

# Not Just Another Conversation



UNC CHARLOTTE

## Learning Practical Skills for Responding to Sexual Assault Disclosures

Annelise Mennicke, Assistant Professor of Social Work

Jennifer Newell, Title IX Coordinator

Theresa Rhodes, Associate Director for Training, Center for Counseling & Psychological Services

# Introduction



---

UNC CHARLOTTE

# Responsible Employees

- **Responsible Employee = university employee who has the duty to report and/or authority to redress sexual misconduct**

- **Examples:**

- \* **all Cabinet members**

- \* **all faculty members**

- \* **Police & Public Safety**

- \* **Human Resources**

- \* **Dean of Students office**

- \* **coaches, trainers**

- \* **Housing staff, RAs, RECs**

- \* **Graduate & Teaching Assistants**

- \* **security personnel**

- \* **supervisors of student workers**

- \* **... and many more!**



# Confidential Resources

- **Center for Counseling and Psychological Services (CAPS)\***
- **Student Health Center\***
- **Center for Wellness Promotion**
- **Athletics psychologist\***

**\* Communication with starred resources is also privileged under NC law**



# Title IX Staff



Jennifer Newell, Title IX Coordinator  
Email: [jnewel12@uncc.edu](mailto:jnewel12@uncc.edu)  
Office: Cone 349



Adrianna Bradt, Administrative  
Assistant/Coordinator of Title IX Initiatives  
& Educational Programming  
Email: [abradt@uncc.edu](mailto:abradt@uncc.edu)  
Office: Cone 349



Alex Tompkins, Title IX Case Manager  
Email: [atompki5@uncc.edu](mailto:atompki5@uncc.edu)  
Office: Cone 349



Christine Weigel, Title IX Investigator  
Email: [cweigel2@uncc.edu](mailto:cweigel2@uncc.edu)  
Office: Cone 348



# Code of Student Responsibility

**Sexual harassment** = unwelcome conduct of a sexual nature that creates a hostile environment (severe, persistent, or pervasive)

**Gender-based harassment** = unwelcome conduct based on an individual's actual or perceived gender that creates a hostile environment (severe, persistent, or pervasive)

**Sexual act** = intercourse or oral sex without consent

**Sexual contact** = touching of intimate parts without consent

**Sexual exhibitionism** = engaging in sex or exposing one's intimate parts (buttocks, genitalia, groin, breast (unless breastfeeding)) in the presence of others

**Sexual exploitation** = taking abusive sexual advantage of someone (e.g. non-consensual explicit photographs, prostituting someone, voyeurism, etc.)



# Code of Student Responsibility (Cont'd)

**Stalking** = two or more acts directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or (b) suffer substantial emotional distress

**Relationship violence** =

- \* physical or sexual violence, or threat of such violence, against current or former dating partner (dating violence)
- \* crime of violence against current or former spouse, cohabitating intimate partner, child, parent, or other parent of child (domestic violence)

**Retaliation** = threats/intimidation/harassment against someone who engaged in protected activity (e.g. filed a complaint, is participating as a witness, etc.)

\* All of these violations (except stalking and retaliation) include attempts to commit the acts and assisting someone else in committing the acts.



# What is Consent?

## Consent =

an affirmative decision by all participants to engage in mutually acceptable sexual activity. Consent means unambiguous, clear, knowing, and voluntary approval given by words or demonstrated actions to engage in sexual activity. This decision must be made freely and actively by all participants. If any confusion or ambiguity on the issue of Consent arises at any time during the sexual activity, each participant must stop and clarify from the other participant(s) a willingness to continue.



# Questions



---

UNC CHARLOTTE

What are the goals/objectives  
of my initial conversation with  
someone who has disclosed a  
sexual assault to me?

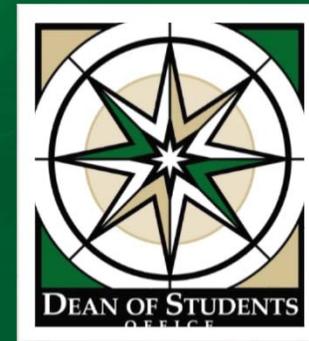


# Initial Response

- **Empower, Connect, Support**
- **Listen**
- **Remind them that it is NOT their fault.**
- **Ask questions in a sensitive way**
- **Understand that how an individual responds is complex and varied**
- **Help to establish safety**
- **Offer resources**



# Know the Resources



What are some example statements  
of what I should (or should not!)  
say or ask?



# Dos and Don'ts Statements

## Do

- ❖ Listen without judgment- “Tell me what you are comfortable telling me about what happened to you”
- ❖ Ask questions from neutral position- “It is not my role to judge the veracity of what you share with me”
- ❖ Ask context and fact questions- “Can you tell me any specifics of what happened?”
- ❖ Validate reactions and triggers- “It seems natural for one to have anxiety, fear, or confusion associated with this experience”
- ❖ Set tone of collaboration-offer parameters of conversation- “How can we talk about this experience in a way that feels comfortable to you?” “As a campus reporter, I will tell you who I will share this with”



# Dos and Don'ts Statements

## Don'ts

- ❖ Don't use accusatory tone or questions- "Why didn't you leave?" "Why did you drink that much?" "Where were your friends?"
- ❖ Don't ask irrelevant/unrelated questions- "Is this your first relationship?"
- ❖ Don't give advice- "You should have protected yourself by not going to this frat party; what would you expect?"
- ❖ Don't feel like you have to provide therapy- "I am not a counselor and I can give you information about where to get counseling"



Why does it matter how I respond?  
As long as I direct them to the  
Title IX Office, I'm okay, right?



# Effect of Disclosure Experiences

- ❖ Positive disclosure experiences are associated with faster and more complete healing for survivors
- ❖ Negative disclosure experiences
  - ❖ Increased PTSD, other negative mental health symptoms
  - ❖ Increased negative academic outcomes (missing class, lower GPA, dropping out)
  - ❖ Can lead to feelings of institutional betrayal
  - ❖ Can be re-traumatizing



What is the process once I hand a student off to the Title IX Office?



# Title IX Process

- (1) Complaint
- (2) Meetings to discuss resources, accommodations, and process
- (3) Complainant decides next steps
- (4) Title IX investigation
- (5) Mutual resolution (if offered and accepted by both Respondent and Complainant; then no hearing and no appeals)
- (6) Hearing by single trained hearing officer
- (7) Decision communicated to both parties
- (8) Both parties can appeal
- (9) Both parties are kept informed of changes



# Case Management

Case Manager is a member of the professional staff in the Title IX Office and will coordinate a variety of programs and services for survivors and accused persons related to complaints of sexual misconduct, relationship violence, stalking, and retaliation.



# Case Management and Student Support

## Accommodations:

- Academic
- University Housing
- Safety Planning
- No Contact/No Engagement Letters
- Transportation

## Resources:

- Center for Counseling and Psychological Services (CAPS)
- Student Health Center
- Police and Public Safety (PPS)
- Off-campus victim advocacy
- Local hospitals



UNC CHARLOTTE

# Audience Questions?



---

UNC CHARLOTTE

# Additional Resources

- Interpersonal Violence Resource Guide
- Campus Clarity video on consent
- Responsible Employee brochure
- Some helpful phrases for difficult conversations
- Title IX social media handles
- Responsible Employee video



# Interpersonal Violence Resource Guide

[titleix.uncc.edu](http://titleix.uncc.edu)

(scroll to bottom)

## Interpersonal Violence Resource Guide

UNC Charlotte Police and Public Safety Department ("UNCC PPS") and the UNC Charlotte Title IX Office ("Title IX Office") in compliance with the Clery Act, including amendments by the Violence Against Women Reauthorization Act of 2013, have prepared the information below for victims of dating violence, domestic violence, sexual assault, and stalking.

In general, dating violence and domestic violence are crimes of violence perpetrated by one member of a romantic, intimate partnership against the other partner. Former spouses or intimate partners can also perpetrate dating or domestic violence. Sexual assault is sexual intercourse, oral sex, groping, or other sexual contact without the consent of one of the parties. Stalking is two or more acts directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress.

For more detailed definitions of these offenses, please refer to North Carolina law (N.C.G.S. §§ 14-27.20 through 14-27.33, 50B-1; <http://ncleg.net/gascrpts/statutes/Statutes.asp>) and University Policy 406, The Code of Student Responsibility (<http://legal.uncc.edu/policies/up-406>). Dating violence, domestic violence, sexual assault, and stalking are all criminal offenses under North Carolina law, even though they may be called by different names. All four offenses are also prohibited by University Policy 406, The Code of Student Responsibility.

The following information applies regardless of whether an incident of dating violence, domestic violence, sexual assault, or stalking occurs on or off campus.

### What Do I Do If I'm the Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking?

First, you should go somewhere safe. Then find a trusted friend or family member who can support you as you think through your next steps.

The University encourages you to report the incident to the Title IX Coordinator, UNCC PPS, the Dean of Students Office, or Human Resources, because by reporting the incident, you will be connected with important and valuable resources and assistance. Their contact information is:

Title IX Coordinator  
(704) 687-6130  
[titleixcoordinator@uncc.edu](mailto:titleixcoordinator@uncc.edu)  
Cone 349  
[titleix.uncc.edu](http://titleix.uncc.edu)

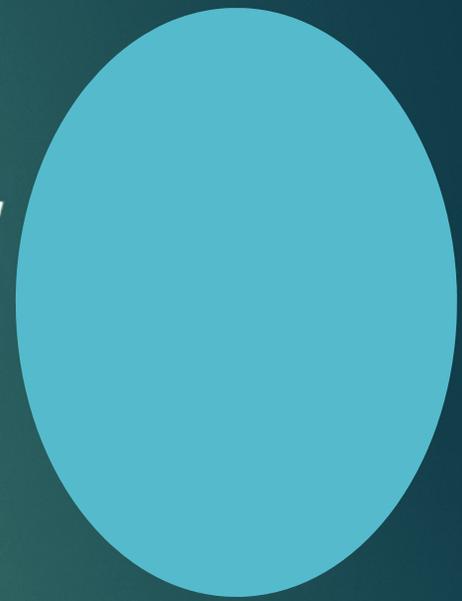
Police and Public Safety  
Emergency: (704) 687-2200  
Non-emergency: (704) 687-8300  
9151 Cameron Blvd.  
[police.uncc.edu](http://police.uncc.edu)

Last revised 3/14/2017

1 of 14



UNC CHARLOTTE

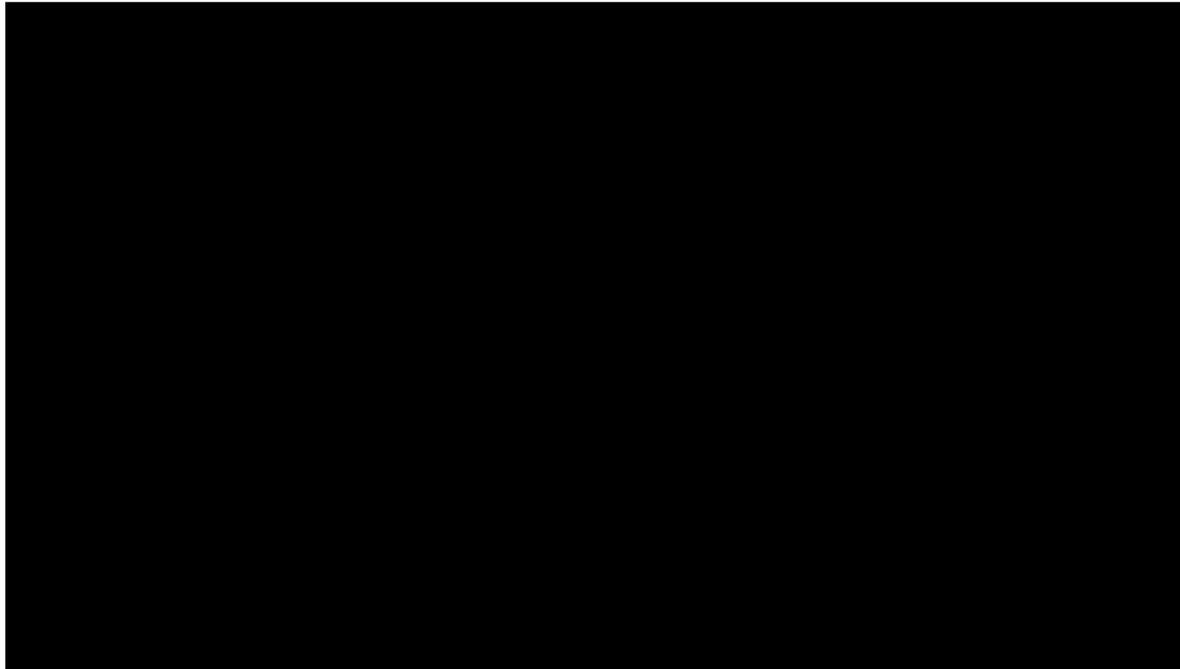


PROGRAM TO REDUCE RISKY STUDENT BEHAVIOR AND PREVENT SEXUAL ASSAULT ON CAMPUS.



UNC CHARLOTTE

# What is Consent?



## KNOWLEDGE

As a Responsible Employee, everything that you know regarding an incident of sexual assault, sexual harassment, dating violence, domestic violence, stalking, or other gender-based misconduct (collectively "Sex- and Gender-Based misconduct") involving a UNC Charlotte student (as alleged perpetrator or alleged victim) is imputed to the University.

The University has an obligation to respond to reported incidents as if it had all the information that you have.

The University cannot respond unless you share the information immediately with a Title IX Official as discussed under "Sharing Title IX information."

## TRAINING

In-person training is being conducted through departmental meetings and is available through the Title IX Office.

Additional information about Title IX, campus policies and resources, and important contacts is available at

[TITLEIX.UNCC.EDU](http://TITLEIX.UNCC.EDU)

## SHARING TITLE IX INFORMATION

As a **Responsible Employee**, you must share immediately any information you have regarding an incident of Sex- or Gender-Based misconduct involving a UNC Charlotte student with a Title IX Official.

### Title IX Coordinator

Cone 348 - 349 • 704-687-6130  
[titleixcoordinator@uncc.edu](mailto:titleixcoordinator@uncc.edu)  
[titleix.uncc.edu](http://titleix.uncc.edu)

### Deputy Coordinators:

Dean of Students  
704-687-0345

Executive Director of Human Resources  
704-687-0659

Senior Associate Athletic Director for Internal Affairs/  
Senior Women's Administrator  
704-687-4955

Associate Dean, The Graduate School  
704-687-7251

## SEX- AND GENDER-BASED MISCONDUCT

Sexual Assault,  
Sexual- & Gender-Based Harassment,  
Sexual Exploitation & Exhibitionism,  
Dating and Domestic Violence,  
Stalking, and related retaliation.

## RESOURCES & CONTACTS

### TITLE IX OFFICE

704-687-6130  
[titleix.uncc.edu](http://titleix.uncc.edu)

Dean of Students  
704-687-0345

Police and Public Safety  
704-687-2200

Clery Compliance /  
Crime Analysis Officer  
704-687-5647

### CONFIDENTIAL RESOURCES

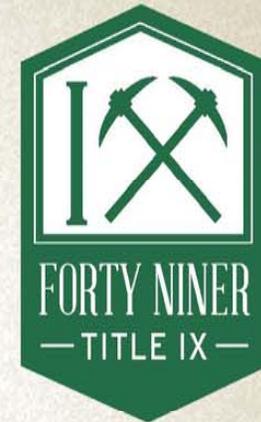
Center for Counseling and  
Psychological Services  
704-687-0311

Center for Wellness Promotion  
704-687-7414

Interpersonal Violence Specialist  
704-687-7348

Student Health Center  
704-687-7400

# KNOW YOUR TITLE IX



Being A  
**Responsible Employee**  
for Incidents of  
**Sex- and Gender-Based  
Misconduct**

A Guide for  
**UNC Charlotte  
Faculty and Staff**

If you have any questions about reporting or whether you are a Responsible Employee,  
contact a Title IX Official  
704-687-6130 • [titleixcoordinator@uncc.edu](mailto:titleixcoordinator@uncc.edu)



# Being A Responsible Employee for Incidents of Sex- and Gender-Based Misconduct

## A Guide for UNC Charlotte Faculty & Staff

### WHO IS A RESPONSIBLE EMPLOYEE UNDER TITLE IX?

A Responsible Employee is any employee who:

- Has the authority to take action to redress sexual harassment or sexual violence;
- Has the duty to report sexual harassment or sexual violence to appropriate officials; or
- Is someone a student could reasonably believe has this authority or duty.

Examples of Responsible Employees at UNC Charlotte include:

- All faculty members,
- Teaching assistants,
- Housing staff,
- Police and public safety,
- Security personnel,
- Athletics staff including coaches and trainers,
- Human resources, and
- Staff with supervisory responsibilities.



### HOW TO RESPOND TO A STUDENT WHO REPORTS AN INCIDENT TO YOU



**Most importantly, listen, be empathetic, and let the student know that you will help and support him/her/them through this difficult time.** Tell the student that you will need to share the information with a Title IX official so the University can respond appropriately and provide the student with helpful resources. Other than sharing the information with the Title IX Coordinator, you will keep any shared information private.



**Let the student know that the Title IX Office will coordinate resources and accommodations for the victim/survivor.** A trained Title IX official will talk with the victim/survivor about what he/she/they want the University to do with the incident information. Except in rare cases, UNC Charlotte will honor the request of a victim/survivor not to pursue conduct charges. A victim/survivor will not be required to participate in student conduct proceedings if the victim/survivor does not want to do so.



**Tell the student that it is the victim/survivor's choice whether to report the incident to Police and Public Safety (PPS).** Let him/her/they know that you can provide assistance in contacting PPS if he/she/they chooses to notify PPS. If the student wishes to proceed, call Police and Public Safety.



**Tell the student about confidential campus resources** including:

- the Center for Counseling and Psychological Services
- the Center for Wellness Promotion, and
- the Student Health Center.

Provide the student with a copy of the Interpersonal Violence Resource Guide, which is available at [titleix.uncc.edu](http://titleix.uncc.edu).

### WHAT HAPPENS AFTER YOU REPORT AN INCIDENT

First, the Title IX Office will reach out to the alleged victim/survivor to schedule a care and concern meeting to discuss resources available on campus to support the student, interim measures, accommodations, and the Title IX process.

Next, the Title IX Case Manager/ Official then requests a meeting with the victim/survivor to discuss whether he/she/they wants to be confidential and how the victim/survivor wants the University to respond to their information.

In most cases, the University can respect the student's wishes even if they don't want to bring formal conduct charges against the accused. Under certain circumstances the University may decide to move forward with a full investigation and conduct charges despite the victim's wishes, but the victim/survivor is fully informed before the investigation moves forward. The Director of Student Conduct determines whether to issue conduct charges.

Finally, at the conclusion of the investigation, the Title IX Investigator drafts an Investigative Report and submits it to the Office of Student Conduct. The case is then resolved through a mutual resolution or a formal hearing.

## RESPONSIBLE EMPLOYEE

But why do I need to know about this?



Because any person perceived as a “responsible employee” of the university is required to report sexual misconduct.

## RESPONSIBLE EMPLOYEE

Well, here are some best practices...

If a student shares information with you about possible sexual misconduct, insert a pause in the conversation...

WHAT SHOULD I DO?



SAY SOMETHING LIKE,



Thank you for sharing with me. Before you go on, I need to let you know that I have an obligation to let the appropriate university official know about this.

## RESPONSIBLE EMPLOYEE

THEN...

“I’m here to listen, but if you would prefer to keep this confidential, I can refer you to someone who can help.”



## BEST PRACTICES FOR RESPONSIBLE EMPLOYEES

Let students know that information they provide will not become public. It will only be shared with campus officials who need to know.

But I'm afraid that it won't be kept confidential.



Copyright from made4preschool.com

## BEST PRACTICES FOR RESPONSIBLE EMPLOYEES

**TITLE IX COORDINATOR = JENNIFER NEWELL**

OTHERS...

Dean of Students

Campus Safety

Counseling and Psychological Services (CAPS)

Health Center

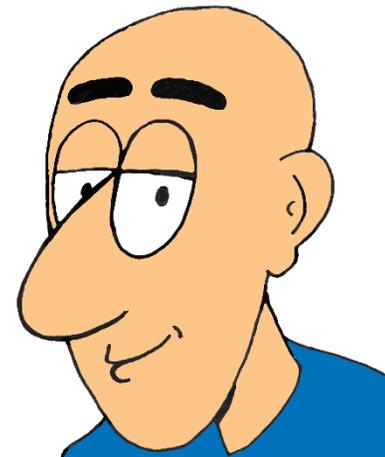
Okay, but who  
should I contact?



## BEST PRACTICES FOR RESPONSIBLE EMPLOYEES

Deliberate indifference is when ANY responsible employee is made aware of possible sexual misconduct but does nothing about it.

If that happens, the University may be subject to court ordered **SANCTIONS OR INVESTIGATION.**



# BOTTOM LINE



If you are made aware of possible sexual misconduct, **YOU** are responsible for reporting.



# Stay updated!



Title IX Website – [titleix.uncc.edu](http://titleix.uncc.edu)



@titleixuncc



Title IX Office, UNC Charlotte



titleixuncc



**Follow Title IX  
to receive  
daily updates,  
news, and  
tips! Be a  
#FortyIXer!**

*#thurple*  
On Thursdays, we wear purple.



**DOMESTIC VIOLENCE**  
AWARENESS MONTH

# SHINE THE LIGHT 2017

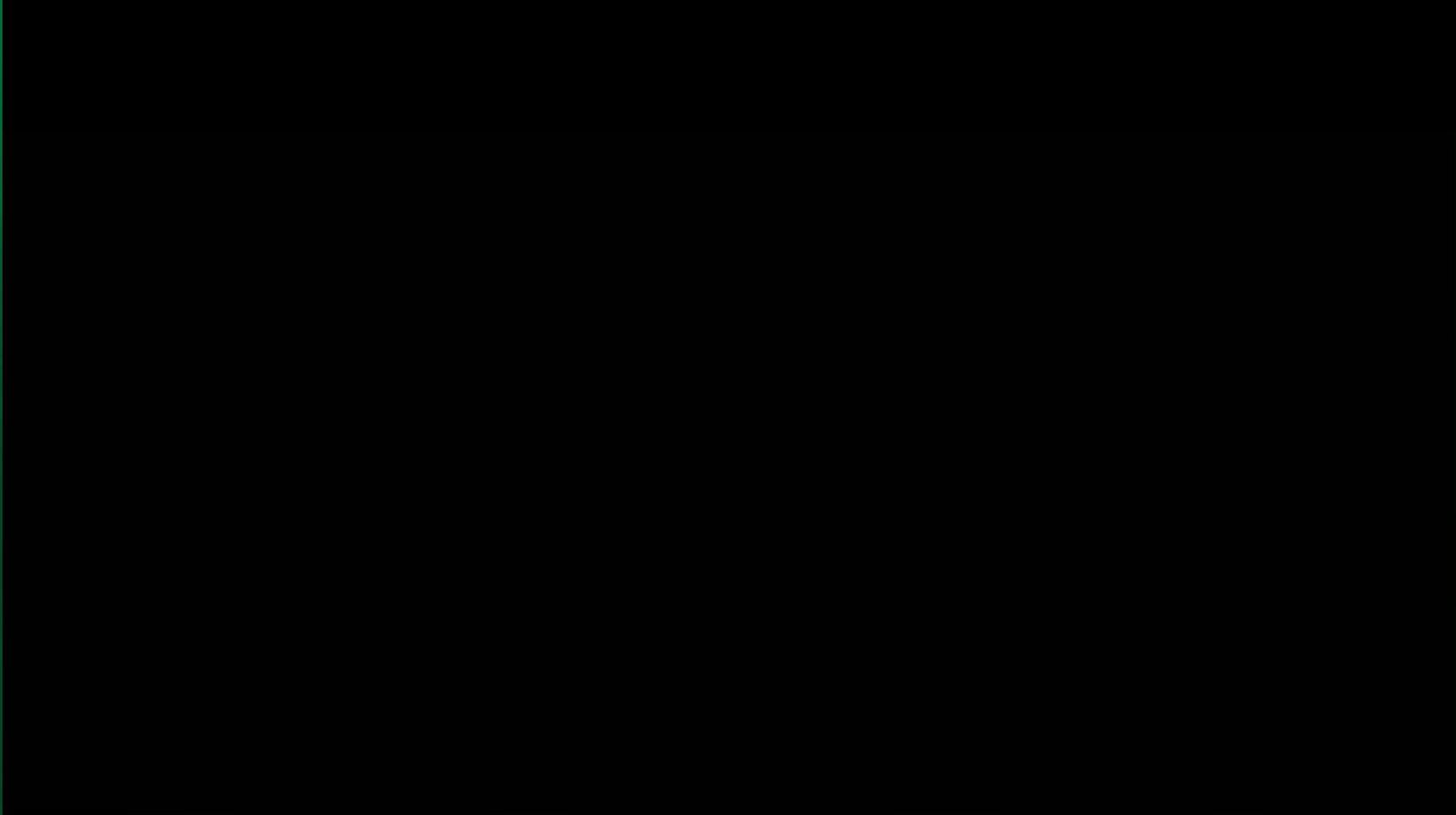
Throughout the month of October, Dickson Gate will be lit purple for Domestic Violence Awareness.

On Thursdays, wear purple & join UNC Charlotte as we collectively Shine the Light on Domestic Violence to show there is no place for violence in our community.



*#thurple*





<https://www.youtube.com/watch?v=JkdUXRKUPm4>