



Interpersonal Violence Prevention, Response, and **Responsible Employees' Role**

Western Oregon University

2020

Content Advisory



Please practice self-care



WOU SMPEC

(Sexual Misconduct Prevention and Education Council - formerly WOU CASA)

- ▶ WOU CASA program was funded through a grant from the U.S. Department of Justice, Office on Violence Against Women.
- ▶ We are continuing where WOU CASA left off with the purpose to coordinate campus prevention and response to **sexual assault; interpersonal, dating, and domestic violence; and stalking.**
- ▶ Coordinated community response to these crimes on campus is an effective tool in responding to and eventually ending violence prevention on college campuses



TITLE IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under **any** educational program or activity receiving federal financial assistance.”

Title IX of the Education Amendments of 1972

All Students, regardless of sexual orientation, gender identity, disability, race, citizenship, religion, etc.

Sexual Harassment, including sexual violence, is a form of sex discrimination covered by Title IX.



Who are Responsible Employees?

- All Employees of WOU
- Student Employees (PLUS Team for example)

Who are NOT Responsible Employees?

- Counselors at the Student Health and Counseling Center
- Professional Staff at Abby's House
(this position is currently vacant)

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What incidents need to be reported?

- Stalking
- Dating Violence
- Intimate Partner Violence
- Sexual Harassment
- Sexual Assault
- Rape



What is Consent??

- Consent is informed, knowing, and voluntary.
- Consent is active, not passive.
- Silence, in and of itself, cannot be interpreted as consent.
- Consent can be given by words or actions as long as those words and actions create mutually understandable permission regarding the conditions of sexual activity.

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Consent ... continued ...

- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationship or consent cannot imply consent to future sexual acts.
- Ability to give clear consent (not impaired by alcohol, drugs, disability, or injury).
- Consent can be withdrawn at any point in the ongoing behavior.

RESPONSIBLE EMPLOYEE... WHAT TO DO

- ▶ All employees (including student employees) are responsible employees (aka mandatory reporters). You must inform the student that you need to report what they tell you.
- ▶ Your statement to the student should be similar to:
"I need to tell you that I am considered a responsible employee. If someone shares something with me, I must inform the university. I don't want to scare or intimidate you, but your personal safety and overall health is our number one concern. The reason we do this is to make sure you are able to get all the help and support you need. If you do not want details of what occurred included or are not interested in making a complaint at this time, you have the right to maintain your privacy. I will only include what you confide in me."

How do I make a report?

- Online or paper reporting form
- Form is only used as an “anonymous” report form when submitted by a student
- <http://www.wou.edu/student/sexual-misconduct-resources/anonymous-report-form/>

Division of Student Affairs

Home » Sexual Misconduct Resources » Anonymous Report Form

SERVICES POLICIES & FORMS NATIONAL STUDENT EXCHANGE (NSE) WOLF RIDE CARE TEAM SEXUAL MISCONDUCT RESOURCES STAFF

ANONYMOUS REPORT FORM

STUDENT AFFAIRS HOME

DEPARTMENTS

SERVICES

VETERAN SERVICES

ANONYMOUS REPORT FORM

Sexual or Relationship Violence Incident

REPORTER INFORMATION

Reminder: Employees of WOU are considered required reporters, thus the anonymous option is not available (unless the employee is the person who was harmed).

Your Full Name or Anonymous *

Your Phone Number

DID YOU * Experience this situation
 Know someone who experienced this situation

Select the appropriate box.

INVOLVED PARTIES

Involvement parties may include: students, employees, or advisers, as well as clubs, groups, organizations, or teams. You can use this form to identify non-WOU individuals as well. If you are unsure, please describe the person or people below.

Involvement Parties *

What if a student confides in you?

- ▶ “Your other option is to talk to a counselor at the Student Health and Counseling Center or a confidential advocate at Abby’s House. In most cases, they will not report what you tell them.”
- ▶ Explain: reporting is required so we can be sure provide the help that they need and make sure they are safe.
- ▶ Ultimately the person making the complaint has control over what happens to the reported information.



What do you do if a student comes to you with a report:

- Most important – listen!
- Affirm –
 - I believe you
 - you did not deserve it
 - this is not your fault
- Help determine the level of safety a student feels:
 - Immediate personal safety
 - Community personal safety
 - Future personal safety



Resources on Campus

- ▶ Student Health and Counseling Center
 - ▶ The power of the word ***crisis***
 - ▶ ***SANE services now available at SHCC!***
 - ▶ *Medical, Counseling, and Wellness Services*
 - ▶ *Counseling is FREE to students*



Resources on Campus

➤ Campus Public Safety

- Available 24 hours a day, 365 days a year
- Will safely **escort** students on campus
- If survivor chooses to report, CPS will come to them.
- Can assist with local law enforcement, if survivor wishes.



Resources on Campus



Abby's House

- ▶ Student Advocates trained to assist their peers
 - ▶ Confidential Advocacy with professional staff
 - ▶ Resources for survivors, friends of survivors, etc.
 - ▶ Connections with community organizations
- 



Reiterating...

- Listen and Affirm
- Reach out to Resources
 - Health and Counseling Center
 - Abby's House
 - Campus Public Safety
 - Conduct Office
- The Survivor is making the choices; we are just there to show the potential routes on the journey.
- Check in with yourself!



Questions?