



BOARD of REGENTS
STATE OF LOUISIANA

POWER-BASED VIOLENCE ***2024 REPORT***

Table of Contents

Overview	3
Administrative Reporting	4
Training.....	4
Reported Incidents	6
Additional 2024 Legislative Actions.....	7
Updated Law	7
Power-Based Violence Funding	8
Policy Implementation Recommendations	9
Conclusion.....	9
Appendices	10

List of Appendices

- A. Act 472 of the 2021 Regular Legislative Session
- B. Act 447 of the 2021 Regular Legislative Session
- C. Act 441 of the 2021 Regular Legislative Session
- D. Act 689 of the 2022 Regular Legislative Session
- E. Act 211 of the 2023 Regular Legislative Session
- F. Act 482 of the 2024 Regular Legislative Session
- G. Board of Regents Power-Based Violence Policy
- H. LCTCS Policy
- I. LSU System Policy
- J. Southern University System Policy
- K. University of Louisiana System Policy
- L. Board of Regents Statewide Report
- M. LCTCS Training Report
- N. LSU System Training Report

List of Appendices (continued)

- O. Southern University System Training Report
- P. University of Louisiana System Training Report
- Q. LCTCS Incident Report
- R. LSU System Incident Report
- S. Southern University Incident Report
- T. University of Louisiana Incident Report

List of Figures

Figure 1. Statewide Training: Employees by System.....	4
Figure 2. Statewide Training: Confidential Advisors by System.....	5
Figure 3. Confidential Advisors by System, 2023 vs. 2024	5
Figure 4. Comparison of Complaints between April and October	6
Figure 5. Formal Complaints by System, April vs. October.....	7
Figure 6. 2024 Title IX Funding Allocation.....	8

IMAGE SOURCES (Covers): Getty Images.

Overview

Act 472 of the 2021 Regular Session of the Louisiana Legislature created the Campus Accountability and Safety Act, which was designed to establish processes and procedures to guide public postsecondary education stakeholders in maintaining safety and protection for students and employees on their campuses. The law significantly extended the policy environment to add power-based violence, a term that includes but is not limited to sexual misconduct and Title IX conduct. This law charged the Louisiana Board of Regents (Regents) to establish uniform policies and best practices to address the reporting and prevention of power-based violence at postsecondary campuses, as well as communication between institutions regarding incidents of power-based violence.

Campuses are mandated to provide a safe learning environment that is free from sexual misconduct, as provided in Title IX of the Education Amendments of 1972 and its implementing regulations, along with other applicable state and federal laws. Title IX and its regulations prohibit any form of discrimination or harassment on the basis of sex for all students and employees of educational systems that receive federal funding.

Since the implementation of Act 472, Regents has continued collaboration with higher education stakeholders, including public postsecondary systems, as we focus on strengthening campus safety and educating our students.

Over the past year Regents has worked closely with the systems and other stakeholders, such as the Louisiana Foundation Against Sexual Assault, the Governor’s Office, the Attorney General’s Office, and the statutorily created Power-Based Violence Review Panel, on matters regarding policy, training, reporting, and information dissemination to increase and promote safety across Louisiana’s campuses, as prescribed in Act 472 ([Appendix A](#)) and Act 447 ([Appendix B](#)) of the 2021 Regular Legislative Session.

This report provides a summary of 2024 institutional employee training and power-based violence incident reports, along with an update on legislative actions, and suggestions to advance this work. Regents and all of the postsecondary systems remain committed to ensuring a safe learning environment for students and the higher education community.

Act 472 requires Regents to establish uniform policies and best practices for the reporting and prevention of power-based violence, as well as the processes needed to implement these actions. The current Board of Regents Uniform Policy on Power-Based Violence can be found at the link provided in [Appendix G](#).

Likewise, Louisiana public postsecondary systems are required to establish policies. The Louisiana Community and Technical College System (LCTCS) policy can be found in [Appendix H](#); the Louisiana State University System’s in [Appendix I](#); the Southern University System’s in [Appendix J](#); and the University of Louisiana System’s in [Appendix K](#).

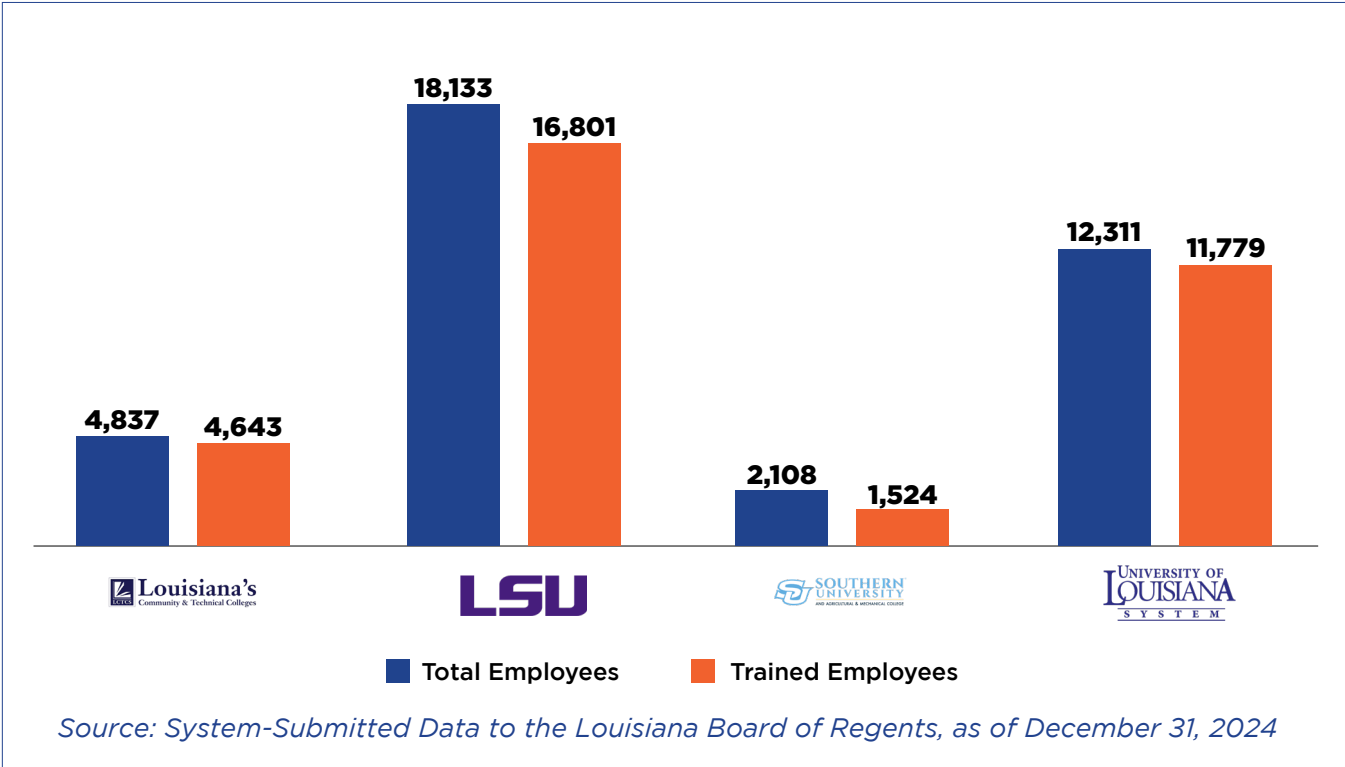
Administrative Reporting

Act 472 (2021) and the Board of Regents Uniform Policy on Power-Based Violence require significant reporting from multiple levels of the supervisory chain, by each institution’s Title IX coordinator, chancellor, system president, and system management board. The report includes information on (1) annual training completion for employees and confidential advisors and (2) campus incident reports.

► Training

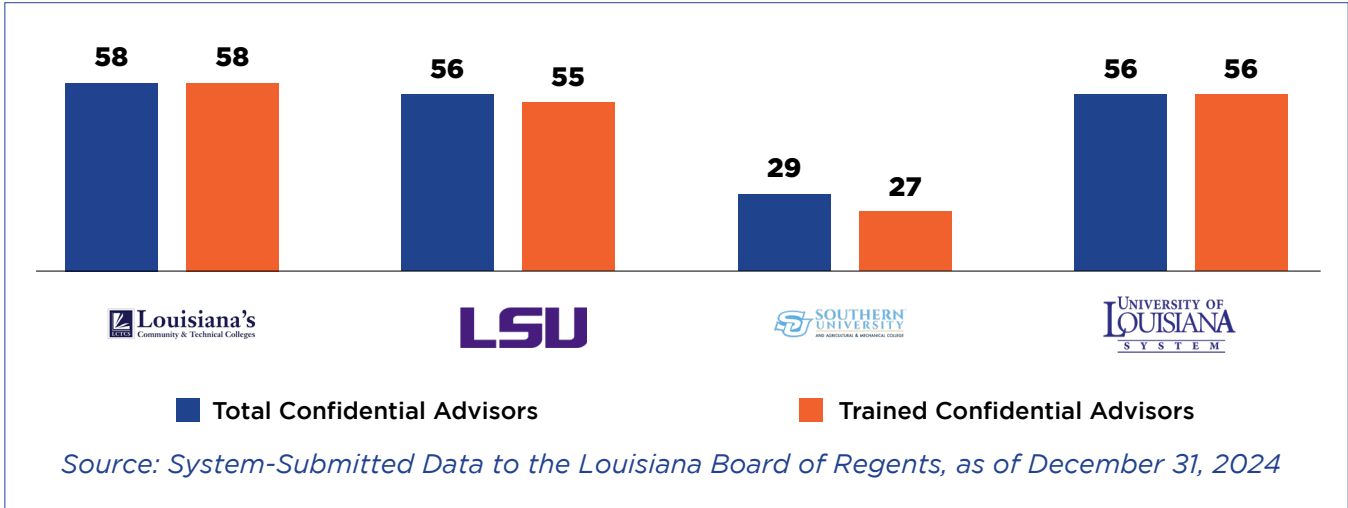
All public postsecondary employees are required to complete annual training on power-based violence by December 31 of each year. By the end of fall 2024, 34,747 (93%) employees across all four public postsecondary systems completed annual training on power-based violence. **Figure 1** shows the total number of employees trained by the end of fall 2024.

Figure 1. Statewide Training: Employees by System.



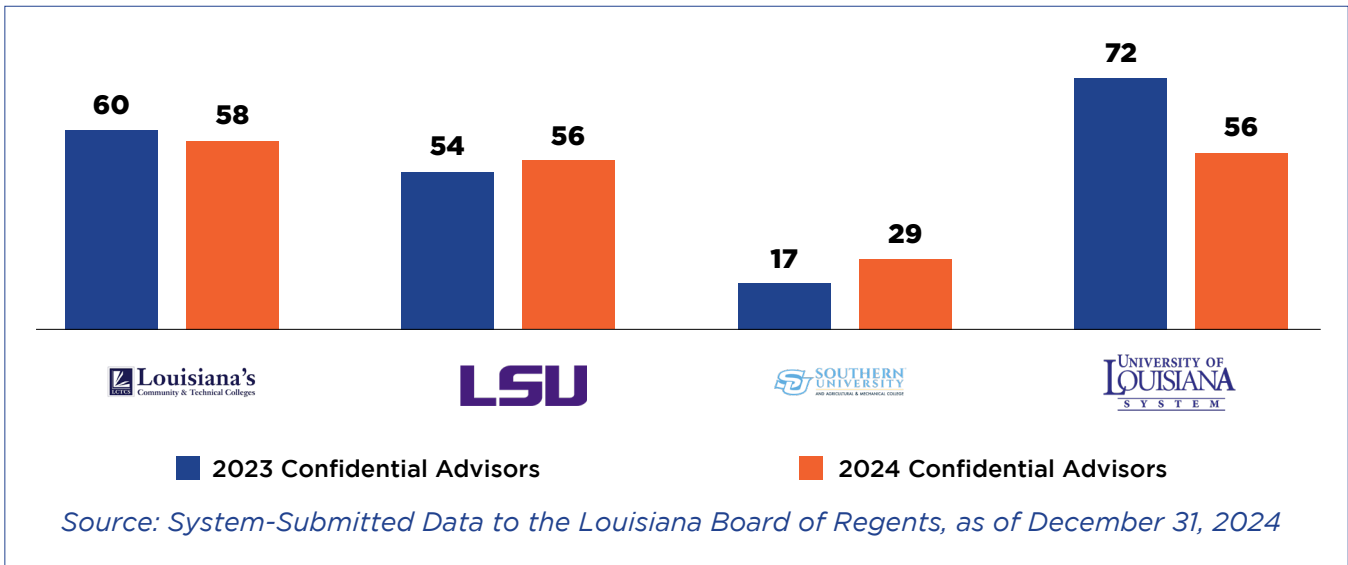
A confidential advisor is defined as a person designated by an institution to provide emergency and ongoing support to students who are alleged victims of power-based violence. Currently 199 employees across all four systems have been designated as confidential advisors and 196 (98%) have received annual training to serve students who have reported incidents of power-based violence. **Figure 2** shows the total number of confidential advisors across the four public postsecondary systems and the status of their training.

Figure 2. Statewide Training: Confidential Advisors by System.



The law requires that by January 1 of each year Regents review and recommend the number of confidential advisors for each institution, which is currently at a ratio of one advisor per 1,500 students. The ratio currently in place was adopted from the International Accreditation of Counseling Services (IACS) Standards for University and College Counseling Services as no national recommended ratio of confidential advisors to students has been developed. Regents will continue to utilize 1:1,500 as its required confidential-advisor-to-student ratio for 2025. All public institutions have met or exceeded this ratio. **Figure 3** shows a comparison of the number of confidential advisors reported per system in 2023 and 2024.

Figure 3. Confidential Advisors by System, 2023 vs. 2024.



The Board of Regents statewide report can be found in [Appendix L](#). Individual system reports for 2024 can be found in further report appendices: Louisiana Community and Technical College System (LCTCS) in [Appendix M](#); Louisiana State University System in [Appendix N](#); Southern University System in [Appendix O](#); and the University of Louisiana System in [Appendix P](#).

► **Reported Incidents**

Act 472 requires each postsecondary education management board to publish an annual report that outlines the number of formal complaints filed at each campus within the system on April 10 and October 10 of the calendar year. A formal complaint is defined as a signed document filed by a Complainant or executed by the Title IX Coordinator alleging power-based violence, Title IX, or retaliation and requesting the institution investigate and possibly adjudicate the alleged incident.

Annually by December 31, each management board is required to submit to Regents a system-wide summary incident report based on combined data from the April 10 and October 10 submissions. Therefore, the following information captures data from October 2023 – September 2024.

At the end of fall 2024, 117 formal complaints had been filed across all four systems. **Figure 4** shows a comparison of complaints received in the April 10 and October 10 reports.

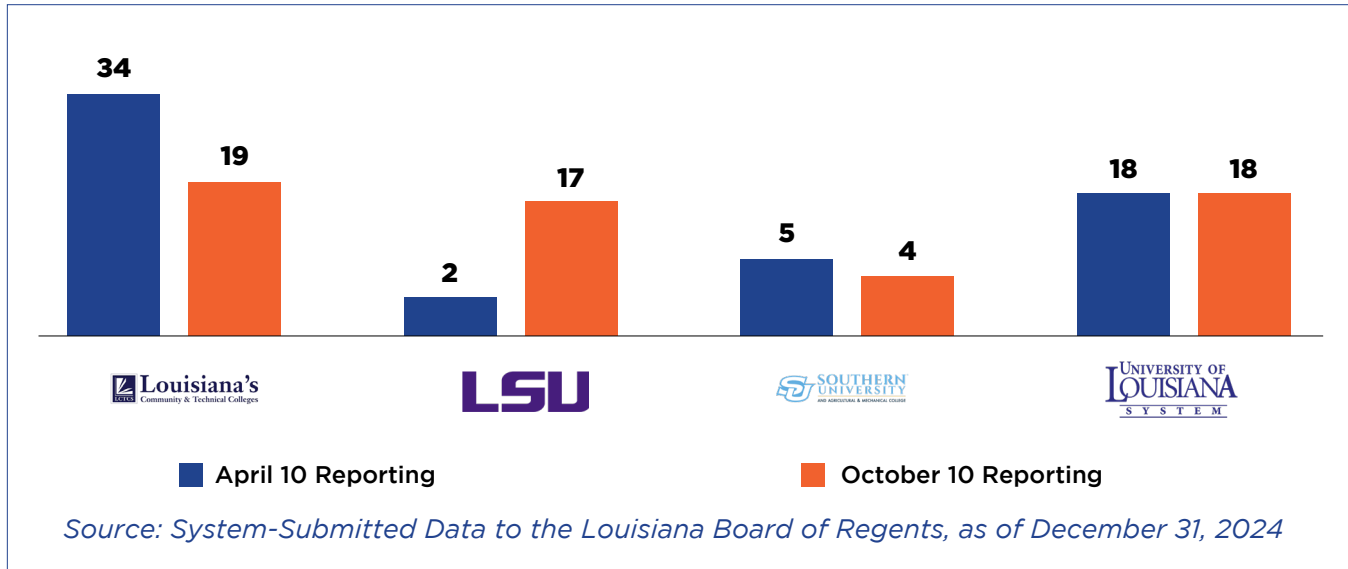
Figure 4. Comparison of Compliants between April and October.



Source: System-Submitted Data to the Louisiana Board of Regents, as of December 31, 2024

Figure 5 shows a comparison of the number of formal complaints reported by the public postsecondary systems in the April 10 and October 10 reporting.

Figure 5. Formal Complaints by System, April Reporting vs. October Reporting.



According to the system reports, of those complaints, eleven (11) resulted in findings of power-based violence. Eleven (11) were transferred to a more appropriate office (i.e., student affairs, human resources), four (4) were dismissed due to jurisdiction, and six (6) were withdrawn or requested to be dismissed by the Complainant. All remaining complaints have either been closed and/or going through the adjudication process.

Additionally, there were 18 reports of retaliation received across three of the systems: Southern (1), LCTCS (11), LSU (6). Of the eleven (11) reports of retaliation from the LCTCS System, there were 2 findings that retaliation did occur whereas 9 did not occur. The Southern University System found that retaliation did not occur, and the LSU retaliation reports are still pending investigation per the system report.

The Board of Regents statewide report can be found in [Appendix L](#). Individual system reports for 2024 can be found in further report appendices: Louisiana Community and Technical College System (LCTCS) in [Appendix Q](#); Louisiana State University System in [Appendix R](#); Southern University System in [Appendix S](#); and the University of Louisiana System in [Appendix T](#).

Additional 2024 Legislative Actions

► Updated Law

During Louisiana’s 2024 Regular Legislative Session, Act 482 ([Appendix F](#)) was enacted, to align the campus employee and confidential advisor training deadline with the December 31 state employee training deadline and shift to January 30 the submission date for public postsecondary management

boards to provide to Regents the report on employee and confidential advisor training. With the law’s provision of a separate submission of the training report, postsecondary systems and institutions were able to capture the full number of individuals trained over a calendar year while maintaining the December 31 incident report submission date to remain unchanged.

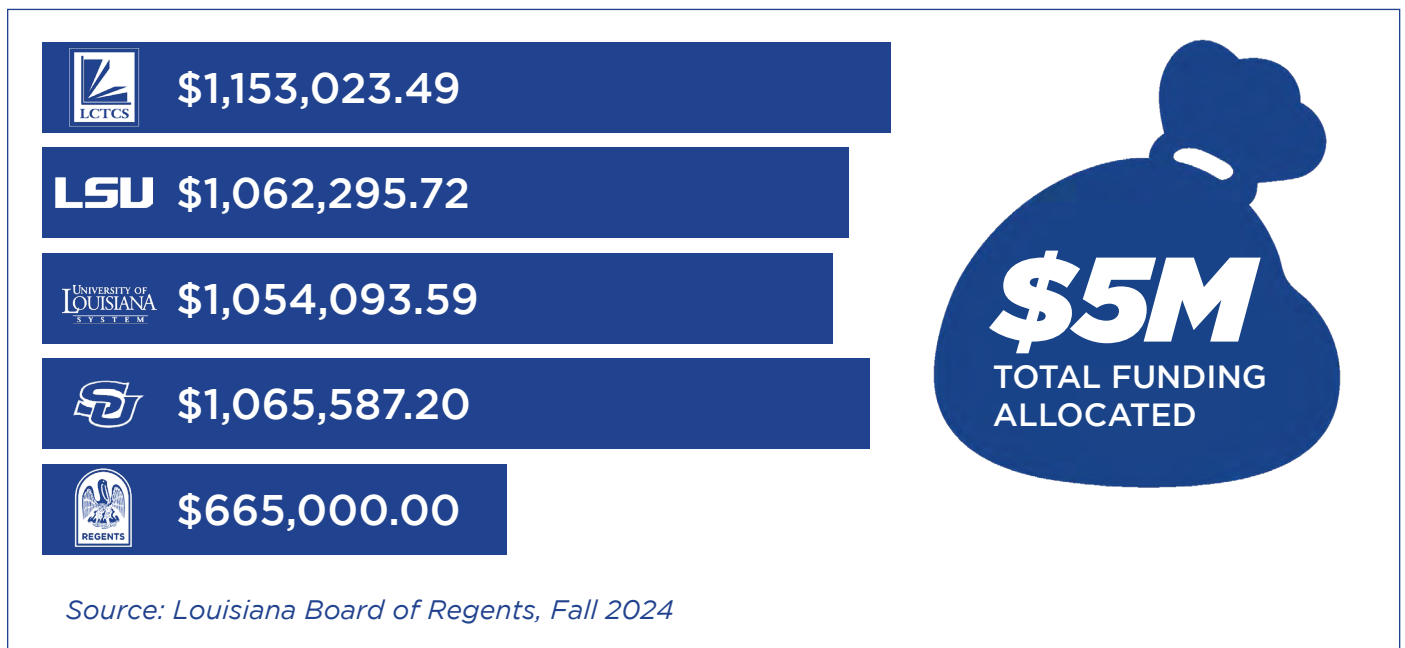
Additionally, Act 482 (2024) shifted the submission date of the Regents’ annual legislative report from January 15 to February 28, to accommodate the management boards’ extended training report submission date of January 30, allowing Regents sufficient time to incorporate all data into its annual legislative report.

► **Power-Based Violence Funding**

In 2024 the Louisiana Legislature again allocated \$5 million in recurring funding to strengthen Title IX offices across the state. The systems have continued to utilize this funding allocation to support ongoing employee training and professional development, promote power-based violence education and prevention events and other relevant programming on campuses, supporting materials, and provide investigative services.

Figure 6 shows the allocation of funding across the management boards and Regents provided by the legislature to specifically support these services.

Figure 6. 2024 Title IX Funding Allocation.



Policy Implementation Recommendations

The Power-Based Violence Review Panel, established through Act 441 of the 2021 Regular Legislative Session, plays a pivotal role in shaping the landscape of power-based violence response and prevention. The Panel evaluates and suggests improvements for policies and procedures regarding power-based violence in public postsecondary education, advises and assists in coordinating prevention programs, and acts as an advisory body to stakeholders (e.g., Governor, the legislature, etc.). As a result of continued dialogue with the public postsecondary systems, a policy recommendation to improve campus safety have been identified for consideration and a campus safety assessment update is provided.

- ▶ **Strengthening Law Enforcement Relationships.** [The law](#) requires public postsecondary institutions to enter into and execute memoranda of understanding (MOUs) with local law enforcement and criminal justice agencies with jurisdiction over the campus. To ensure strong compliance with state and federal laws to combat sexual misconduct on college campuses, continued collaboration and communication between institutions and law enforcement are necessary. In 2025, the Panel will explore the current working relationships and engagement among institutions and community partners with a focus on improvement (including, but not limited to, law enforcement, district attorneys, victim advocates, etc.) to collaboratively prevent and respond to sexual misconduct on college campuses.
- ▶ **Campus Safety Assessments.** Since 2023, the legislature has provided \$1M in one time funding to complete on-site campus safety assessments across all four public postsecondary systems to improve vulnerabilities and campus security. To date, 25 campus safety assessments have been conducted, identifying gaps in areas such as lighting, cameras, etc. Regents will continue to coordinate the completion of all remaining campus safety assessments, while also advocating for resources to ensure that remaining institutions can address potential security vulnerabilities and priority upgrades to support students' safety and well-being.

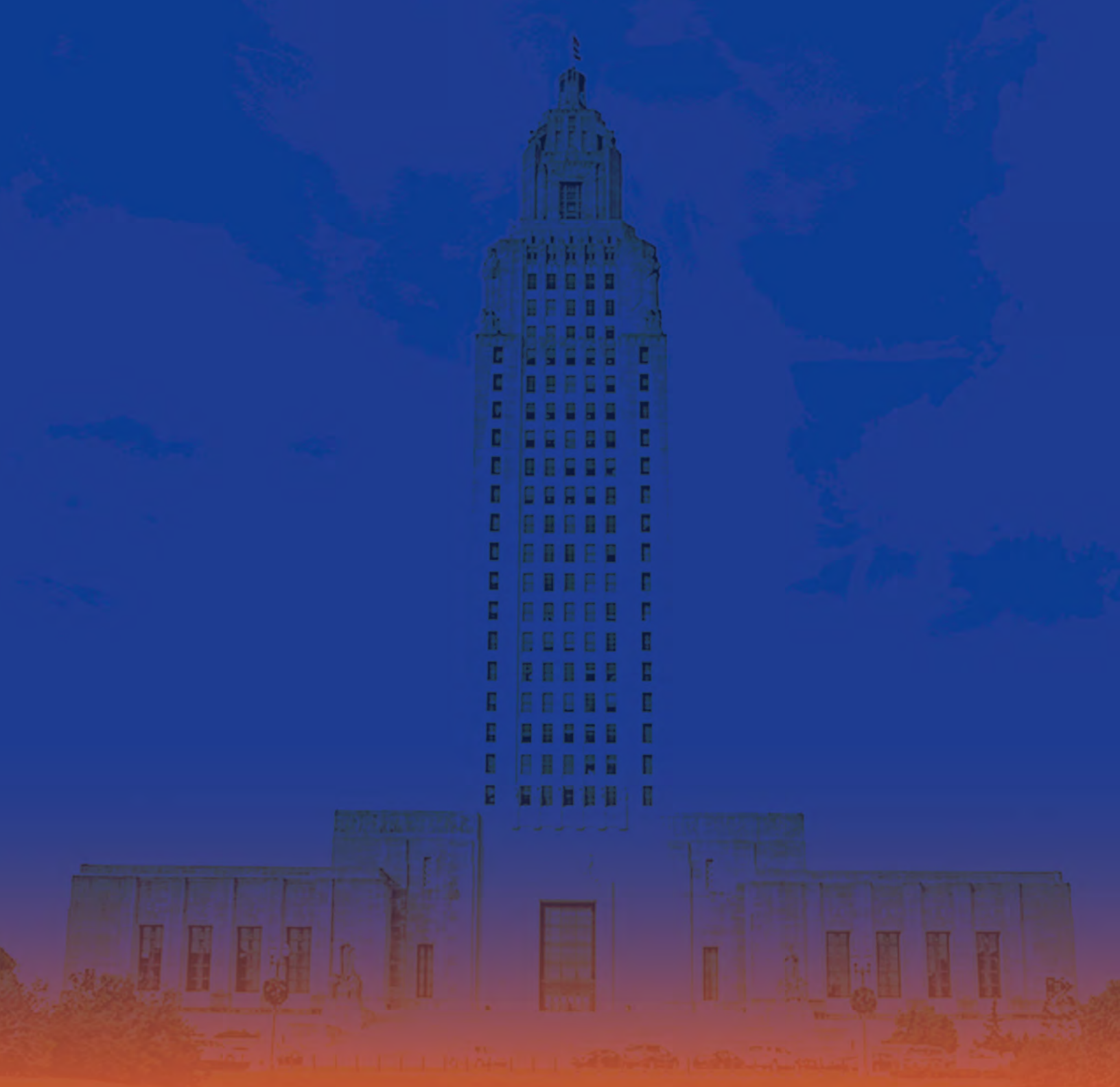
Conclusion

Regents and Louisiana's public postsecondary ecosystem remain dedicated to ongoing efforts to create and maintain safe campuses that provide inviting and innovative environments conducive to student learning, growth, and success. Moving forward, Regents will continue to work alongside the Legislature, public postsecondary management boards, campuses, students, law enforcement and other stakeholders to enhance collaboration and effectiveness.

The elevation and evaluation of this work will continue through the engagement of the Power-Based Violence Review Panel, established through Act 441 of the 2021 Regular Legislative Session ([Appendix C](#)), as amended by Act 689 of the 2022 Regular Legislative Session ([Appendix D](#)) and Act 211 of the 2023 Regular Legislative Session ([Appendix E](#)). Regents is grateful for the support of Senator Regina Barrow, immediate past chair of both the Select Committee on Women and Children and the Power-Based Violence Review Panel, along with the legislature, members of both committees, and stakeholders for their steadfast commitment to campus safety.

Appendices

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