

# **SEXUAL ASSAULT/VIOLENCE PREVENTION AND INTERVENTION RECOMMENDATIONS**

**Originally Drafted: April 16, 2013**

**Updated: February 2016**

In response to concerns expressed about sexual assault and violence, the Vice President for Student Affairs issued a call to action to EIU students, faculty, and staff to assist in the development, promotion, and execution of an intensive educational campaign to make the community aware of the resources available to prevent sexual assault as well as the resources available to help victims of sexual assault and violence. Members of the University's Sexual Assault Task Force were charged with moving this educational process forward by submitting a listing of recommendations to the Vice President for Student Affairs by March 1, 2013. Sandy Cox, Director of the Counseling Center, was asked to lead this effort.

In addition to charging the Sexual Assault Task Force, the Vice President for Student Affairs shared the call to action with the Daily Eastern News, the Student Senate, and directors in the Division of Student Affairs. The message was posted to the EIU Facebook page and the University Newsletter. All interested and concerned members of the University community were asked to join us in this educational effort so that no victim of sexual assault will ever feel alone at EIU.

## **EDUCATIONAL CAMPAIGN RECOMMENDATIONS**

After a period in which observations and suggestions were solicited and collected from Sexual Assault Task Force members, students, faculty, and staff, the following recommendations were offered.

- Establish and widely disseminate a consistent message that sexual assault and violence will not be tolerated.
  - President Perry initiated this process by delivering a message to EIU students, faculty, and staff on February 26, 2012.
  - Since 2007, the Counseling Center and the Health Education Resource Center have conducted safety programs during move-in weekend in August for all students living in the residence halls. These programs include information about sexual violence prevention.
  - Since the Summer 2015 term, the Counseling Center and the Health Education Resource Center have offered presentations focused on consent. These programs include information regarding what must be present for consent to be truly given, University policies related to sexual misconduct, Title 9, options for reporting sexual assault, and resources available for survivors of sexual assault. (Prior to Summer 2015, consent was discussed within the safer sexual health presentation given by the Health Education Resource Center and the information session on sexual assault offered by the Counseling Center.)
  - President Glassman sent an email message to all students, faculty, and staff on September 1, 2015, to encourage members of the campus community to join the "It's On Us" campaign.

- Continue to review institutional procedures and policies related to sexual assault/violence.
  - IGP #173 (Discrimination Complaint Procedures) was revised during the Summer 2013 term.
  - Revisions to IGP #175 (Sexual Harassment) and IGP #185 (Sexual Assault, Abuse and Misconduct) took effect on August 15, 2013. These revisions provided clarification of definitions (including “consent”) and provided a more thorough list of services that are available to victims of sexual violence.
  - The Student Conduct Code was revised during the Summer 2013 term to provide clarification of definitions (including “consent”) and to provide clarification of the notification process for all individuals involved.
  - Effective August 2013, all new employees are required to complete an online training program on preventing sexual and interpersonal violence. This training is done through Desire 2 Learn (D2L).
  - Effective August 2013, all new undergraduate students who enroll in classes on the physical campus of EIU are required to complete “Haven – Understanding Sexual Assault,” an online educational program.
  
- Leverage existing university resources to promote and advertise sexual assault and violence prevention educational initiatives and support services for survivors.
  - The following is done on an ongoing basis:
    - Incoming students receive information about Eastern’s policies and procedures on sexual harassment and discrimination during orientation.
    - Students are required to review the sexual harassment policy as they register for classes on the PAWS system.
    - Graduate assistants, international students, and all student workers receive information on the sexual harassment policy and are strongly encouraged to complete online training on preventing sexual harassment.
    - All student email accounts receive regular emails from the Office of Civil Rights and Diversity. That email lists all of Eastern’s policies on discrimination, sexual harassment, Title IX, and sexual assault. Electronic links are provided for each policy.
    - Posters with information about how to file discrimination and sexual harassment complaints with the Office of Civil Rights are placed in every academic building (approx. 40 sites) and in the residence halls (approx. 90 sites). These posters are reposted each semester.
    - Information regarding support services for survivors is provided to individuals who file a report with the University Police Department.
    - Information about sexual harassment and discrimination appears in the undergraduate catalog and in the graduate catalog.
    - Information about sexual harassment, discrimination, diversity, and affirmative action appears in the *Student Housing and Dining Calendar Handbook: Your Guide for Living on Campus*. Every student who lives in University-owned housing receives this handbook.

- Information about sexual harassment, discrimination, diversity, and affirmative action appears in the *New Employee Handbook* and is also distributed during orientation for new employees.
  - New faculty members receive information about sexual harassment, discrimination, diversity, and affirmative action during the orientation program for new faculty members.
  - All employee email accounts receive regular emails from the Office of Civil Rights and Diversity. That email lists all of Eastern's policies on discrimination, sexual harassment, Title IX, and sexual assault. Electronic links are provided for each policy.
  - Printed copies of Eastern's discrimination and sexual harassment policies are distributed to all employees annually.
- Beginning with the Fall 2015 semester, a Power Point presentation that includes information on responding to sexual assault was saved to flash drives and provided to new faculty members. This presentation was also posted on the Counseling Center webpage and the Sexual Assault and Interpersonal Violence Resources and Prevention webpage.
- Hire a Sexual Assault/Violence Prevention and Intervention Specialist.
  - Jackie Hines was hired as the Sexual Assault Prevention Specialist with the Counseling Center in July 2013.
  - Lindsay Wilson replaced Dr. Hines as the Sexual Assault Prevention Specialist with the Counseling Center in June 2015.
- Develop and launch a social marketing campaign in which student, faculty, and staff voices are heard on the topic of sexual assault and violence (i.e., No More Secrets campaign).
  - Beginning during the Spring 2015 semester, Student Government, in collaboration with the Sexual Violence Prevention Team and the Division of Student Affairs, engaged the campus community in the "It's On Us" campaign. The CATS Office created a short video featuring student leaders as a kick-off for the campaign. On April 16, 2015, Molly McLay, Assistant Director of the Women's Resource Center at the University of Illinois, led a campus discussion regarding sexual violence.
- Develop and implement a campus-wide training for bystander intervention.
  - In June 2012, a group of EIU staff members were trained as trainers for the nationally recognized StepUP! bystander intervention program. During the Fall 2012 semester, the Health Education Resource Center began delivering the EIU StepsUP! program to a variety of audiences through open sessions, requested presentations, and departmental partnerships (i.e. Greek Life, Gateway Program, and the Office of New Student and Family Programs). Through the program, students, faculty, and staff gain an understanding of why people don't intervene, define the bystander effect, and identify the five steps of bystander intervention.

- Continue to implement and annually sustain national prevention campaigns, such as the Red Flag Campaign.
  - The Red Flag Campaign was initially conducted in April 2013 and then continued in April 2014 and April 2015. There are plans to continue the campaign in years to come.
  - The “It’s On Us” campaign was implemented during the Spring 2015 semester and continues throughout the 2015-2016 academic year.
  
- Review, revise, and improve the University website to ensure sexual assault and violence information is easy to find via the search engine, includes a listing of victims’ rights, and contains clear reporting options and instructions to survivors, supporters, and bystanders.
  - A Sexual Assault and Interpersonal Violence Resources and Prevention webpage was developed and went live in August 2013 (<http://www.eiu.edu/sexualassaultresources/>).
  - During the Fall 2013 semester, a teal ribbon was added to the EIU homepage ([www.eiu.edu](http://www.eiu.edu)). The ribbon links directly to the Sexual Assault and Interpersonal Violence Resources and Prevention webpage.
  - The Sexual Assault and Interpersonal Violence Resources and Prevention webpage was re-organized and updated into a more user-friendly format during Summer 2015.
  
- Create a Sexual Assault Task Force section on the website of the Vice President for Student Affairs. Link to other relevant pages and list Sexual Assault Prevention and Intervention in the A to Z index. Web presence should be comprehensive to include educational initiatives/goals for sexual assault prevention, bystander training, the reporting process/resources, and all University/community/national support resources.
  - “Sexual Assault and Interpersonal Violence Resources and Prevention” was added to the A to Z index in August 2013.
  
- Expand the existing Sexual Assault Awareness Month programming.
  - This programming includes the work of multiple departments and organizations, both on and off campus. Examples of programs that have become annual events include the Red Flag Campaign, post-it notes around campus with messages about sexual violence prevention (EIU Counseling Center), Take Back the Night (SACIS), the Clothesline Project (HOPE and Women’s Empowerment League) and Walk a Mile in Her Shoes (SACIS).
  
- Solicit assistance from regional and national experts to assist with the development and delivery of a comprehensive training program for the campus and community. Training should first focus on first responders including, but not limited to, Residence Life, Counseling Center, University Police Department, Student Standards, Fraternity and Sorority Programs, New Student Programs, Athletics, ROTC, Student Community Service, Student Programs, Women’s Resource Center, LGBTQA Advisory Committee, Civil Rights, Health Service, University Foundation instructors, and select faculty. This opportunity should also be extended to Charleston Police Department officers, Emergency Medical Service (EMS) personnel, and other first responders in the City of

Charleston. Consider Dr. Campbell's webinar, Alan Berkowitz (bystander training/men's programs), Gina Maisto Smith, (or associates, focusing on helping colleges handle sexual misconduct cases), Catharsis "Sex Signals," a student based prevention and bystander workshop, and Sexual Assault Counseling and Information Service (SACIS) training.

- The University Police Department and Charleston Police Department participated in training on sexual assault investigations led by the East Central Illinois Law Enforcement Agency during the Summer 2013 term.
  - Dr. Allan Berkowitz provided workshops and consultation services regarding bystander intervention training to the President's Council, Sexual Assault Task Force, Student Affairs staff members, and other University employees and students October 16-18, 2013. Dr. Berkowitz returned to campus to provide further training and consultation April 22-23, 2014.
  - Angela Rose (Campus Speak) provided a keynote presentation titled "Shattering the Silence of Sexual Violence" for an audience of 150 employees and students on September 3, 2014. Ms. Rose also provided two workshops for specific student groups. The first workshop included 300 student-athletes; the second workshop included 750 members of Greek organizations.
- Expand the number of on-campus blue emergency phones.
- All of the Code Blue Emergency Phones were replaced in Spring 2013, and a phone was added outside of Pemberton Hall. Weekly maintenance checks were also implemented. There are now a total of 22 Code Blue Emergency Phones on campus.
- Improve lighting in parking lots, including walking paths leading to remote parking lots.
- Campus safety walks take place at least once each academic year. A list of recommendations is compiled following each walk. Work orders are then created from the recommendations.
- Develop and initiate a mechanism for anonymous reporting of crimes including sexual assault/violence.
- An anonymous reporting mechanism exists on the University Police Department's website: [http://www.eiu.edu/police/Welcome\\_Tips\\_Online.php](http://www.eiu.edu/police/Welcome_Tips_Online.php). This matter is also covered in the Annual Security Report.
  - An anonymous report of sexual misconduct or relationship violence can be made on the website of the Office of Student Standards: <http://www.eiu.edu/judicial/>.
- Explore technology to assist with the prevention and intervention of sexual violence.
- Initial research has been conducted on a variety of available tools, including Circle of 6 and OnWatch. A viable option is Circle of 6 (<http://www.circleof6app.com>), an award winning app available free of charge.

**The following ideas will continue to be considered and developed as resources (both human and financial) allow:**

- Develop a social norm and bystander intervention program(s) for men to prevent sexual violence on campus. Consider establishing a Men Against Sexual Assault/Violence or Men Can Stop Rape group.
- Increase promotion of the EIU Rape Aggression Defense (R.A.D.) System and encourage faculty, staff, and students to become R.A.D. certified.
- Establish a Panther Patrol, a group of student employees hired, trained, and supervised by the University Police Department to provide walking escort services and to assist with patrolling of parking lots and other strategic areas.
- Install security cameras in additional EIU parking lots.

## **EXISTING PROGRAMS AND SERVICES**

*Health Education Resource Center (HERC)  
Student Services Building*

- Oversees the sexual assault education module in AlcoholEdu.
- Leads bystander intervention trainings for resident assistants and select groups of students.
- Partners with the Counseling Center on the consent program, #giveconsentgetconsent.
- Presents “Sex and Alcohol” workshop for student groups. This presentation highlights consent and sexual assault.
- Provides information for residence hall bulletin boards focusing on sexual consent.
- Assists with a Spring Break safety poster campaign (a joint effort with the Sexual Assault Task Force) and the Safer Spring Break Fair (at which at least one booth is focused on sexual assault prevention).
- Hosts the University’s annual health fair. (Multiple exhibits at this health fair address sexual assault and alcohol/sex/consent.)
- Facilitates the “Rubber Lover” program, which teaches students the basics of safer sex (including the 18 steps of proper condom usage). This program includes a discussion regarding what constitutes consensual sex.
- Administers the CORE Alcohol and Drug Survey and the National College Health Assessment Survey, both of which contain questions concerning alcohol, drugs, sex, and violence.
- Participates in the Sexual Violence Prevention Team.

*Residence Life  
Martin Luther King, Jr. Union*

- Collaborates with the Counseling Center and the Office of Civil Rights and Diversity to train residence life staff regarding sexual harassment and sexual violence.
- Utilizes SACIS to provide 75 minutes of specialized training on sexual assault to all resident assistants.
- Collaborates with the Counseling Center and Sexual Violence Prevention Team to ensure that on-campus residents participate in safety training during opening weekend.

- Provides programming on sexual assault prevention throughout the academic year for on-campus residents.
- Reports incidents of alleged sexual assaults and provides resources to those involved.
- Participates in the Sexual Violence Prevention Team.

*Sexual Assault Counseling and Information Service (SACIS)*  
*EIU Student Affairs Professional Affiliate*

- Provides a 24-hour crisis hotline. Crisis intervention is also available on a walk-in basis.
- Provides free, confidential individual and group counseling services for victims/survivors, non-offending parents, and significant others. (Issues which may be addressed include PTSD, Rape Trauma Syndrome, depression, fear/anxiety, nightmares, eating disorders, self-injury, dissociation, trust and safety issues, self-esteem, and relationship issues with family members or intimate partners.)
- Provides medical/legal advocacy services 24 hours a day. These advocates provide support in courtrooms and in law enforcement and medical settings following a report of sexual violence.
- Assists with prevention education programming. These trainings are tailored to fit the specific needs of the institution/agency/community organization that requests the programming. All SACIS educators are certified rape crisis counselors.
- Offers training for professionals who may come in contact with individuals who have been victimized. The training is available for social workers, clergy, law enforcement officers, higher education professionals, medical staff, and mental health center staff.
- Participates in the Sexual Violence Prevention Team.

*Counseling Center*  
*Human Services Building*

- Provides crisis services during office hours and outsources after hours emergencies to the local Regional Behavioral Health Network.
- Provides free, confidential individual and group counseling services.
- Coordinates the Sexual Violence Prevention Team.
- Leads opening weekend bystander and sexual assault prevention training for all on-campus residents (assisted by residence life, SVPT members, and other interested faculty, staff, and students).
- Provides presentations on bystander intervention and sexual violence prevention to EIU 1111 (University Foundations) classes and freshmen student-athletes. Provides information regarding sexual violence to the parents of in-coming students during Orientation.
- Leads violence prevention campaigns, such as the No More Secrets poster campaign (2009-2014), Expect Respect bracelet campaign (2008-2010), and Red Flag Campaign (2012-Present).
- Facilitates Domestic Violence Awareness Month educational events in October and Sexual Assault Awareness Month educational events in April.
- Provides information on sexual violence on the Counseling Center's website.
- Facilitates the "consent" presentation across campus.

- Advocates for victims of interpersonal violence.
- Assists victims with reporting if desired/needed.

*Student Standards*

*Martin Luther King, Jr. Union*

- Adjudicates cases of sexual misconduct/sexual harassment in accordance with the University's Student Conduct Code.
- Offers accommodations of support for sexual assault survivors throughout the disciplinary process.
- The director is a Deputy Title IX Coordinator.
- Participates in training on sexual assault through national associations including the Association for Student Conduct Administration and NASPA - Student Affairs Administrators in Higher Education.
- Provides training to Student Standards Board members, which includes discussion about accommodations that may be made while adjudicating cases involving sexual misconduct/sexual harassment.
- Participates in the Sexual Violence Prevention Team.

*University Police Department (UPD)*

*7<sup>th</sup> and Grant*

- Patrols campus 24 hours a day, 365 days per year. Patrols are done by vehicle, bike, and foot.
- Monitors 22 blue emergency phones.
- Presents a variety of crime prevention educational programs, many of which include a sexual assault component.
- Provides Rape Aggression Defense System training (R.A.D.). This course for women begins with a focus on awareness, prevention, risk reduction, and risk avoidance, while then progressing into the basics of hands-on defense training.
- Locks exterior doors of campus buildings nightly.
- Regularly assesses campus safety issues such as exterior lighting, door locks, tree limbs, and bushes.
- Participates in the Sexual Violence Prevention Team.

**UNIVERSITY SEXUAL VIOLENCE PREVENTION TEAM MEMBERS**

The Sexual Violence Prevention Team is comprised of various student affairs professionals (Housing and Residence Life, New Student Programs, Fraternity and Sorority Programs, Health Service, Student Standards, Civil Rights, University Police Department, Health Education Resource Center, and Office of the Vice President for Student Affairs ), faculty members, professional affiliates (Sexual Assault Counseling and Information Service), community members (Charleston Police Department and HOPE of East Central Illinois), and students.