


Not Just Another Conversation



UNC CHARLOTTE

Learning Practical Skills for Responding to Sexual Assault Disclosures

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Introduction



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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!



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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



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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



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



Audience Questions?





Additional Resources

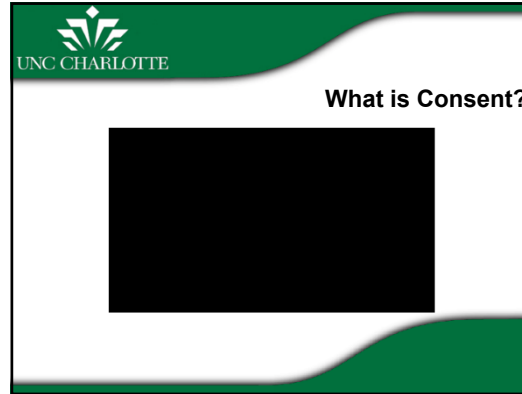
- Interpersonal Violence Resource Guide
- Campus Clarity video on consent
- Responsible Employee brochure
- Some helpful phrases for difficult conversations
- Title IX social media handles
- Responsible Employee video




Interpersonal Violence Resource Guide

titleix.uncc.edu
(scroll to bottom)



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.



BEST PRACTICES FOR RESPONSIBLE EMPLOYEES

TITLE IX COORDINATOR = JENNIFER NEWELL Okay, but who should I contact?


OTHERS...
Dean of Students
Campus Safety
Counseling and Psychological Services (CAPS)
Health Center




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.

UNC CHARLOTTE Stay updated!

Title IX Website – titleix.uncc.edu

@titleixuncc

Title IX Office, UNC Charlotte

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

#purple

On Thursdays, we wear purple.

DOMESTIC VIOLENCE AWARENESS MONTH

SHINE THE LIGHT 2017

Throughout the month of October, Dickson Gym 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.



<https://www.youtube.com/watch?v=1dUWkUfmg>
