

University of Montana Police Department
**Executive Summary of Final Report of
Sustained Compliance**

Regarding the Agreement between
the United States Department of Justice
and the University of Montana in relation to
UMPD's Response to Sexual Assault

In May 2013, the University of Montana entered into an Agreement with the United States Department of Justice in which it committed to take measures to ensure the continued success of the UM Police Department's efforts to improve its responses to sexual assault. Those efforts are described in the June 30, 2015, Final Report of Sustained Compliance which is available on the UMPD website. The contents of the report are summarized below.

Sexual Assault Policies and Protocol

Prior to entering into the agreement, the UMPD did not have a specific policy or Standard Operating Procedure (SOP) guiding the reporting or investigations of sexual assault-related crimes. Upon entering the Agreement, the policy was drafted by Detective Christopher Croft with community partner feedback from multiple organizations involved in victim safety and sexual assault investigations as well as from the Independent Reviewer and DOJ. The [Sexual Assault Investigation Policy](#) was modeled after the International Association of Chiefs of Police sexual assault policy utilizing this feedback.

Sexual Assault Response Training

Since entering the Agreement, UMPD has completed over 1,000 hours of training on sexual assault response, investigation, supervision and documentation. UMPD officers have each completed an average of 79 hours of training related to this Agreement. Details of the specific trainings are outlined in the Compliance Matrix which is posted on the [UMPD website](#) with the Final Report. UMPD now has in place a plan to continue on-going training for current officers and dispatchers and to ensure that, as new officers and dispatchers are hired, they receive required training.

Victim-Centered Response to Sexual Assault

Improvements to policy, protocols, training, and oversight ensure that UMPD is employing best practices in terms of a victim-centered response to sexual assault. Improvements also include more training and policy improvements regarding the investigation of non-stranger and alcohol or drug-facilitated sexual assault as well as information about the relative infrequency of false reporting.

Close Supervision and Oversight

UMPD has institutionalized its improvements by putting in place mechanisms designed to obtain feedback on the treatment of victims and by using that information in professional development of UMPD officers. UMPD has implemented a mechanism for ongoing review of open and closed cases to identify any immediate and systemic problems.

Coordination with Law Enforcement and Community Partners

UMPD has strengthened its relationship with Missoula Police and implemented measures to ensure that effective communication and coordination with MPD is sustained. UMPD has also implemented measures to ensure sustained effective communication and coordination with campus partners. For example, UMPD is an active participant on the University Council on Student Assault (UCSA). UMPD representatives also participate in regular meetings with campus partners to review and provide input about cases involving sexual assault.

UMPD has increased its efforts to provide a meaningful and interactive presence on campus for students in the residence halls, at trainings, on other campus committees, and at campus events.

One of the greatest benefits of the Agreement has been the further development of relationships and understanding with our community partners. Having UMPD officers train with community partners has led to better communication between agencies. The UMPD Chief is on the Board of Directors of the First Step Resource Center Multidisciplinary Team and actively participates in MDT meetings. Another example of increased coordination with community partners is that all new UMPD officers, as part of their Field Training Program, visit facilities and offices to meet staff and advocates at First Step, SARC, the YWCA, Title IX, and the Crime Victim Advocates office.

Data Collection and Reporting

As a result of the Agreement, UMPD has created sustainable processes for collecting, recording, and analyzing data to identify shortcomings, assess improvement, and increase community confidence in the University's response to sexual assault. UMPD and the UM Title IX Office worked together to create a new position: UMPD/Title IX Compliance Specialist. The Compliance Specialist maintains a comprehensive database to collect crime-specific information to identify similarities between reported sexual assaults and previous unresolved cases. The Compliance Specialist collects data that is used to analyze trends such as case locations, use of drugs or alcohol, use of weapons, particular group affiliations of victims or suspects, increases or decreases in reporting of particular crimes during particular time periods. UMPD can draw from the body of information collected and maintained by the Compliance Specialist to increase offender accountability with regard to particular investigations and also to take measures to increase overall campus safety.

External Review of Sexual Assault Cases

UMPD actively participates in an external review panel (ERP) that routinely reviews felony sexual assault cases and misdemeanor cases upon request of law enforcement or the ERP. The UMPD has developed a protocol to ensure that feedback and recommendations from the panel are shared with UMPD supervisors and command staff. Feedback is distributed to specific UMPD employees individually and also at regular departmental briefings.

Community-Conducted Sexual Assault Response Safety and Accountability Audit

UMPD worked with the Missoula Police Department to conduct a community-conducted Safety and Accountability Audit. The City asked Janet Stevens Donahue to be a co-coordinator with the MPD Detective Captain. The co-coordinators selected an inter-agency, multi-disciplinary Audit Team, which included UMPD and UM's Student Advocacy Resource Center (SARC). UMPD Detective Chris Croft and SARC Director Drew Colling participated as part of the Audit Team. The final Report from the Missoula County Sexual Assault Safety and Accountability was released in May 2015.

Measurements and Outcomes

UMPD's Sexual Assault Investigation Policy and training have resulted in a culture change within the department to that of a victim-centered response not only for reported sexual assaults, but also for all crimes against persons. UMPD has developed measurements and outcomes to continue to assess its responses to sexual assault and to increase public confidence. UMPD identified three areas for continued evaluation of sexual assault within its jurisdiction: Reporting, Resources for Victims, and Offender Accountability.

UMPD collects and analyzes the reports of sexual assault that it receives. UMPD is encouraged by initial data showing an increase in reporting, which suggests it is making progress toward its goal of encouraging reporting. UMPD collects and measures the rates at which community resources are accessed by victims. UMPD uses this data to inform it if there are increased rates of sexual violence. If there is a large increase in access to community resources, but not a commensurate increase in reporting to UMPD, that could indicate there might be a barrier to reporting to UMPD, which requires deeper analysis and actions. UMPD now has a comprehensive database to collect crime-specific information in order to identify similarities between reported sexual assaults and previous, unsolved cases. In addition, it has a sophisticated system in place for analyzing and sharing data that can lead directly to apprehension of offenders.