




# Sexual Harassment and Sexual Violence, Part 2: How Deans and the campus community work together

Presiding: Dr. Lesley Rigg, University of Calgary

**Panelists:**

Dr. Bernadette T. Muscat, California State University, Fresno  
Dr. Perla Myers, University of San Diego  
Dr. Monica R. Cowart, Merrimack College



## Lesley Rigg, University of Calgary

- Dean, Faculty of Science, University of Calgary
- Professor of Biological Sciences
- Co-Chair of the Sexual Harassment and Sexual Violence Implementation Committee, UofC
- Former Co-Chair of The VAWA Taskforce (@ Northern Illinois University)
- Certified Rape Aggression Defense Instructor



## Sexual Assault Statistics in Canada

### A Numerical Representation of the Truth

- Of every 100 incidents of sexual assault, only 6 are reported to the police
- 1 - 2% of "acquaintance" sexual assaults are reported to the police
- 1 in 4 North American women will be sexually assaulted during their lifetime
- 11% of women have physical injury resulting for sexual assault
- Only 2 - 4% of all sexual assaults reported are false reports
- 60% of sexual abuse/assault victims are under the age of 17
- over 80% of sex crime victims are women
- 80% of sexual assault incidents occur in the home
- 17% of girls under 16 have experienced some form of incest
- 83% of disabled women will be sexual assaulted during their lifetime
- 15% of sexual assault victims are boys under 16
- half of all sexual offenders are married or in long term relationships
- 57% of aboriginal women have been sexually abused
- 1/5th of all sexual assaults involve a weapon of some sort
- 80% of assailants are friends and family of the victim

<http://www.sexassault.ca/statistics.htm>



## The Situation at Universities in NA

- It is estimated that the percentage of completed or attempted rape victimization among women in higher educational institutions may be between 20% and 25% over the course of a college career.
- Among college women, 9 in 10 victims of rape and sexual assault knew their offender.
- Almost 12.8% of completed rapes, 35% of attempted rapes, and 22.9% of threatened rapes happened during a date.
- 2.8% experienced either a completed rape (1.7%) or an attempted rape (1.1%) during the six-month period in which the study was conducted. Of victims, 22.8% were victims of multiple rapes. If this data is calculated for a calendar year period, nearly 5% of college women are victimized during any given calendar year.
- It is estimated that for every 1,000 women attending a college or university, there are 35 incidents of rape each academic year.
- Off-campus sexual victimization is much more common among college women than on-campus victimization. Of victims of completed rape 33.7% were victimized on campus and 66.3% off campus.
- Less than 5% of completed or attempted rapes against college women were reported to law enforcement. However, in 2/3rds of the incidents the victim did tell another person, usually a friend, not family or school officials.

<http://www.nsvrc.org/saam/campus-resource-list#Stats>

**UNIVERSITY OF CALGARY**

## Women Are Harassed Out of Science

- 2015 report: one in three women science professors reported sexual harassment

Perpetrator Type	Percentage
Unaffiliated	19%
Lower in the hierarchy	19%
Peer	14%
Superior in the hierarchy	48%

- Survey of Peers in Fieldwork Highlights an Unspoken Risk

**FRESNO STATE**  
Discovery. Diversity. Distinction.

**Dr. Bernadette T. Muscat**  
California State University, Fresno

- Interim Associate Dean, College of Social Sciences, California State University, Fresno
- Professor of Criminology, Victimology Emphasis
- Member of the Title IX Multidisciplinary Team
- Member of the Campus Community Response Team
- Co-Director of the Violence Prevention Project
- Former Victim Advocate

- A broad array of individuals representing campus and community partners who work together
  - Awareness
  - Training
  - Advocacy
  - Campus and Community Service Provision
  - Policy
  - Research and Campus Climate Surveys
  - Case Reviews
  - Victims' Rights

- Victim Advocate
- Title IX Officer
- Student Conduct Officer
- Campus Police
- Health and Psychological Services
- Student Affairs (e.g., Housing, Culture and Gender Centers, Athletics)
- International Students Representative
- Human Resources
- Faculty and Staff
- Administrators

**FRESNOSTATE**  
Discovery. Diversity. Distinction.

**Community Partners**

- Victim Service Providers
- Law Enforcement
- District Attorney's Office
- Allied Professions

**FRESNOSTATE**  
Discovery. Diversity. Distinction.

**Role of Victim Advocate**

- Direct service provision
  - Campus Services
    - Hotline
    - Safety Concerns
    - Medical and Mental Health
    - Courses and Notifications
    - Housing
    - Withdrawal
  - Community Services
    - Medical
    - Mental Health
    - Court Accompaniment
    - Liaison to Victim Services and Criminal Justice System
- Confidentiality

LMR7

**FRESNO STATE**  
Discovery. Diversity. Distinction.

**Role of Title IX**

- Investigation
- Reporting
- Awareness and Training

**FRESNO STATE**  
Discovery. Diversity. Distinction.

**Underserved Populations**

- LGBTQ Students
- Male Victims
- Victims with Disabilities
- Commuter Students
- Non-traditional Students
- International and Culturally Diverse Students
- Victims of Hate/Bias Crime

**Slide 11**

---

**LMR7** issuing no contact and stay away orders, interim remedies to address hostile environments  
Lisa M. Risch, 10/18/2016

- Right to be Informed
- Right to Notification
- Right to be Heard and Victim Impact Statements
- Right to be Present and Meaningful Consultation
- Right to Participation
- Right to Reasonable Protection and Safety
- Right to Testing for STIs and HIV
- Right to Compensation and Restitution
- Right to Full Array of Services
- Right to Interim Remedies
- Right to Enforcement of Victim's Rights



- Associate Dean, College of Social Sciences, University of San Diego
- Professor of Mathematics
- Member of the Sexual Violence Prevention Response Steering Committee





# CARE Ambassadors

## Sexual Misconduct and Relationship Violence: Faculty Prevention and Response Education



## Our Wonderful Team of CARE Faculty Ambassadors:



College of A&S   School of Peace & Justice   School of Engineering   College of A&S   School of Law   College of A&S   School of Business   College of A&S   Continuing Education



School of Leadership and Education Sciences   School of Nursing   College of A&S   Library   College of A&S   College of A&S   School of Business   College of A&S



## Our Fantastic Support System



## Efforts to educate faculty

- CARE Faculty Ambassador Program
- Presentations at faculty events/trainings
- Online Training
- Marketing Materials
- Spring Workshop:
  - *“When your Student Discloses: Faculty Response to Sexual Misconduct and Relationship Violence”*



## The Role of a CARE Faculty Ambassador

- Communicate consistent information to faculty colleagues regarding their role in responding to sexual misconduct and relationship violence to:
  - prevent sexual misconduct and avoid situations that could be construed as sexual harassment
  - direct students and community members to available and appropriate campus resources



## The Role of a CARE Faculty Ambassador

- Explain the value and importance of education to make the campus safe from sexual misconduct and relationship violence
- Encourage completion of basic training and participation in workshops
- Educate faculty on issues, services, processes, protocols and resources, and provide updates




## 2016-2017 Commitment of Ambassadors

- Attend CARE Faculty Ambassador Meetings and Trainings
- Provide information and lead 5-20 minute discussions at faculty events (2-4 per year)
  - Faculty meetings, LLC directors, preceptors, preceptorial assistants trainings, Senate meeting, College/School Events, Adjunct faculty receptions, New faculty orientation
- Support student events
- Visit a CARE Advocate Meeting during the year



## CARE Faculty Ambassador Presentations: A Scenario

A student in your office hours confides that he/she was sexually assaulted by her/his roommate's friend. Your student insists he/she just needed to share the information with someone, and does not want you to do anything further. What should you do?



# Marketing Materials for Faculty

### CARE Cards:

#### Responding to Sexual Assault: A Guide for Faculty & Staff

**If someone says they were sexually assaulted:**

- Listen
- Remain calm
- Believe them
- Don't say "I would have/shouldn't have"
- Avoid language that blames the victim

**Next steps:**

- Thank you for sharing that with me
- What is important now is how I can be here for you
- You are not alone
- What happened is not your fault
- I will connect a CARE Advocate who will be here shortly to provide you with information, guidance and support, and to review your options

**What to do if the person has not stated that they have been sexually assaulted but is asking for information:**

- Inform them that as a Responsible Employee you need to report any sexual assault that you become aware of
- Offer and present full of options to them - offering both on and off campus resources, and outlining confidential and non-confidential reporting options
- Make them aware of the Sexual Misconduct & Relationship Violence Reporting & Response Protocol available at [www.usd.edu/care](http://www.usd.edu/care)
- Let them know that you are available in case they need more information or assistance

**If you become aware of a sexual assault, you must report:**

- Inform them that you need to contact a CARE Advocate
- Advise them that they can choose whether or not to talk with Public Safety or SOPO after they meet with an advocate
- Let them know that you are available in case they need more information or assistance

**What is a CARE Advocate?**

- Provides support to USD students who may have been impacted by sexual assault, sexual exploitation, harassment, and/or partner violence
- Help answer questions about the multiple processes involved in reporting
- Facilitate accommodations requests to resources and assist in accessing accommodations
- Available to accompany students to Public Safety, and/or an interview with Law Enforcement

**CARE**  
University of San Diego  
[www.usd.edu/care](http://www.usd.edu/care)

#### Confidentiality Chart

**Non-Confidential**

**CARE Advocate:**  
(916) 260-2222 (24 hours / 7 days a week)  
[usd@usd.edu/CARE](mailto:usd@usd.edu/CARE)

- Provides immediate support information and support services on part of campus
- Documents all information provided to student. Files will be kept by Title IX Coordinator
- Mandatory report to Public Safety

**Public Safety**  
619-360-2222

- CARE Advocate contacted to be present
- Mandatory report to SOPO
- Formal (SAR) report: Penetration and Stipulation

**Title IX Coordinator**  
619-260-4094

- Responsible for meeting with students about options for completed resolution and the way in which USD responds in instances of sexual assault and exploitation.

**Confidential**

**Controlling Officer**  
Campus Police  
619-260-4633  
619-260-2222 (after hours)

**Faculty/Student**  
Faculty/Student may call the Counseling Center, to arrange a session with the counselor. Students can also go to the University of San Diego to schedule an appointment.

- Confidential consultation
- Incident not reported to Public Safety unless student agrees

**Off-Campus Ministry**  
University Center for  
619-260-4070

- Confidential consultation with pastoral counselors or clergy
- Does not include Resident Ministry
- Incident not reported to Public Safety unless student agrees


**Public Safety Anonymous Report Form**  
Available at [www.usd.edu/care](http://www.usd.edu/care)

- Responsible Employees cannot use this form
- Open to students who have not disclosed information to a Responsible Employee


**Center for Community Solutions, Hope Crisis Center**  
619-260-4070

- Confidential on-campus resource
- Students can call the 24/7 crisis hotline at 1-888-6VLANK (1-888-365-4627)

### Break Room Posters:



**CARE**  
University of San Diego



# Feedback

#### CARE Faculty Ambassador Presentation Report

Name of CARE Faculty Ambassador: \_\_\_\_\_ Date: \_\_\_\_\_

Event/meeting for presentation: \_\_\_\_\_

Length of the presentation: \_\_\_\_\_ Number of people present (please include sign-in sheets): \_\_\_\_\_

What worked well at this presentation?

What could be improved for the next presentation?

What resources/information would be useful for your next presentation?

Follow up needed and questions that still need to be answered. If you would like, you may collect questions on index cards:

Other comments/suggestions:

#### CARE Faculty Ambassador Presentation Sign-in Sheet

Name	College/School	Position	Are you interested in getting more involved in Sexual Assault & Relationship Violence Prevention & Response Education efforts?
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			
16.			
17.			
18.			
19.			
20.			
21.			
22.			
23.			
24.			
25.			



MERRIMACK  
COLLEGE

## Dr. Monica R. Cowart, Merrimack College

- Associate Dean, School of Liberal Arts
- Professor of Philosophy & Licensed Mental Health Counselor
- Former Director of the North Shore Rape Crisis Center
- Clinical Supervisor for area RCC Hotline staff & volunteers
- Private Practice (PTSD, SA and trauma specialization)
- Member of Board of Directors –Jane Doe, Inc.  
(MA state coalition to end sexual assault & domestic violence)



MERRIMACK  
COLLEGE

## The Academic Dean's Office, Sexual Assault Prevention & Advocacy:

Utilizing External Partners to Create a Campus-wide  
Trauma-informed Response



MERRIMACK  
COLLEGE

## Role of the Academic Dean's Office

- Some argue that there is not a major role for an Academic Dean's Office to play in creating or taking part in initiatives to end sexual assault on campus.
- My goal is to discuss possible internal strategies that enable the Dean's Office to become a crucial part of a campus-wide plan.
- I also will focus on how partnering with external experts, such as Rape Crisis Centers and coalitions, will increase the effectiveness of these plans.



MERRIMACK  
COLLEGE

## Trainings from the Dean's Office

- Include trauma-informed trainings for new academic Chairs & Directors as part of any administrative leadership program
- Identify and Address Myths Regarding Campus Sexual Assault that negatively influence faculty/student interactions
- View Academic Board Cases from a trauma-informed lens (when needed)





MERRIMACK  
COLLEGE

## Coordinate with Faculty

- Experiential and Service Learning opportunities on campus and beyond
- Course materials and assignments that discuss rape culture, advocacy, trauma-informed care, bystander intervention, etc.
- Outside speakers (faculty and non-academic) to present at events
- White Ribbon Day & Take Back the Night



MERRIMACK  
COLLEGE

## Create a Faculty Community

- Offer Micro-grants to develop course content and project-based learning experiences (tie these directly mission)
- Create faculty learning communities to coordinate academic efforts and discuss teaching challenges specific to content on sexual assault and oppression
- Use the Dean's Office to connect the Academic side with the Student Affairs side (e.g., monthly meetings)
- Help faculty use recent events in the news as a way to generate discussion





MERRIMACK  
COLLEGE

## Partner with your local RCC

- Local Rape Crisis Centers are important partners for direct services and prevention efforts on campus (Sign MoU to clarify roles).
- Offer free and confidential medical advocacy, counseling, 24/7 hotline, and prevention efforts
- Provide trainings for campus police and campus mental health counselors
- Help with Bystander Intervention Programs at First Year Orientation
- Internship and Service Learning Opportunities
- Offer Rape Crisis Counselor Certification as part of Master's program in Clinical Mental Health Counseling



MERRIMACK  
COLLEGE

## Partner with your State Coalition

- Serve on Board of Directors for state coalition to end sexual assault
- Learn about advocacy efforts and how this legislation might connect with graduate and undergraduate programs
- Cultivate internships and collaborate on project-based learning opportunities of differing lengths (during sexual assault month, the semester, or the year)
- Find out the legislative cycle
- Attend national conferences (e.g., National Sexual Assault Conference)



MERRIMACK  
COLLEGE

## Address Recent Political Challenges

- Recognize possible confusion caused by political conversations that perpetuate a misunderstanding of the definition of sexual assault
- Help professors understand that certain assignments can trigger student survivors (e.g., if required to listen to political conversations that perpetuate myths/victim blaming)
- Try to clarify issues and support survivors without seeming to support a specific candidate
- Relate political events to rape culture and use them as “teaching moments” to improve campus culture



UNIVERSITY OF  
CALGARY

## Summary and Questions

