	None: Found Not Responsible	Female	Male
isiana Delta Community College	3/8/2023	Power-Based Violence	Closed in HR	Discrimination	Closed: 13 days	None: Found Not Responsible	Female	Male
thshore Technical Community College	No formal complaints received							
hwest Louisiana Technicall Community College	No formal complaints received							
nez Community College	No formal complaints received							
er Parishes Community College	No formal complaints received							
h Louisiana Community College	No formal complaints received							
ELA Technical Community College	No formal complaints received							
CS Board Office	No formal complaints received							
3 complaints/complainants against the same Responden Beginning with AY 2022-2023, Spring Semester reporting will Information about Formal Complaints is specifically required	have an effective date of October 1st of t		ammends the Title IV Coordinators' more	arting in the third column serve as the har	is of information to be included	l in the Chancellor's report to eff	inclinate Title IX Coordinators of	on convend parts their property pages
Type of Complaint, Title IX or Power-Based Violence (PBV).	to be measured in the Chancellot's report.	r or convenience, BOR Reco	minerals are true 12 Coordinators repr	rung in the time continue serve as the bis	o or amormation to be included	a in the Cambellott S tepott, so etc	centery and as Cooldinators G	in copy and passe their reports regard
status of investigation as it pertains to Formal Complaints file	d for an accuration of noncerbased violen	see or retalistion. If closed, les	with of time taken to revolve complaint					
ratus or investigation as it pertains to Formal Compiaints the type of power-based violence or retaliation alleged.	a row an actustion of power-used violen	ace or retainment it crossed, let	igui or time taken to resorve compiaint.					
type or power-based violence or retailation alleged.  Disposition of any disciplinary processes arising from the Fort	nal Complaints							
institution should indicate where they are in the disciplinary si								
Although not required by law, for data collection purposes BC								