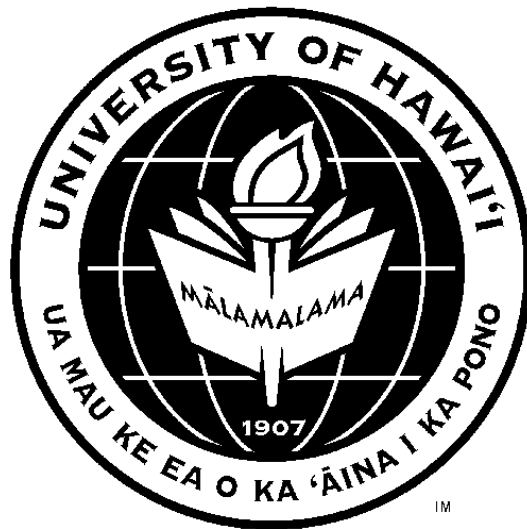


UNIVERSITY OF HAWAI'I SYSTEM ANNUAL REPORT



REPORT TO THE 2025 LEGISLATURE

Annual Report on Campus Safety and Accountability

HRS 304A-120

December 2024

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I. Introduction

The University of Hawai'i ("UH") is committed to fostering a campus climate where students can thrive academically and personally in a secure and supportive setting. Under the leadership of President David Lassner, UH has initiated and sustained comprehensive measures aimed at enhancing gender equity and campus safety.

In 2015, the UH System established the Office of Institutional Equity ("OIE") to oversee gender equity initiatives, under the guidance of the UH System Vice President for Administration. Following a strategic reorganization in 2021, OIE merged with the UH Mānoa Office of Title IX and the UH System EEO/AA Office, forming the new Office of Equity Assurance ("OEA"). Under the leadership of Jennifer Rose, the former Director of OIE and the current Executive Director of OEA, this newly structured office continues to uphold and advance the gender equity initiatives established in 2015.

As part of the original initiatives, UH developed a survey instrument in 2015 as part of a year-long planning process aimed at evaluating student attitudes, behaviors, and standards concerning efforts to address and prevent sexual harassment and gender-based violence. The inaugural *University of Hawai'i Student Climate Survey on Sexual Harassment and Gender-Based Violence* was conducted in January 2017. This survey helped assess the campus environment in terms of sexual harassment and gender-based violence, the effectiveness of UH's response mechanisms; awareness of available resources; and reporting options for those experiencing sexual violence, sexual harassment, stalking, and interpersonal violence (domestic and dating violence); and the prevalence (e.g., how widespread) and incidence (e.g., how often) of sexual violence, sexual harassment, stalking, and interpersonal violence on campus.

The insights gained from the 2017 survey led to the formation of Action Plan Committees on each campus, tasked with addressing specific issues identified in the findings. These survey findings influenced subsequent surveys, including those launched in 2019 and 2021, with the results contributing to continuous improvements in our campus policies and procedures. The most recent survey, the *2023 Student Climate Survey on Sexual Harassment and Gender-Based Violence*, was launched on January 24, 2023.

UH's series of campus climate surveys, conducted biennially from 2017 through 2023, meet the mandates of Act 208, Session Laws of Hawai'i 2016. Act 208 requires UH to conduct an initial campus climate survey of students by March 31, 2017, and to continue these surveys every two years thereafter. In alignment with this requirement, UH is on track to administer the fourth survey in January 2025.

In compliance with Act 208, UH, through this report, addresses the Legislature's request for information by providing:

- Information on the number of reported sexual assaults that occurred on a UH campus within the past five years;
- A summary of the most recent campus climate survey results; and
- UH recommendations and efforts to improve campus safety and accountability.

II. Reported Sexual Assault Crime Statistics on University of Hawai‘i Campuses Within the Past Five Years

UH provides information on each campus' sexual assault data using the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"). The information is publicly available through the Annual Security Reports for each campus. The contact information and website links to each campus is available at: [Link to UH Campus' Safety Contact and Website Information](#).

"Campus" is defined in 34 CFR 668.46(a) as "(i) any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (ii) any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)."

The reportable sex offenses covered under the Clery Act are rape, fondling, incest, and statutory rape. The definitions of these Clery Crimes can be found in the Federal Bureau of Investigation's National Incident-Based Reporting System (NIBRS) User Manual from its Uniform Crime Reporting Program. Accordingly, the current definitions are as follows:

- **Rape:** The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/ her temporary or permanent mental incapacity.
- **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent.

**2019- 2023 Annual Security Report (ASR): Reported On-Campus Sexual Offense
Incidence Data¹**

Four-Year Universities

Campus: University of Hawai'i at Mānoa – Main Campus

Incident Type by Year	2019	2020	2021	2022	2023
Rape	3	5	4	4	5
Fondling	3	3	7	8	4
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i at Mānoa – Kaka'ako Campus Units (John A. Burns School of Medicine and UH Cancer Center)

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i at Hilo

Incident Type by Year	2019	2020	2021	2022	2023
Rape	2	1	0	0	1
Fondling	1	2	3	2	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i at West O'ahu

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	1	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

¹ Any Annual Security Report discrepancies for prior years will be addressed by the campus' campus security departments in its respective subsequent Annual Security Report.

Two-Year Community Colleges

Campus: Hawai'i Community College – Manono

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Hawai'i Community College – West Hawai'i Campus (Pālamānu)

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Honolulu Community College – Main Campus

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Honolulu Community College – Marine Education Training Program

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Honolulu Community College – Aeronautics Maintenance Technology Training Program

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Kapi'olani Community College

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	1	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Kaua'i Community College

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	1
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Leeward Community College - Pearl City Campus

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	1
Fondling	1	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Leeward Community College – Wai'anāe Campus

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Kahului Main Campus

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Lahaina Education Center

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Hāna Education Center

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Lāna'i Education Center

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Moloka'i Education Center/Farm

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Windward Community College

Incident Type by Year	2019	2020	2021	2022	2023
Rape	0	0	1	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

III. Summary of the Most Recent Campus Climate Survey Results

In the spring of 2023, UH conducted its fourth climate survey across all ten campuses, targeting all adult students. This comprehensive survey was developed with the guidance of both local and national experts and was administered by an independent research company. The findings are detailed in a report available on the OEA website, along with previous survey reports.

The 2023 survey was launched during a transitional phase where in-person instruction and campus activities had not fully returned to pre-pandemic levels. This context is crucial as the mode of instruction and campus engagement has varied significantly across the surveys. Initially, the surveys captured data in a fully in-person environment, while the 2021 survey occurred during peak virtual engagement due to the COVID-19 pandemic. By Spring 2023, the survey occurred when in-person instruction and campus engagement further increased. These fluctuations necessitate a cautious approach when comparing 2023 data with earlier surveys, as the campus environment was still stabilizing.

The results of the 2023 survey highlighted several areas of significant improvement in the UH campus climate concerning sexual harassment and gender-based violence. Notably, there was a decrease in student perceptions of risk of sexual assault and harassment overall at UH and the percentage of UH associated offenders. Student awareness of related UH campus services also showed significant enhancement.

Furthermore, the survey identified areas with opportunities for improvement such as certain sub-groups that tend to be more vulnerable and have higher prevalence rates. With regard to training, students who participated in training programs or information sessions on sexual harassment and

gender violence indicated that the usefulness of the training increased significantly and satisfaction proved high.

IV. University of Hawai'i Recommendations and Efforts to Improve Campus Safety and Accountability

While the 2023 campus climate survey results indicated that there has been significant progress in some areas, opportunities for continued improvement persist. Based on the survey findings, UH recommends focusing on three primary areas to improve campus safety and accountability. Although each campus is responsible for developing and implementing an Action Plan based on the survey data, overall, the Action Plans should prioritize (1) increasing awareness about EP 1.204, how to report and obtain support measures; (2) targeting outreach and training to sub-groups identified as vulnerable populations, and developing culturally relevant training curriculum; and (3) raising awareness of and referrals to campus resources to mitigate the consequences of Dating and Domestic Violence ("DDV").

With regard to increasing awareness of EP 1.204 and related topics, pursuant to Act 76, Session Laws of Hawai'i (SLH) 2023, UH is required to provide mandatory annual sexual misconduct primary prevention and awareness programming for all UH students enrolled at least part-time. Although the training is made available online to all students, emphasis should be placed on initiatives to increase participation with both online and in-person training. Using the survey results, the development of educational awareness campaigns should include events, activities, materials, and training on the topics related to the UH sexual misconduct policy and procedures for reporting and obtaining resources.

Concerning efforts to target and provide culturally appropriate training to vulnerable student groups with higher prevalence rates, all campus Action Plans that include student-focused awareness, education events, activities, and training should be developed with a culturally relevant and intersectional approach. Specifically, ensure that all Action Plan deliverables are inclusive to the needs of those who have been identified as vulnerable populations, including but not limited to LGBTQ+ students, students with disabilities, and students living in on-campus housing. Moreover, Act 76, SLH 2023, requires that the programming for all UH students include culturally responsive methods to address the unique experiences and challenges faced by individuals based on race, color, national origin, ethnicity, religion, economic status, disability, and sex. To that end, OEA has continued to strengthen partnerships with community and criminal justice resources through engagement with the State of Hawai'i's Sexual Assault Response Team, a statewide entity facilitating county-led teams administered by the Hawai'i Office of the Attorney General. OEA and the Honolulu Sexual Assault Response Team (consisting of members from the Sexual Abuse Treatment Center, the Honolulu Police Department and the Honolulu Office of the Prosecuting Attorney) have hosted joint meetings to build professional relationships, strengthen referral systems, provide cross-training regarding service criteria, develop best practices regarding shared cases and effectuate collaborations to better serve victims across systems.

Third, with regard to mitigating the consequences of DDV by raising awareness of campus resources, efforts to promote and increase available emotional/mental health as well as academic/professional support services should also be included in the relevant campus Action Plans. Survey findings showed that DDV represented the highest prevalence among the four types of behaviors tracked and the majority of survivors suffered consequences that impacted the university environment. Additionally, UH students and employees are provided training on

bystander intervention, which aims to help students and faculty identify the signs of DDV and learn basic skills to intervene, as appropriate.

Because action planning necessarily requires input from key UH stakeholders, executive leadership, campus Provost and Chancellors were briefed on the results from the 2023 climate survey following its release. As with prior climate surveys, each campus will update its campus specific Action Plan, goals and metrics accordingly.

In 2023, OEA relaunched its comprehensive online training program to educate the UH community on their rights, responsibilities, and available resources under state and federal law and University policies. The latest version of this training program is compliant with the 2024 Title IX Regulations and includes various curriculum types, customized to address the unique experiences of UH's various audiences, including community college, undergraduate, and graduate students, student athletes and athletics staff, and employees. Email invitations to the Vector Online Training on Workplace Non-Violence and Preventing Harassment and Discrimination were sent to the University community as part of the University's system-wide approach to educating employees about their rights, responsibilities, and available resources. All University constituents are encouraged to participate, and all new hires are required to take the Title IX training "no later than 30 days after the date of first employment." Upon selection and during the onboarding process, a New Hire Onboarding packet is provided to selectees, which contains information on the mandatory online Title IX training. The Title IX-related training overview is readily available on the OEA website. In addition to the online training, OEA and Campus Title IX Coordinators continue to provide in-person training and informational sessions, which provides further insight into specific areas of Title IX and UH policy. In an effort to update and enhance the online training programs, OEA continues to work with other campus experts to improve our learning management system and develop future training opportunities for faculty, staff, and students.

Following the 2024 Title IX regulations issued by the U.S. Department of Education, UH has updated its policies and procedures governing Title IX: UH Executive Policy EP 1.204 – *Interim Policy on Sex Discrimination* (effective as of August 1, 2024) and UH Interim Administrative Procedure AP 1.204 – *Interim Administrative Complaint Procedures Regarding Sex Discrimination* (effective as of August 1, 2024). Collectively, these policies prohibit discrimination and harassment based on sex under state and federal law, including but not limited to sex, gender assigned at birth, gender identity, sexual orientation, sex stereotypes, sex characteristics, and pregnancy and related conditions. The latest versions of the Executive Policies and Administrative Procedures are available on the [OEA website](#).

In 2024, with the assistance of counsel, OEA secured national experts to provide in-person training on the new regulations, policies, and procedures for the ten campuses. Specialized training was provided to Title IX Coordinators and their staff, investigators, decision makers, appeal officers, hearing officers, and senior leadership. OEA continues its efforts to further strengthen education and awareness training on nondiscrimination, and inclusive culture on campus, more specifically, information about civil rights and sexual harassment, sexual assault, domestic violence, and stalking, to ensure that all individuals feel safe, comfortable, and included on campus.

V. Conclusion

UH is steadfast in its commitment to enhancing our campus climate, continuously focusing on preventive measures and targeted initiatives that aim to increase safety and broaden awareness of available resources. This report reaffirms our dedication to fostering an environment where students not only achieve academic excellence but also experience significant personal growth in a secure and nurturing setting. We extend our sincere gratitude to the Legislature for its unwavering support, which is crucial to advancing our goals of gender equity and ensuring the safety of all students in higher education settings. Through ongoing collaboration and shared commitment, we continue to strive for a campus community where every member feels valued, protected, and supported.