



## **Executive Memorandum No. 44**

### **Sexual Misconduct Minimum Training Standards**

#### **Scope and Reason for Policy**

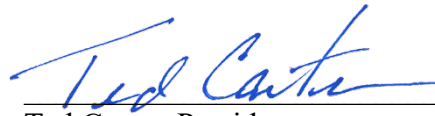
This policy applies to all University of Nebraska (NU) students, faculty, and staff.

While much has been and is being done on the campuses to address sexual misconduct across the NU system, more can be done. We intend to focus intensely on the human factor, seeing to it that every individual in our university community is rigorously trained and has the resources needed to ensure a safe, welcoming, and inclusive culture for all members of our community. The sexual misconduct minimum standards outlined in this executive memorandum are intended to increase consistency and collaboration on every campus.

#### **Sexual Misconduct Minimum Training Standards**

1. Require in-person, peer-led sexual misconduct training for all students.
2. Require annual sexual misconduct training for all faculty and staff with compliance being incorporated into annual performance evaluations.
3. Require trauma-informed training on sexual misconduct for key campus programs, and organizations.
4. Require implementation of bystander training programs on every campus.
5. Require student training on drug and alcohol use, including a review of relevant campus policies and the risks associated with drugs and alcohol.
6. Require further development of resources for complainants, respondents, faculty, and staff including point(s) of contact for individuals to report incidents of sexual misconduct, mental health and wellness resources, and resources for survivors.
7. Require enforcement tools to ensure we can achieve complete compliance with every university stakeholder.
8. Beginning with the Spring 2022 semester, conduct, at a minimum, biennial climate surveys to assess issues relevant to sexual misconduct, including student behavior, safety and well-being, and the viability of our processes and resources.

Dated this 8<sup>th</sup> day of September 2021.



---

Ted Carter, President

Reference: September 8, 2021