



# **Sexual Misconduct Prevention Strategic Plan Launch**

Presentation to the Board of Trustees

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Student Affairs Virtual Case Study  
Bowling Green State University

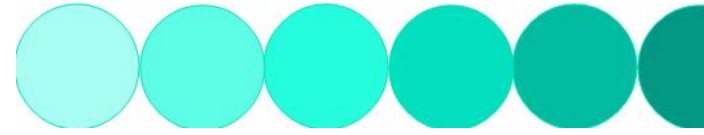
# Institutional Context



- Mid-size regional university  
(12-14,000 students)
  - Open campus
  - Residential
- Location
  - Midwest
  - Rural; 20,000 town population, low-crime community
- Gender Breakdown
  - Women: 51%
  - Men: 48%
  - Trans\*: <1%
  - Non-specified: <1%



# Introduction to Strategic Plan



In response to the recent federal policy changes as well as an increase in the prevalence of sexual misconduct on our campus, our committee, the Sexual Misconduct Prevention Task Force, has worked to develop a strategic plan to address these key issues.

Guided by best practices and benchmarking, the Task Force has identified specific goals and developed specific initiatives to meet these goals which are outlined in this presentation. Please note, however, that this is a not a comprehensive list of all sexual misconduct prevention activities that are taking place on our campus but instead the focus of the Task Force's work.

Utilizing the guidelines of the Campus Sexual Violence Elimination Act<sup>1</sup>, we worked to address the specific needs of victims/survivors of sexual violence and the accused, while also paying close attention to the campus culture and community standards around these issues.



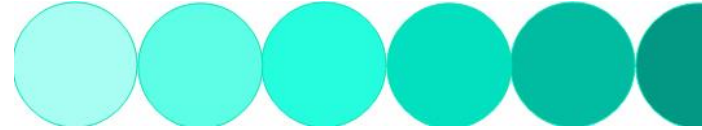
# Goals of Task Force



1. Deliver ongoing educational programming on sexual violence prevention and assess the effectiveness of existing educational intervention efforts.
2. Positively shape a campus culture of inclusion and safety that encourages advocacy for sexual assault survivors and allies.
3. Ensure university policy is congruent with federal law to protect the rights of all parties.

Each of these goals corresponds to a focus area of our work that will be described later.

# Task Force Representatives<sup>2</sup>



- Academic Affairs (1)
- Athletics (1)
- Counseling (2)
- Disability Services (1)
- Office of Multicultural Affairs (1)
- Fraternity and Sorority Life (1)
- Health Services and Student Wellness (1)
- Title IX Coordinator (1)
- Housing and Residence Life (2)
- LGBTIQ Resource Center (1)
- Public Safety (1)
- Dean of Students (2)
- Students (2)
- Women's Center (1)
- At-Large (2)

*"I chose to join this Task Force to give back power to those who may feel powerless, to empower other students to be activists against sexual violence, and to challenge misconceptions and myths around sexual misconduct." -Jane Shabazz, Alumni Member At-Large, Class of 1999*

# Consent Defined<sup>3</sup>



To frame our work, the Task Force has constructed the following definitions to guide our efforts:

Any sexual acts without effective consent may be considered sexual misconduct. Failure to obtain effective consent greatly increases the risk of sexual assault. Engaging in any sexual activity with a person whom one knows is or appears to be incapacitated or otherwise unable to give consent is prohibited.

The following are essential elements of effective consent:

- **Informed:** both parties demonstrate a clear and mutual understanding of exactly what they are consenting to.
- **Freely and actively given:** there is no coercion, force, threats, intimidation, or pressuring.
- **Mutually understandable:** expressed in words or actions that indicate a clear willingness to do the same thing, at the same time, in the same way, with each other.
- **Consent is situation-specific:** consent may be withdrawn at any time, and at that time all sexual activity must cease unless and until additional effective consent is given.

It is the *responsibility of the person* who wants to engage in the specific sexual activity to make sure that ze\* has received effective consent before initiating such sexual activity.

\*"ze" is an inclusive gender pronoun

# Consent is NOT<sup>3,4</sup> ...



- **Body language:** One can never assume by the way someone dresses, smiles, or looks that ze wants to have sex.
- **Power differentials:** When one person holds a great deal of power over another person (i.e., boss/employee or professor/student) it is difficult to be sure that the difference of power is not influencing sexual interactions between these people. Use of coercion—a tactic used by perpetrators to intimidate, trick, or force someone to have sex with hir\* without physical force—does not imply consent.
- **Dating relationships or previous sexual activity:** Simply because two people have had sex before does not mean that consent is automatically present. Both must always feel they have the right to say no to sex. Even in marriage or domestic partnerships, consent can never be assumed.
- **Silence:** Silence is never consent. If a person does not verbally say no, it does not mean that ze means yes.
- **Consent is not assumed:** It is never acceptable to assume that consent is given. Consent to one form of sexual activity does not necessarily imply consent to other forms of sexual activity, and it can never simply be assumed.
- **Being drunk:** Alcohol consumption can render a person incapable of giving consent. Alcohol is often used as a weapon to target individuals and is used by perpetrators to excuse their own actions, but laws apply to a perpetrator regardless of whether or not the person was drinking.

\*"hir" is an inclusive gender pronoun

# Education



Education Program Type	Lead Collaborators
<p><b>Orientation:</b> During orientation, all incoming students will view a 30-minute Sociodrama play which will draw attention to common transition issues, including appropriate sexual conduct and issues of sexuality, highlighting on-campus resources available to students working through similar challenges.</p> <p>After the presentation, representatives from the Task Force will participate in a Q&amp;A panel to discuss some of the scenarios and answer questions from the audience.</p>	<ul style="list-style-type: none"><li>- Dean of Students</li><li>- Housing and Residence Life</li></ul>
<p><b>Pre-Enrollment:</b> Once students complete on-campus orientation, they will receive the weblink to the Sexual Assault Prevention Training module produced in conjunction with <a href="#">Catharsis Productions</a>.<sup>5</sup> Students will be required to complete this module ten days before the beginning of their first-semester.</p> <p>*All incoming employees must complete a similar training, as well.</p> <p>Catharsis Productions provides innovative tools and programs that help reduce sexual violence and empower communities to create cultures that challenge corrosive gender and racial norms. This high-energy and research-driven online module will engage and inspire the students through humor and a dynamic style. <a href="#">Preview one of the Catharsis Online Modules here.</a></p>	<ul style="list-style-type: none"><li>- Disability Services</li><li>- 2 Student Representatives</li></ul> <p>Please note: Although there are lead collaborators on each project, all members of the Task Force are welcome and encouraged to contribute. Additionally, the Task Force works to encourage and welcome ideas from all over campus.</p>



# Education (cont.)



## Education Program Type

**Each Month:** The Task Force will tackle different myths about sexual violence through short, impactful videos posted on YouTube and shared through the institution's and the Sexual Misconduct Prevention Task Force's Facebook pages, Twitter accounts, and Tumblr.

*Some myths that may be debunked: Rape is just rough sex; Women cry rape to gain revenge; Boys and men aren't victims; Homosexuals usually are the perpetrators of sexual abuse of boys/boys who are abused will become homosexuals; Rape is motivated by lust; and Rape only happen in bad parts of towns, at nights, or by strangers.<sup>6</sup>*

All campus constituents will be encouraged to engaged in our social media campaign by using the **#myCONSENTisYES** to raise awareness of sexual violence, prevention methods, and personal stories about their experiences as active bystanders against sexual violence.

**Catharsis Productions of "Sex Signals":**<sup>5</sup> In October, the feature program will be an on-campus, interactive live performance of Catharsis Productions "Sex Signals," which has become one of the most popular programs on sexual assault awareness among colleges. It differs from traditional sexual assault prevention programs in that it incorporates improvisation, humor, education, and audience interaction to provide a provocative look at dating, sex, and the core issue of consent. [Preview a six-minute demo of "Sex Signals."](#)

## Lead Collaborators

- Each month a different Task Force Member takes responsibility for upcoming videos
- Twitter Feed: Counseling Center




# Education (cont.)



Education Program Type	Lead Collaborators
<p>In conjunction with Sexual Assault Prevention Month (SAP), the Task Force sponsors SAP Series in April, which will include:</p> <p><b><u>The Clothesline Project (CP)</u></b><sup>7</sup>: CP serves as both an outlet for survivors/victims and a visual testimony to the prevalence of sexual violence within our community. The Task Force will bring CP to campus once during the fall semester as well as during SAP. The Task Force plans to sponsor both t-shirt making events as well as organizing a T-Shirt installation in the Campus Union during April.</p>  <p><b><u>My Story: Real Life Monologues</u></b>: This event is a play off of <i>Vagina Monologues</i> and is a performed compilation of anonymous narratives about a wide range of issues from sexuality to social identities to sexual misconduct to stories of sexual assault survival.</p> <p><b><u>Sexual Assault Survivors and Allies Panel</u></b>: Following My Story, the cast members will be joined by survivors of sexual assault and prevention allies for a reception and panel discussion regarding their experiences.</p>	<ul style="list-style-type: none"><li>- Women's Center (CP)</li><li>- Counseling Center (CP)</li><li>- Office of Multicultural Affairs (My Story)</li><li>- LGBTIQ Resource Center (Panel)</li></ul> <p>For each event during SAP Series, the Task Force will have representatives from the Counseling Center to support students who are triggered by the topics and discussions.</p>

# Education (cont.)



Education Program Type	Lead Collaborators
<p><b>SAP Series (cont.)</b></p> <p><u><b>Annual Keynote Speaker and Luncheon:</b></u> During our inaugural luncheon at the end of April, we will host Tanya Brown, younger sister of the late Nicole Brown Simpson, to campus. She speaks all around the world educating communities on strategies for domestic violence and sexual assault prevention. A certified life coach, Brown helps others help themselves by providing tools for heightened mental clarity and awareness. Just because April comes to a close, it does not mean that a focus on sexual assault prevention ends, and Brown will help our community strategize and stay focused on this ever-present issue. <a href="#">Read more about Tanya Brown.</a><sup>8</sup></p>	<p>- Dean of Students</p>  <p>Tanya Brown</p>

# Assessment



**Needs-Based Assessment:** The Task Force will conduct on-going assessment of the needs of our campus, regarding the prevalence of sexual misconduct, level of knowledge regarding sexual misconduct, and attitudes towards sexual misconduct. The results of this will inform the types of educational programming needed on campus.



- Academic Affairs
- Housing and Residence Life
- Health Services and Student Wellness

**Outcomes-Based Assessment:** Each educational program will be assessed using an outcomes-based method determined by the lead collaborators of the specific programs.




- Individual Program Coordinators

**Program Review:** Every four years, we will bring in identified external reviewers to do an extensive program review of the Sexual Misconduct Prevention Task Force and its initiatives.

- Chair of Task Force
- External Reviewer


# Campus Culture



Program Type	Lead Collaborators
<p><b><u>Empowerment Blog:</u></b> Campus constituents will be encouraged to visit and contribute to a blog that provides information about sexual violence. It is our hope that members of our community will share personal experiences as active bystanders, what shocks them the most about the facts we post, etc. We hope they will re-blog items posted by the Task Force to spread awareness. Various campaigns will be held that empower survivors and show the Task Force's stand against sexual violence.</p> <p>  </p>	<ul style="list-style-type: none"><li>- Title IX Coordinator</li><li>- Fraternity and Sorority Life</li></ul>
<p><b><u>Masculinity Series:</u></b> Using O'Neil's Gender Role Conflict Model<sup>9</sup>, this series will look at the socialization of men and the ideology and norms of masculinity that influence sexual misconduct. The series will debunk myths and norms of masculinity to create an environment where men are willing to confront other men about sexual misconduct or sexist acts.</p>	<ul style="list-style-type: none"><li>- Public Safety</li><li>- Athletics</li></ul>

# Campus Culture



Program Type	Lead Collaborators
<p><b><u>Sexual Assault and Relationship Peer Educators (SARPE):</u></b> A small staff of undergraduate students will be trained on educating others about sexual violence prevention, myths, and how to be an active bystander. Various offices and student organizations can request a SARPE to facilitate various educational conversations, workshops, and trainings.</p>	<p>- Housing and Residence Life</p> 
<p><b><u>Self-Defense:</u></b><sup>10</sup> A training geared to teaching individuals defensive concepts and techniques against various types of assaults by utilizing easy, effective, and proven hands-on self-defense tactics. Classes are open to students, faculty, staff, and community members. Co-ed and single sex classes are available. All instructors are trained and certified.</p>	<p>- Public Safety - Athletics</p>



# Policy

## Best Practices in Sexual Misconduct Policy<sup>11</sup>

A main charge of the Task Force is to review and improve policy; the Task Force uses the following guidelines to work toward the betterment of sexual misconduct and general campus policy.

- **Student Input:** Student voices from all communities should be encouraged to communicate any issues or concerns about policies that need to be addressed.
- **Accessibility:** Policies should be easy to understand and made publicly available.
- **Due Process:** Adjudication should be prompt, standard, and consistent.
- **Fairness:** Resources should be available to all campus constituents and disciplinary procedures should be fair and impartial.
- **Clear Language:** Sexual assault and consent should be clearly communicated. Policies should be easily understood and inclusive to all.
- **Prevention and Education:** Policies should include meaningful efforts for education of the dynamics of sexual assault, the effect it has on survivors, common myths and facts, and ways to be an active bystander.
- **Accessible and Accurate Reporting:** Multiple options for reporting should be available to all campus constituents; reports must fulfill Cleary Act reporting responsibilities.
- **Amnesty:** Victims/survivors should receive immunity for policy violations (i.e., drinking underage) made during the time of the assault as to encourage reporting.

# Policy (cont.)



The Task Force will work with the Ombudsperson and Sexual Assault Advocates to ensure the rights of accused and survivors/victims are met. Related policies will be reviewed and adapted based on the recommendations of the Ombudsperson and Sexual Assault Advocates in addition to the best practices listed on the previous slide.

The ***Ombudsperson*** is an advocate ensuring the rights of all students, especially the accused. This role entails discussing options for the accused and listening to questions and concerns. As an advocate for fairness, the Ombudsperson explains University policies and procedures and facilitates communication between people, advising individuals about steps to resolve problems. The Ombudsperson will not waive rules and regulations, participate in formal proceedings, or determine “guilt” or “innocence” of those accused of wrong-doing. Additionally, Ombudspeople will not give legal advice.<sup>12</sup>

***Sexual Assault Advocates*** are trained to be good listeners, empathetic helpers, and knowledgeable about university policies and legal rights of survivors/victims. These volunteers are on-call 24/7/365 to respond to emergencies. Advocates speak with clients by phone or meet in a safe, neutral location to assist through crisis situations. All volunteers prepare to work with clients through over 40 hours of training.<sup>13</sup>



# Response<sup>14</sup>



The primary function of the Task Force is to promote prevention of sexual misconduct through educational activities and the on-going development of effective campus policies. The Task Force does not provide direct response services to victims of sexual assault but is aware of and responsive to the unique needs of survivors/victims in our educational programs and other work.

We do, however, provide referral services to connect survivors/victims with on-campus and local support agencies as well as a website with emergency contact information for the following:

- On-Campus Police
- Counseling Center 24/7 Response
- Sexual Assault Advocates

Additionally, the Task Force provides training in conjunction with the Counseling Center for faculty and staff so that all members of the campus community are aware of best practices and appropriate crisis responses when working with those involved in sexual misconduct.



# Summary



This Strategic Plan addresses the prevention of sexual misconduct and violence in our campus community. To effectively address these issues, this plan utilizes principles of sexual misconduct prevention programs<sup>15</sup>:

- 1. Comprehensive:** Strategies of response and education include multiple components, addressing a wide range of risks and protective factors.
- 2. Varied Teaching Methods:** Strategies include multiple teaching methods, such as skills-based components and social media.
- 3. Exposure:** Initiatives heighten awareness and increase exposure to be effective in changing the campus culture to prevent sexual misconduct.
- 4. Theory Driven:** Our preventive strategies implement best practices and research.
- 5. Positive Relationships:** Programs foster strong, stable, positive relationships between faculty, staff, and students.
- 6. Appropriately Timed:** Program activities are intentionally designed to impact students throughout their college career.
- 7. Culturally Relevant:** Programs are tailored to fit the cultural beliefs and practices of the campus location and address local community norms while being inclusive.
- 8. Evaluation:** Evaluation and assessment are conducted regularly to determine whether a program or strategy was effective.
- 9. Well-Trained Staff:** Task Force members are sensitive, competent, and have received sufficient training, support, and supervision.

# References



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