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
- 1/5th of all sexual assaults involve a weapon of some sort
- 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
- 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
Women Are Harassed Out of Science

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

- Survey of Peers in Fieldwork Highlights an Unspoken Risk

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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
Multi-Disciplinary Teams

- 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

Campus Partners

- 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
Community Partners

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

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
Role of Title IX

- Investigation
- Reporting
- Awareness and Training

Underserved Populations

- LGBTQ Students
- Male Victims
- Victims with Disabilities
- Commuter Students
- Non-traditional Students
- International and Culturally Diverse Students
- Victims of Hate/Bias Crime
issuing no contact and stay away orders, interim remedies to address hostile environments
Lisa M. Risch, 10/18/2016
## Victim’s Rights

- 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

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**Dr. Perla Myers, University of San Diego**

- 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”
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

- 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
- Confidentiality Chart
- CARE

**Break Room Posters:**
- If a student shares information about an incident of sexual misconduct or relationship violence

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**Feedback**

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

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<th>Name of CARE faculty ambassador</th>
<th>Date</th>
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<td>Email for presentation</td>
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<td>What was included in presentation?</td>
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<td>What could be improved for next presentation?</td>
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<td>What resources/information would be useful for your next presentation?</td>
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<td>Notes or questions that need to be answered</td>
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<td>More comments/suggestions</td>
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<th>Other feedback or comments</th>
<th>Recommendations for improving CARE support, training, and resources for faculty</th>
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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)

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

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

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)
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

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
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

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)
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

Summary and Questions