

# **Campus Safety and Security Training: *Sexual Misconduct/Violence Prevention***

**MAY 1, 2014**

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WHY????????????

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- **COMPLIANCE REQUIRED in 2014**
  - **TRAININGS**
  - **PREVENTION PROGRAMMING**
  - **SHIFT IN REQUIRED REPORTING**
  - **REPORTING STRUCTURE FOR STUDENTS, FACULTY AND STAFF**
  - **Much is in place and being gathered in one location on line for use later in the year.**



# In Our Annual Safety and Security Reports

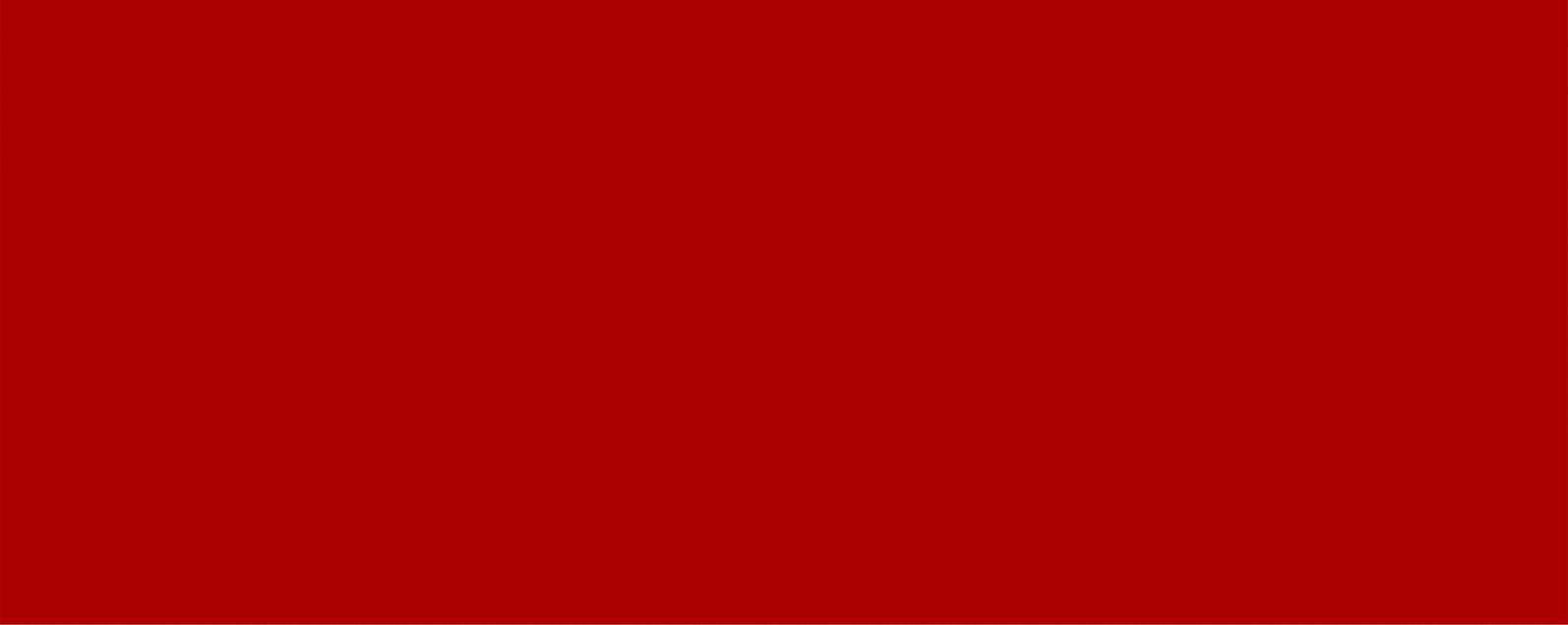
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# Part One Training

Spring 2014 – Sexual Misconduct/Violence Prevention  
-definitions and decision making, understanding  
responses

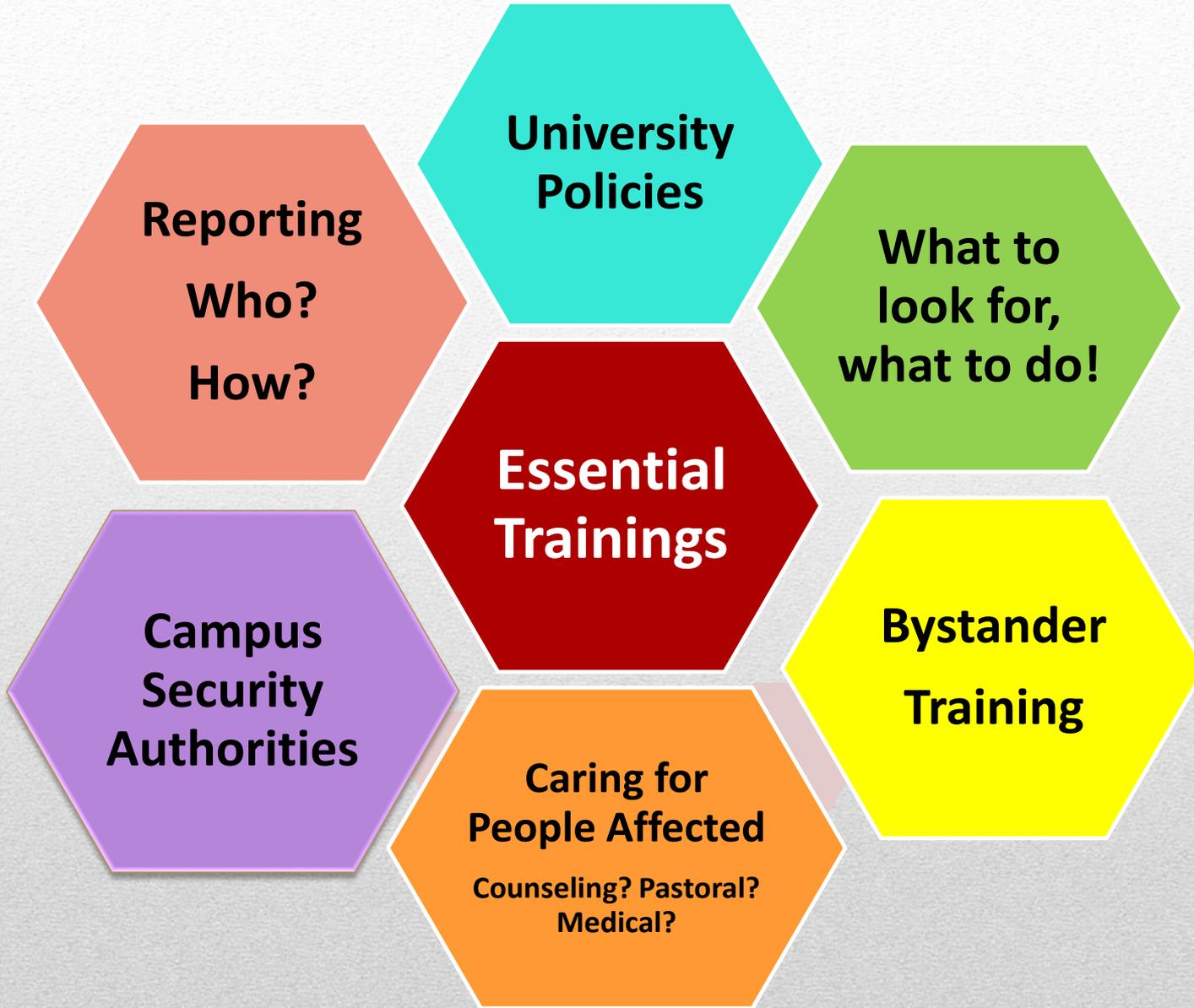
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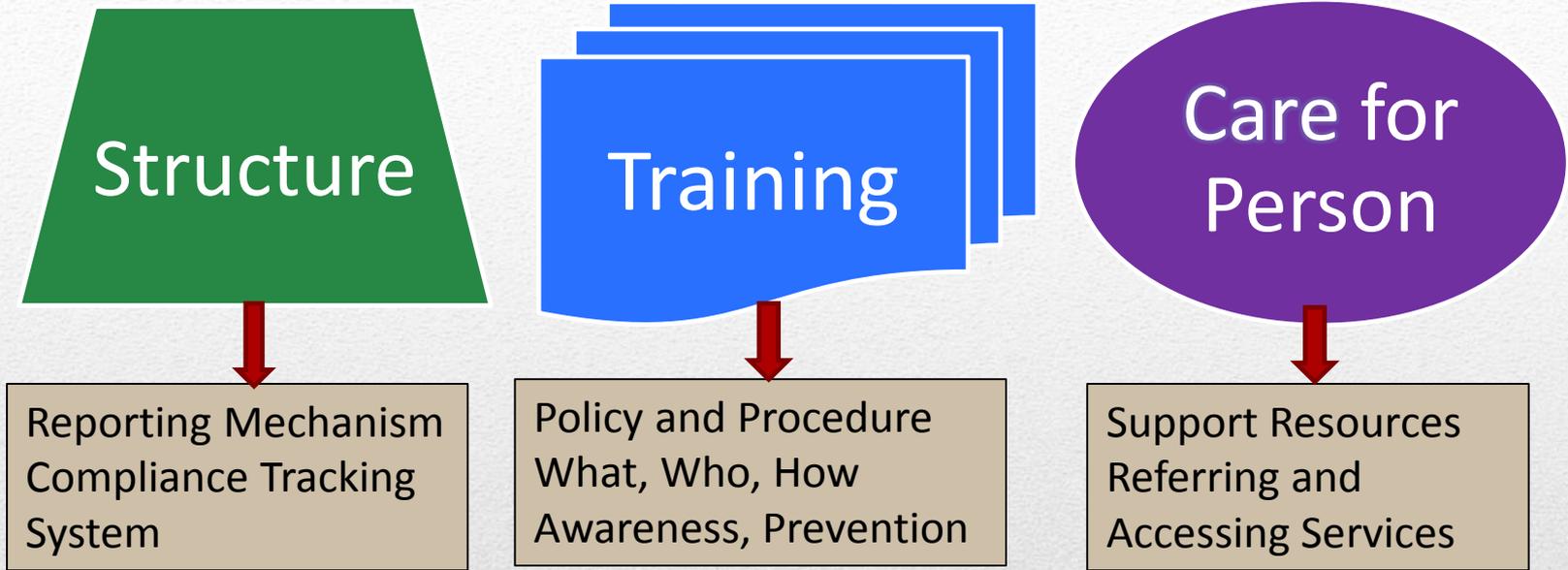


# Part Two Training

Fall 2014 – Bystander training, prevention, intervention, how to report, care for people involved, utilizing on line resources

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Themes: safety, security,  
prevention, awareness

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The following scenarios are intended to generate reflection and thought regarding situations that occur quite frequently both on college campuses and in community settings. Dialogue about these scenarios may cause an emotional reaction. It is important that the emotional reaction doesn't impact the learning process. Therefore, if you need to leave the room for something other than a reaction to what is being discussed, please give a cue to the instructor or let a person next to you know that everything is "OK." Also, please be respectful that someone in the room may have a reaction to what is being said.

# For consideration ...

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- Q: You are going home from work using public transportation. You see someone sitting on a bench reading a magazine being watched by someone nearby. You see that the stares are making the person feel uncomfortable.
- What do you do?

- Possible response:
  - You can go sit next to the person or place yourself in between the two people to block the stares.)
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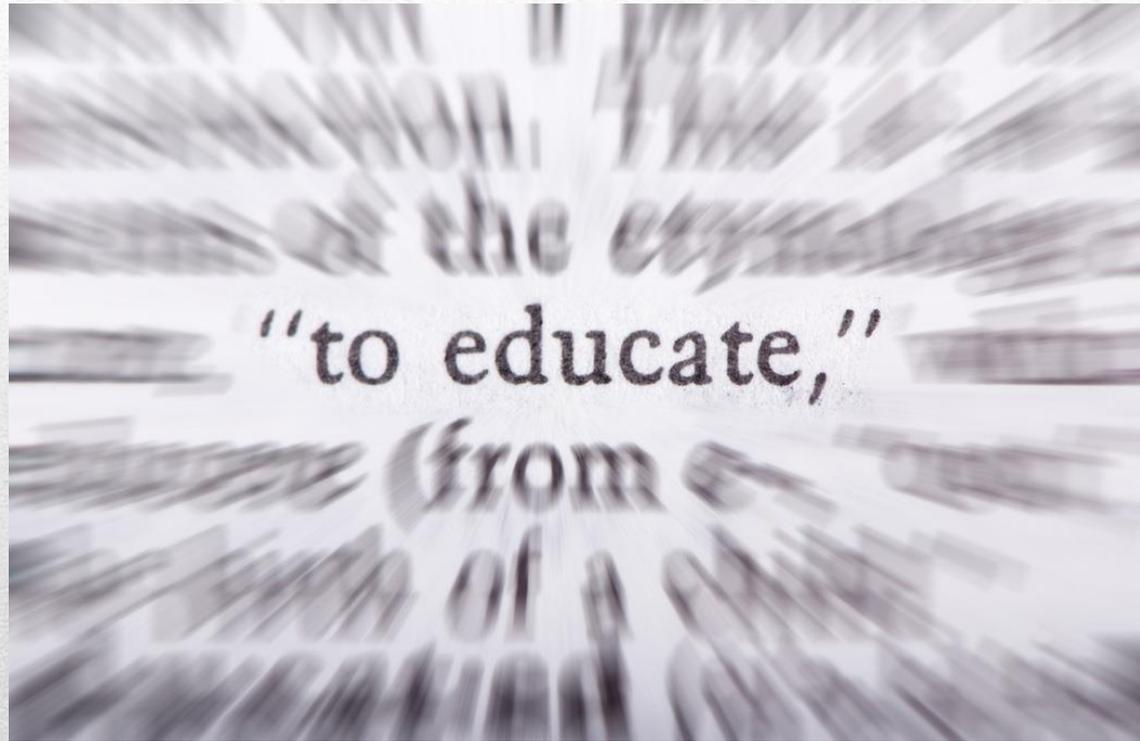
- Q: After reading an online news story about someone who was sexually assaulted, you notice a comment that someone posted, implying that the person deserved to get raped because of how they were dressed and how much they had to drink.
  - What do you do?
  - Possible response:
  - You can respond to the comment by expressing that it is never the survivors' fault if they are sexually assaulted. It does not matter what clothes they were wearing or how much they have had to drink—the responsibility lies with the person who chose to commit sexual violence, not the actions of the survivor.)
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- Q: You overhear a female supervisor where you work say that she wishes her boyfriend had a butt like a male employee she supervises.
  - What do you do?
  - Possible response:
  - You can talk with your supervisor directly or follow the steps to report the incident based on your workplace's sexual harassment policy.)
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- Sexual Harassment
- Sexual Assault
- Sexual Exploitation
- Stalking
- Coercion
- Physical Force
- Hate Crimes
- Threats
- Intimidation
- Domestic Violence
- Dating Violence
- Crimes
- Acts of Violence

Topics: What areas does this include?

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# Basic Review of Definitions

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## What is Sexual Harassment?

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- Unwelcome sexual advances, including requests for sexual favors or other verbal or physical conduct of a sexual nature constitutes sexual harassment
- Contact includes but is not limited to communication (in person, by phone, or by computer), following a person, and watching or remaining in the physical presence of the other person.

## What is Sexual Assault?

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- Any involuntary sexual act in which a person is threatened, coerced, or forced to engage against their will, or any sexual touching of a person who has not consented.
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## **What is Sexual Exploitation?**

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- Taking sexual advantage of another person without effective consent.
- Recording, photographing, transmitting, voyeurism, distributing, causing prostitution, knowingly transmitting sexually transmitted infection

## **What is Stalking?**

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- Any person who on more than one occasion engages in conduct directed at another person with the intent to place, or when he/she knows or reasonably should know that the conduct places the other person in reasonable fear of death, criminal sexual assault, or bodily injury to them or their family or household member.
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## **What is Coercion?**

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- Coercion is an unreasonable amount of pressure to engage in sexual activity. Coercion begins not when you make the sexual advance, but when you realize they do not want to be convinced and you continue to push.

## **What are Physical Threats?**

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- Force equated with violence or the use of a weapon constitutes physical force. No matter how slight, any intentional physical impact upon another, use of physical restraint, or the presence of a weapon constitutes the use of force.
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## **What is Intimidation?**

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- Intimidation can be defined as an implied threat, e.g., "If you don't sleep with me, I won't invite you to a party."

## **What is Domestic Violence?**

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- The occurrence of one or more of the following by a current or former family member:  
attempting to cause or causing or threatening another person physical harm, severe emotional stress, psychological trauma, rape or sexual assault, false imprisonment, etc.
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## What is Relationship Violence?

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- Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship will be determined based on a consideration of the following factors:
  - a. length of relationship
  - b. type of relationship
  - c. frequency of interaction between the persons involved in the relationship

## What is a Hate Crime?

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- Usually violent, prejudice motivated crime that occurs when a perpetrator targets a victim because of his or her perceived membership in a certain social group. Examples of such groups include but are not limited to: ethnicity, gender identity, language, nationality, physical appearance, religion, or sexual orientation
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These are general  
overviews... official and  
more detailed  
definitions will be listed  
in policies on line.

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*Once I know, see or am  
concerned...*

*What do I do?*

*Who do I contact?*

*Am I responsible for reporting?*

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DECISION TREE

Knowledge,  
Observation,  
Information

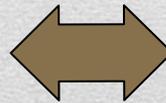
Is it more **TRAUMA**  
Related? You are  
concerned for  
emotions, ability to  
function, emotional  
safety of an  
individual.

Is it more **CRIME**  
Related? You are  
concerned for  
physical safety of  
the victim or  
others or laws  
violated.



# CRIME

Campus Security –  
(432) 4911  
Law Enforcement -  
911



Vice President  
Supervisor  
Residence Life

Report completed by ....

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**TRAUMA**

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graph TD; Trauma[TRAUMA] --> Counseling[Counseling]; Trauma --> Roles[Health Center, Pastors, VP, Security, Hospital]; Counseling <--> Roles;
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**Counseling**

**Health Center,  
Pastors, VP,  
Security,  
Hospital**

Safety trumps waiting for staff... do not hesitate to use 911.  
Report completed by ...

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- A student may disclose an assault to a staff member. In other instances, a student may not disclose, but faculty may notice changes in a student's behavior that suggest something might be wrong.
  - Lack of attendance
  - Incomplete or missing tests/assignments
  - Withdrawal
  - Increased risk taking (drinking, self harm)

# Recognize

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- Supportive – non-judgmental responses
- Listen and show compassion and concern
- If you suspect a student may have been impacted by a traumatic experience, but haven't received confirmation, it can be helpful to reach out to the student and simply ask if there is something wrong.
- It's important to remind the student that some disclosures need to be reported to the University. If the student would like further assistance, connect them with an office on campus where they can talk confidentially.

# Respond

- As first responder, faculty and staff's role is to help the student know there are resources that can help.
- Students who have experienced an assault should consider seeking medical attention.
- Students who report being in immediate danger or who want to report the crime should be referred to the police.

# Refer



# UNSURE?

**Contact Threat Assessment Team**– all entities will be *collaborating* to attend to the safety. Checkpoints are in place.

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## SCENARIO:

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- You have just observed someone breaking into a locked lab in the new science center.

## ACTIONS:

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- You call security.
- They arrive, investigate and gather information for a report.
- Report is filed by security and included in Campus Safety and Security Report (CLERY)

ISSUE: CRIME or  
TRAUMA?

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## SCENARIO:

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- A student stays after class and in conversation mentions that she is stressed out because her ex-boyfriend has been texting her for weeks and weeks and threatening to beat her up. She tells you she is afraid to be alone because he used to hit her in high school.

## ACTIONS:

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# CRIME OR TRAUMA?

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## SCENARIO:

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- A student stays after class and in conversation mentions that she is stressed out because her ex-boyfriend has been texting her for weeks and weeks and threatening to beat her up. She tells you she is afraid to be alone because he used to hit her in high school.

## ACTIONS:

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- Call counseling for appt.
- If refused, call RD on call for safety reasons
- Offer to call security to see what can be done
- You file a report on what you were told

**ISSUE: STALKING?  
HARASSMENT?**

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## SCENARIO:

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- You are an advisor for a first year student who reveals to you she attended an on campus party and was raped as she was leaving the dorm.

## ACTIONS:

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**CRIME OR TRAUMA?**

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## SCENARIO:

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- You are an advisor for a first year student who reveals to you she attended an on campus party and was raped as she was leaving the dorm.

## ACTIONS:

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- Encourage student to seek immediate medical and counseling assistance. If student refuses, suggest hospital.
- Encourage student to find out options from \_\_\_\_
- Report immediately to campus security. *CLERY reportable crime, Timely Warning needed?*
- You file a report on what you were told \*\*

## ISSUE:

# ASSAULT, VIOLENCE

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## MANDATED REPORTERS @ EMU

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- Faculty
- Staff
- Students
- Administrators
- Coaches

## EXEMPT FROM REPORTING @EMU

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- Counselors
- Pastors
- Nurses
- Doctors

# REPORTING

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- Date of incident
- Location – on campus or off
- What you were told, observed, know.
- If you give names, those named will be contacted for follow up.
- There will be a clear way to report on line.
- Yes, you must report any incidents as described in this training.

# What You Report

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*TAKE A LOOK... YOU DECIDE*

<https://www.youtube.com/watch?v=M7msdF8kGk4>

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## SCENARIO:

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- You are walking to class one day and see a couple on a bench arguing.
- They get louder and you see the male pull the arm of the female back to him as she attempts to walk away.
- She is crying, he is yelling.

## ACTIONS:

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**CRIME OR TRAUMA?**

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## SCENARIO:

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- You are walking to class one day and see a couple on a bench arguing.
- They get louder and louder you see the female attempt to walk away and the male pull her arm and yank her towards him and force her to sit back down..
- She is crying, he is yelling.

## ACTIONS:

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- Walk over, attempt to help?
- Refer them to counseling?
- Try to talk to female or male alone?
- Walk away, call Security?
- Report?

# ISSUE: POSSIBLE RELATIONSHIP VIOLENCE

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- Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship will be determined based on a consideration of the following factors:
  - a. length of relationship
  - b. type of relationship
  - c. frequency of interaction between the persons involved in the relationship

# Definition of Relationship Violence

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# CRUCIAL BYSTANDERS

You may have noticed a theme of “what would you do?” and “how people react” ...

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- Raise awareness of helping behaviors and increase motivation to help
- Develop skills and confidence when responding to problems or concerns
- Seek to engage bystanders, through awareness, education and skills-practice, in proactive behaviors that establish intolerance of violence as the norm and encourage reactive intervention in high-risk situations, resulting in the ultimate reduction of violence.

# Bystander Training

## Fall 2014

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# TWO KINDS OF REPORTING...

1. For immediate reporting - This is about physical and emotional safety of an individual. Think of this as your first action. Report situation to security, counseling, health services – IMMEDIATE NEED
  2. For documentation and recording – A form needs to be completed on line that immediately goes to appropriate personnel. Think of this as your second action for documentation purposes. – REQUIRED RECORDS
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# ABOUT 911...

Life and health always trump waiting for staff to arrive – that is when 911 is your option. There is a difference between emergency and reporting!

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# DUPLICATE REPORTS?

Checkpoints will be in place. If you have a question, fill it out anyway!

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# AFTER YOU REPORT...

How will you know what happens?

You may be contacted for more information.

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# WHAT IF?

The person does not want me to ...

I am not sure who to ...

New climate.....

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- POLICIES and PROCEDURES
- REPORTING LINK
- TRAINING PROGRAMS, TESTING AND COMPLIANCE MEASURES
- CLERY REPORT – CAMPUS SAFETY AND SECURITY



# What can I access on line?

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- Changing landscape:
  - Increase awareness and safety measures
  - Prepare us for responses
  - Keep us in compliance for reporting

Which will mean other focused trainings from time to time.

- Bystander Training
- Prevention: Violence, Assault, Harassment
- Sexual Misconduct Reporting
- Campus Surveys
- Departmental Discussions Upon Request

