

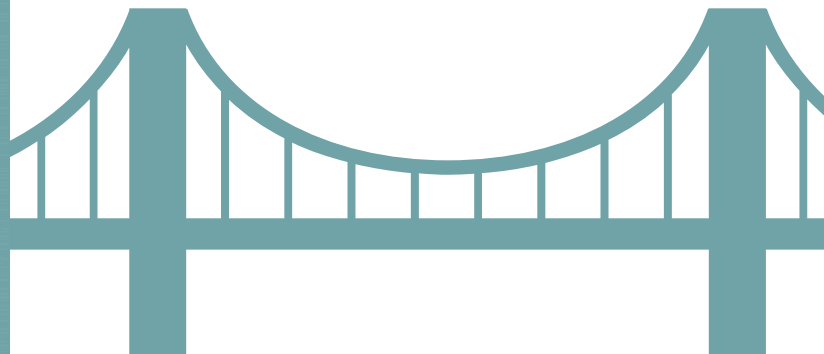
BE THE BRIDGE

A faculty toolkit for the prevention of, and response to, sexual violence (including sexual assault, dating violence, intimate partner violence and stalking)



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RESPONDING TO INCIDENTS

UNIVERSITY RESPONSIBILITY

According to the St. John's University HR Policy Manual, in accordance with the Title IX legal mandate, every member of the faculty, administration, and staff of St. John's University, acting in his or her capacity as an employee of the University, is obligated to immediately report any incident of sexual assault, rape, or other forcible sexual offense against any member of the University community upon learning of the incident. Additionally, every member of the faculty, administration, and staff is similarly obligated to report any incident of intimate partner violence or stalking against any student member of the University upon learning of the incident. Even when the individual requests confidentiality of the incident, the employee has a responsibility to report it.

WHAT YOU CAN DO

When a student discloses an incident to you, you cannot promise confidentiality; however, you can offer support and direction to assist the student.

If a student reports information that describes imminent danger, call 911 and Public Safety directly from any campus phone. When no imminent danger exists, you should encourage the student to report this information to Public Safety. You can offer to accompany the student to the Public Safety building or call and a Public Safety officer will come to the student.

**PUBLIC SAFETY
CAN BE REACHED
24 HOURS A DAY
7 DAYS A WEEK**

Queens Campus
718-990-5252

Staten Island Campus
718-390-4487

It is important to tell the student that you will need to report what you have learned, even if the student does not want to. You should call immediately.

You can also offer the following confidential resources to the student:

■ **CAMPUS SUPPORT ADVISOR (CSA)**

The Campus Support Advisors are able to keep the information confidential and assist the student in seeking counseling support and other resources available, as well as explain the University response process. The CSAs are available to students on all campuses and can be reached by calling 718-990-8484. Their call will be returned by the next business day.

■ **CENTER FOR COUNSELING AND CONSULTATION (CCC)**

The CCC has mental health professionals available to provide free and confidential support and assistance. Counseling services are available on the Queens and Staten Island campuses.

Queens Campus

Marillac Hall Room 130
1-718-990-6384

Staten Island Campus

Spellman Hall Room 101
1-718-390-4451

■ **STUDENT HEALTH SERVICES**

Student Health Services also has staff available to provide medical assistance and support. Health services are available on the Queens and Staten Island campuses.

Queens Campus

DaSilva Hall First Floor
1-718-990-6360

Staten Island Campus

Campus Center Room B-17
1-718-390-4447

RESPONDING TO DISCLOSURES

ENSURE SAFETY

Is the student in imminent danger?

If so, call 911 and Public Safety directly from any campus phone.

RESPOND SENSITIVELY AND APPROPRIATELY

■ Know what to say and do.

Listen without interrupting.

Be comfortable with expressions of emotion.

Acknowledge their courage in sharing.

■ Know what **not** to say and do.

Do not ask why or judge their actions.

Avoid telling them what to do.

Do not minimize what they are experiencing or feeling.

■ Find out what they need for the class.

What support systems can you provide the student with to help them be successful in the class?

REFER TO APPROPRIATE ON-CAMPUS RESOURCES

■ Public Safety

Available 24/7 by calling 718-990-5252 (Queens)
718-390-4487 (Staten Island)

They can assist with transportation to a local hospital, as well as contacting or reporting an incident to local law enforcement, including the local District Attorney's office.

■ Title IX Coordinator

Reports of sexual violence can also be made to St. John's Title IX Coordinator. Yael Wepman, Director of Employee Relations and Compliance, serves as St. John's University's Title IX Coordinator.

Yael Wepman's office is located on the Queens campus in the Office of Human Resources, University Center, and she can be contacted at 1-718- 990-2660 or wepmany@stjohns.edu.

Jackie Lochrie, Associate Dean for Student Services, serves as the Title IX Deputy Coordinator for the Division of Student Affairs. Ms. Lochrie's office is located on the Queens campus in Bent Hall, Garden Level, Room 17C, and she can be contacted at 1-718-990-6568 or lochriej@stjohns.edu.

Kathleen F. Meehan, Associate Vice President for Athletics, serves as the Title IX Deputy Coordinator for Athletics. Ms. Meehan's office is located on the Queens campus in Carnesecca Arena, Room 157, and she can be contacted at 1-718-990-6173 or meehank@stjohns.edu.

Following a report, Ms. Wepman or her deputy, Ms. Lochrie will investigate and respond to your complaint.

■ Campus Support Advisor (CSA)

The Campus Support Advisors are able to keep the information confidential and assist the student in seeking counseling support and other resources available, as well as explain the University response process. The CSAs are available to students on all campuses and can be reached by calling 718-990-8484. Their call will be returned by the next business day.

■ Center For Counseling And Consultation (CCC)

The CCC has mental health professionals available to provide free and confidential support and assistance. Counseling services are available on the Queens and Staten Island campuses.

Queens Campus

Marillac Hall Room 130
1-718-990-6384

Staten Island Campus

Spellman Hall Room 101
1-718-390-4451

■ Campus Ministry

Campus ministers are available for spiritual support and follow-up referrals.

Queens Campus

Marillac Hall Room 239
1-718-990-6255

Staten Island Campus

Notre Dame House
1-718-390-4475

■ Student Health Services

Student Health Services also has staff available to provide medical assistance and support. Health services are available on the Queens and Staten Island campuses.

Queens Campus

DaSilva Hall First Floor
1-718-990-6360

Staten Island Campus

Campus Center Room B-17
1-718-390-4447

WHEN A REPORT IS MADE

After a report is made, the Title IX Coordinator will be informed and will oversee the investigation and process. The student will also have contact with a support person from the University who will discuss the survivor's options for formal reporting procedures and available medical, counseling, academic, legal, and housing resources. For further details on how to help the student in need and a complete listing of on- and off-campus resources, check the University website page, Helping Survivors of Sexual Assault (www.stjohns.edu/sexualassault)

WHAT YOU CAN DO

St. John's University has joined the White House Task Force to protect students from sexual assault by implementing the "It's On Us" campaign. It's on us, ALL OF US, to change the dynamic of sexual violence, and to do what we can to make it stop. Students see this campaign at different events and workshops across campus throughout the year. Hearing the same message, or a similar one, from their faculty will reinforce the cultural norm that sexual violence is not tolerated at St. John's University. With just a few seconds, you can help establish concern for student safety and bystander intervention as the campus norm. With repeated exposures across settings, students and colleagues will begin to have the expectation that everyone plays a part in community safety.

Below are some ways you can take part in SJU's "It's On Us" campaign and remind our students to intervene in potentially harmful situations and to be a part of making our campus safe for all.

SPREAD THE LOGO

You can download the logo for your own use by visiting www.stjohns.edu/itsonus.



SYLLABUS PARAGRAPH

Just by adding a paragraph to your course syllabus you can help us reinforce the It's On Us message that students are hearing from many different venues.

Here is an example, however, feel free to tailor this to suit your needs:

St. John's University takes pride in being a welcoming and safe community. Please join me in preventing sexual violence by intervening when you notice a harmful situation. It's on us to be part of the solution, do something to get in the way of sexual assault. If you, or someone you know, have been a victim of sexual violence, St. John's University offers many resources. Visit www.stjohns.edu/sexualassault to learn more about what options are available.

YOUR EMAIL

Have an endorsement statement of some kind attached to your e-mail signature line, such as:

"It's on US to stop Sexual Violence"

or



Check out our video or sign up for a workshop at www.stjohns.edu/itsonus.

IN CLASS AWARENESS

- Insert a slide in all your PowerPoint presentations that includes information about St. John's It's On Us Bystander campaign. Display it before and after class.
- Include a brief statement on your course syllabus reflecting your commitment to a safe campus and listing campus resources (including yourself) if someone needs a safe person to seek help.
- Have a St. John's It's On Us Bystander campaign item (i.e. magnet, button, cling, etc...) hanging in your office. For items available, contact the Office of Wellness Education and Prevention at 718-990-6550.
- Have local resource brochures visibly available in your office and/or classroom. Contact the Office of Wellness Education and Prevention Services for copies.

VIDEOS

Share the following It's On Us campaign videos with your students!

- White House PSA On Sexual Violence
<https://www.youtube.com/watch?v=wNMZo31LziM>
- St. John's University Video
<https://www.youtube.com/watch?v=fdC4dAq2NCs>

POWERFUL QUOTES

A simple quote can carry big impact. Would you be willing to add a quote to your email signature or your class PowerPoints? Here are some ideas of quotes that relate to the theme of bystander intervention.

"The difference between what we do and what we are capable of doing would suffice to solve most of the world's problems."
Mohandas Gandhi

"The world is a dangerous place. Not because of the people who are evil; but because of the people who don't do anything about it."
Albert Einstein

"How wonderful it is that nobody need wait a single moment before starting to improve the world." *Anne Frank*

"I am here and so are you. And we matter. We can change things."
Ella Baker

"Our lives begin to end the day we become silent about the things that matter." *Martin Luther King, Jr.*

"Washing one's hand of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral." *Paulo Freire*

"To go against the dominant thinking of your friends, of most of the people you see every day, is perhaps the most difficult act of heroism you can perform." *Theodore H. White*

Follow up any of these quotes with the following,
"It's on us at St. John's University to be a part of the solution.
Join me in standing up against sexual violence."

VISIBILITY

Show your support by providing correct information to our students. Post a Title IX Reporting poster in your office. Contact Jackie Lochrie, Deputy Title IX Coordinator, to receive copies. If our students are aware of the Title IX procedures, SJU will be able to prevent incidents, as well as, respond in a timely and appropriate manner.



**ST. JOHN'S
UNIVERSITY**

WHAT ARE MY OPTIONS?

Student survivors, witnesses, and bystanders who report, in good faith, any incident of sexual assault, domestic violence, dating violence, or stalking, will NOT be charged with an alcohol or drug violation of the Student Code of Conduct.

CONFIDENTIAL OPTIONS

The Center for Counseling and Consultation

Queens

718-990-6384

Staten Island

718-390-4451

Campus Support Advisor

718-990-8484

Want to learn more about University resources?

Please visit stjohns.edu/titleix.

Off-campus resource:
Sexual Assault Violence
Intervention (SAVI) Program

718-736-1238

REPORTING OPTIONS (Nonconfidential)

Local Law Enforcement

In an EMERGENCY or to file a report, please contact local law enforcement at **911**.
SJU global campuses call **112**.

SJU Employee

(Faculty, Staff, or Administrator)
If you decide to tell any St. John's staff or faculty (except for confidential options), they are required to notify Public Safety.

Public Safety

Queens
718-990-5252
Staten Island
718-390-4487
Available 24/7

Title IX Coordinator

718-990-2660 or
titleix@stjohns.edu

Activates Campus Response

The Title IX coordinator leads the University response, which may include a University investigation by Public Safety or Title IX investigators. The Title IX coordinator or designee will inform you of your rights and options (see bottom panel).

Interim remedies may be taken, including these:

- A no-contact order
- Classroom and housing adjustments
- Access to on- and off-campus support services

The Title IX coordinator or designee will conduct a thorough investigation of the incident. The Office of Student Conduct will review all relevant information and determine if the matter should go through the student conduct process.

YOU ALWAYS HAVE A RIGHT TO:

Choose to report to local law enforcement.

Choose to be connected with a campus support advisor. These are trained and confidential St. John's administrators who will support you.

Choose to either participate in the Title IX and student conduct investigation, or not. You may decide to no longer participate at any time.

Request specific remedies including

- Adjustments to class schedule;
- Room change requests;
- Adjustments to your work schedule;
- Transportation assistance;
- Support for reporting to local law enforcement.

For more information and resources, visit stjohns.edu/sexualassault.

HAVE A CONCERN OR COMPLAINT?

Concerns or complaints regarding the University response may be filed with Yael Wepman, St. John's Title IX coordinator, at 718-990-2660 or titleix@stjohns.edu.

PAPER TOPICS

Below we have listed a few ideas of how you can get your students learning about the dynamics of sexual violence.

Please contact Hannah Artiles-Stravers, Assistant Director of Wellness and Violence Prevention, at **718-990-6550** or **straverh@stjohns.edu**, if you would like to discuss how to relate this topic to your discipline. There are many ways to connect this issue with what you are teaching in the classroom.

1. Popular rape myths and an analysis of why they are so difficult to dispel
2. The portrayal of violence against women in the media
3. The history and application of the Violence Against Women Act
4. How male/female socialization perpetuates violence against women
5. The economic impact of interpersonal violence (see publication manual for estimating the economic costs of injuries due to interpersonal and self-directed violence)
6. Rates and impact of male victimization experiences (which includes, but is not limited to, child abuse)
7. Portrayal of violence against women in the media
8. 7 characteristics of a rapist (see research by David Lisak)

9. The cycle of violence and ways to combat/ eliminate IPV*
10. How technology has revolutionized stalking
11. Battered women syndrome
12. Outcomes in case law of famous domestic violence and rape trials
13. Objectives and impact of the federal Office of Violence Against Women (OVW)
14. Problems with rape and domestic violence legislation
15. Violence against women from a global perspective
16. Bystander role in preventing sexual violence
17. IPV* in the LGBTQ community
18. Medical injuries sustained by victims of domestic violence
19. The psychological effects of rape victimization
20. The Battered Women's Movement

**IPV= Intimate Partner Violence*

JOURNAL/Writing ASSIGNMENTS

Choose an article to read from the following list and journal about what you learned from this article. While journaling, also record whatever thoughts come to mind, things you had difficulty understanding or would like to know more about and conclude with a statement that describes your honest reaction to the information presented.

Sharon Aneta Bryant and Gale A. Spencer, "University Students' Attitudes About Attributing Blame in Domestic Violence" *Journal of Family Violence*, Dec 2003, Vol. 18 Issue 6, p 369-376.

Mary P. Brewster, "Power and Control Dynamics in Prestalking and Stalking Situations" *Journal of Family Violence*, Aug 2003, Vol. 18 Issue 4, p 207-217.

Ann Burgess, "Stalking Behaviors Within Domestic Violence" *Journal of Family Violence*, Dec 1997, Vol. 12 Issue 4, p 389-403.

Nancy J. Shook, "Courtship Violence Among College Students: A Comparison of Verbally and Physically Abusive Couples" *Journal of Family Violence*, Mar 2000, Vol. 15 Issue 1, p 1-22.

Michael A. Anderson, "'Why Doesn't She Just Leave?': A Descriptive Study of Victim Reported Impediments to Her Safety" *Journal of Family Violence*, Jun 2003, Vol. 18 Issue 3, p 151-155.

Marsha E. Wolf, "Barriers to Seeking Police Help for Intimate Partner Violence" *Journal of Family Violence*, Apr 2003, Vol. 18 Issue 2, p 121-129.

Joetta L. Carr, "Risk Factors for Male Sexual Aggression on College Campuses" *Journal of Family Violence*, Oct 2004, Vol. 19 Issue 5, p 279-289.

Jennifer Broach, "Beyond Traditional Definitions of Assault: Expanding Our Focus to Include Sexually Coercive Experiences" *Journal of Family Violence*, Nov 2006, Vol. 21 Issue 8, p 477-486.

EXTRA CREDIT ASSIGNMENTS

- Attend a community or campus event which is focused on violence prevention or victim support (examples include: Take Back the Night rally; Clothesline Project).
- Interview a local or campus service provider about their work and their opinions on prevention of violence.
- Organize or participate in a project to further the prevention efforts on campus.
- Attend a Bystander Leadership Training, sign up at www.stjohns.edu/itsonus.
- Write an article for the local or campus newspaper about the importance of violence prevention.

**YOU ARE A BRIDGE
TO CONNECT STUDENTS
TO CAMPUS AND
COMMUNITY SUPPORT.**

**WORKING TOGETHER,
WE CAN CREATE A SAFER
CAMPUS COMMUNITY
FOR ALL OUR STUDENTS.**



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