



# Louisiana's

## Community & Technical Colleges

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
<b>Annual Training</b> <i>(please include number and percentage)</i> <sup>3</sup>	
a. Completion rate of Responsible Employees	2089/42.3%
b. Completion rate of Confidential Advisors	59/96.7%
<b>Responsible Employee Reporting</b> <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
<b>Power-Based Violence Formal Complaints</b> <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
<b>Retaliation</b> <sup>6</sup>	
a. Reports of retaliation received	0
b. Investigations	0
c. Findings	
i. Retaliation occurred	0
ii. Retaliation did not occur	0

<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>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>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>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>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>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.

## 2022-2023 Academic Year, Spring Semester [1]

<p>Information about Formal Complaints is specifically required to be included in the Chancellor's report. For convenience, BOR Recommends the Title IX Coordinator's 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.</p>	
<p>[3] Type of Complaint, Title IX or Power-Based Violence (PBV).</p>	
<p>[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.</p>	
<p>[5] Type of power-based violence or retaliation alleged.</p>	
<p>[6] Disposition of any disciplinary processes arising from the Formal Complaints.</p>	
<p>[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.</p>	
<p>[8] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.</p>	
<p>[9] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.</p>	