

Campus Report on Sexual Misconduct



April 4, 2014

Campus Report to the OUS Chancellor on Sexual Misconduct

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Institutional Context

As the public liberal arts university of the West, Southern Oregon University focuses on student learning, accessibility, and civic engagement that enriches both the community and bioregion. The University is recognized for fostering intellectual creativity, for quality and innovation in its connected learning programs, and for the educational benefits of its unique geographic location. Under the leadership of President Mary Cullinan, SOU has developed a mission statement that reads, "Southern Oregon University is an inclusive campus community dedicated to student success, intellectual growth, and responsible global citizenship."

SOU enrolls approximately 6,500 students, 70% from Oregon, at its Ashland campus, online, and the SOU/RCC Medford Higher Education Center. SOU is a member of the Council of Public Liberal Arts Colleges (COPLAC). SOU also maintains a partnership with Oregon Health Sciences University (OHSU) to deliver a Bachelor's Degree program in Nursing at the Ashland campus.

Roughly 60% of SOU students are the first in their families to attend college and nearly 40% are considered low-income by Federal standards. 30% of SOU's student body is over the age of 26. SOU houses roughly 30% of students on campus, in residence halls and apartments. SOU does not have fraternities or sororities.

Situated in the beautiful Rogue Valley, Ashland is a small city of 22,000 located just 14 miles from the California border. While SOU does not have a police force, the well-trained Campus Public Safety staff has a very close working relationship with the Ashland Police and Fire Departments.

Introduction

Sexual misconduct is not tolerated in any form at Southern Oregon University. During the past number of years, SOU has worked to align campus and community resources to educate the campus population to prevent, support victims of, and resolve instances of sexual misconduct. Despite these efforts, more can always be done to reduce the occurrence of sexual misconduct, and minimize barriers to reporting when it does occur.

SOU's statement on community expectations reads, "Participation as a member of the Southern Oregon University community entails respect for oneself and all other members of the campus community. All students, upon matriculation, agree that every other member of the campus community is to be respected as a colleague committed to the pursuit of knowledge and self-understanding. To misuse or abuse that mutual respect is to threaten the entire academic enterprise."

SOU recognizes that student behavior involves many factors, and that there is interplay between inappropriate behaviors. It is often the case that acts of sexual misconduct also involve the use of drugs and alcohol, and it is critical that we engage our campus community around the role of these substances in inappropriate sexual behavior. Informed students become more adept reporters, and are more likely to engage in bystander intervention when issues arise in their presence. This approach informs the University's approach to resolution of conduct cases involving sexual misconduct. SOU continues to adjudicate matters of sexual misconduct by way of its Sexual Misconduct Review Board, composed of trained administrators, to consider and address the myriad issues that arise in these cases and thoughtfully arrive at an appropriate outcome.

SOU has a Student Support Network that is charged with identifying students experiencing difficulties and helping them obtain resources. This group is also charged with identifying population-level issues that impact student success and working with the appropriate campus groups to address them. Thus, while many of SOU's prevention and support efforts relating to sexual misconduct are coordinated by the Women's Resource Center and disposition of conduct cases are handled by the Office of Community Standards, they are seen as campus-wide responsibilities via the coordinating Student Support Network.

The pages that follow outline more specifically the prevention, support, and resolution resources, initiatives, and challenges undertaken by SOU.

Prevention

The following information outlines the growing education and prevention programs geared toward reducing the occurrence of sexual misconduct. Many students do not identify sexual misconduct through the lens of it being “their” issue, and efforts to address this viewpoint have been undertaken at a population level. This has occurred by way of engaging students as part of their first year experience in required classroom environments (see below).

SOU has worked closely with both the Attorney General’s Sexual Assault Task Force and the Jackson County Sexual Assault Response Team since their inception. A major turning point in awareness and prevention efforts at SOU came with a two-year campaign by the County SART to raise awareness of sexual assault and sexual assault services on the SOU campus (2006 – 2008). SART secured grant funds to support the project and worked closely with SOU faculty, administrators, and students across campus. They helped design a multi-pronged information campaign that included flyers, bathroom posters, “message candy” and coffee sleeves, newspaper articles, tabling, rallies, invited speakers, and classroom discussions. They helped train Resident Advisors, Campus Public Safety and Health Center staff on awareness and prevention. And perhaps most importantly, they helped recruit wildly divergent student groups, from the Ecology Club to the Black Student Union to student religious organizations, to join in wearing distinctive “Stop Sexual Assault” T-shirts en masse on select days throughout the year, a highly visible way of breaking the silence and increasing awareness.

Recent prevention efforts at SOU include the following:

Violence Prevention and Response Advocates (ViPRA) This newly created initiative joins staff from the Women’s Resource Center, the Queer Resource Center, and Student Support & Intervention with the purpose of enhancing our campus community efforts to respond effectively to reports of interpersonal violence as well as ultimately reduce incidents of violence through strategic prevention programs. ViPRA has 2 subcommittees – the Response Subcommittee that consists of SOU staff and community partners and a Prevention Subcommittee that consists of SOU students, staff, faculty and community partners. (See Appendix C for Mission and Vision Statement)

Sexual Assault Prevention Trainings—Coordinated by the Women’s Resource Center and involving both campus and community experts, trainings include Sexual Violence and Consent Training for University Housing Professional and Student Staff; Sexual Violence, Consent and Bystander Intervention Education for Social Justice House students, and on-going training for volunteers at the Women’s Resource Center. In addition, the Women’s Resource Center has provided Sexual Violence, Consent and Bystander Intervention training to the SOU Wrestling team as well as the University Housing Custodial Staff. The student staff in the WRC provided training in the Residence Halls on sexual violence, consent and healthy relationships. These trainings are partially based on information from the National Sexual Violence Resource Center (NSVRC). A sample of these trainings appears in Appendix A.

New Student Orientation—Topics covered with new students include risk reduction & sexual safety, alcohol & drug choices, agencies & community resources, and healthy relationships.

“Month” programming—Special events, programs and activities within Sexual Assault Awareness Month and Domestic Violence Awareness Month that address the way violence uniquely impacts a wide range of communities including Silent Witness, Documentary Film screenings and trauma-sensitive yoga classes for survivors of sexual and domestic violence.

Special Event – This year the Women’s Resource Center hosted an event “Fem Fest” which was an all day exploration of feminisms through Ted Talk style presentations delivered by students, staff, faculty and community members. The keynote speaker was Melissa McEwan of the social justice blog Shakesville who presented two workshops, Rape Culture 101 and “Pro-Choice Feminism - Beyond Reproductive Rights” and all members of the community were invited to this free event with a highly acclaimed speaker and thinker on the topic of sexual violence, consent and rape culture.

Women’s Self Defense—annual program sponsored by the WRC

Take Back the Night—Activities on campus including keynote speakers and march through Ashland, the Women’s Resource Centers invites campus and community partners to participate in this event. Our keynote speaker for 2014 will be Randy Ellison, Board President of OAASIS (Oregon Abuse Advocates and Survivors in Service) and acclaimed author of “Boys Don’t Tell”.

Passive Programs—Flyers, posters, and displays in offices and buildings across campus, on-going that include resources, information and where to get support on and off-campus.

Healthy relationship education and sexual assault response, prevention, and education were components of SOU’s Healthy Campus Initiative (HCI), active in 2011-12. The HCI was comprised of five focus areas—Physical Health, Emotional Health, Alcohol & Other Drug Issues, Tobacco Free Campus Campaign, and Sexual & Relationship Violence. Outcomes for the Sexual & Relationship Violence task force include assessment of levels of awareness of behavior (perceived and actual) and establishment of targets for awareness improvement; implementation of innovative and sustainable programs directed at men and responsibility for healthy relationships and their assessment; and implementation of a campaign to educate the campus population on resources, procedures, rules, and expectations and its assessment. This work continues, however strategic initiatives associated with the HCI have suffered complications due to an institutional reorganization. SOU continues to pursue initiatives in partnership with the Women’s Resource Center, and through its work with the Attorney general’s Sexual Assault task Force, Ashland Police Department, and Jackson County SART, among others. Among the most successful programs generated from efforts of the HCI is the continuing University Seminar Wellness Workshop, outlines as follows:

The University Seminar Wellness Workshop: Sexual Violence, Consent and Bystander Intervention was designed in recognition that students enter the university community with widely divergent understanding and experience regarding adult issues of sexuality, sexual violence, consent, responsible alcohol use, and drug/alcohol misuse. Once recognized, this disparity of knowledge and understanding created an ethical imperative that the University provides incoming students with a fundamental understanding of these issues and a set of basic prevention skills.

Presenters combined their respective knowledge of sexual violence and drugs and alcohol use/misuse into a workshop designed for incoming students enrolled in the University Seminar or “USem” 1st year sequence. In order to achieve buy-in with the 20 plus USem faculty, the workshop content was carefully structured to dovetail with the seminar’s learning objectives. Skills in bystander intervention and effective consent require students to move beyond simple black-and-white and concrete thinking by requiring complex critical thinking skills, involving individual discretion relative to context, high level communication skill, and in some instances, creative problem solving.

Parallel Design

The approach was to look at the subjects of sexual violence and alcohol or substance misuse in a parallel framework carefully weaving the two issues together, sometimes highlighting similarities, sometimes separating the issues to create the sort of dialectical that let everyone feel included in the discussion regardless of experience, gender, or any other identification.

The parallel structure of the workshop was especially effective in the second half when examining bystander intervention. The presenters were able to illustrate how when confronted with a potential sexual assault or when dealing with substance misuse, the same steps were necessary to be able to engage in bystander intervention and avert trauma. Using this parallel strategy, we were able to reinforce messages about the importance of engaging in intervention when situations escalate or become dangerous.

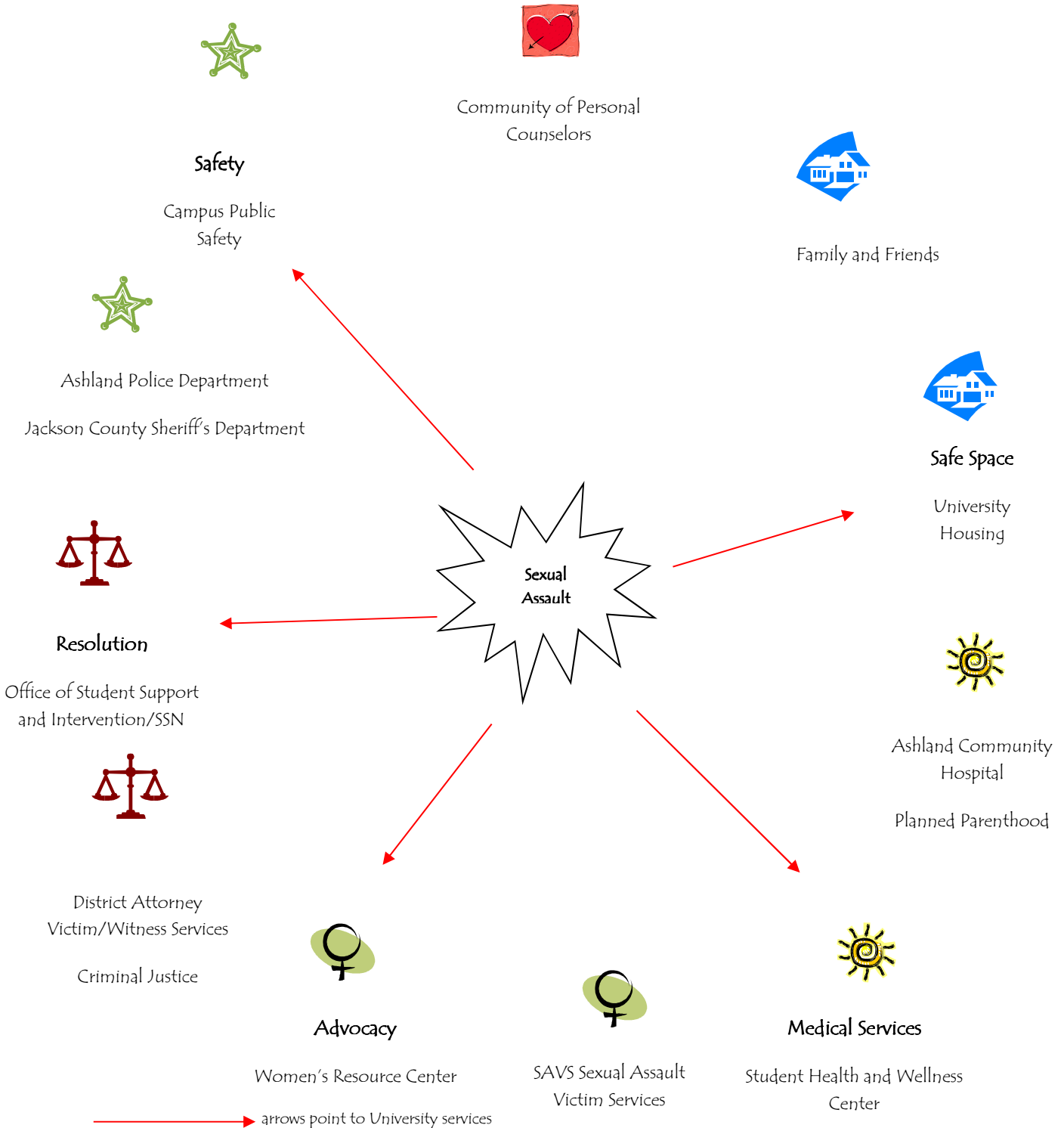
Knowing that the development of critical thinking skills was part of the core purpose of the University Seminar sequence, both the pedagogical choices of the presenters as well as the substance of the information presented, encouraged complex thought and consideration.

This workshop has been presented in both 2012 and 2013 and each year, was delivered to nearly 15 USem sections to over 400 incoming Southern Oregon University students during the first few weeks of fall quarter. The first half of each session contained basic information about sexual violence, consent and substance misuse. The second half focused on bystander intervention. The presentation utilized PowerPoint, documentary film, embedded YouTube segments, heavily engaged student participation in discussion and was one hour and fifty minutes long. The larger purpose of the workshop was to generate a campus wide baseline understanding of these issues and to engage students in actively making the Southern Oregon University campus a safer place for living and learning.

Support

SOU's support network for victims of sexual misconduct is best understood visually:

Help for Victims of Sexual Assault At Southern Oregon University



This visual representation of SOU’s Sexual Assault Response Network illustrates the comprehensive approach that is taken to supporting victims of sexual violence. Campus resources have been aligned with community partners to continually share information and cross-train.

Sexual Assault Response Network Southern Oregon University

Campus	Partners
Women’s Resource Center	Sexual Assault Victim Services (SAVS) J.C. Sexual Assault Response Team (SART)
Campus Public Safety	Ashland Police Department
Health and Wellness Center Personal Counseling	SASH (Sexual Assault Survivors Healing)
Student Health and Wellness Center Medical	Ashland Community Hospital (SART) Sexual Assault Response Team
Office of Student Support and Intervention/ViPRA	Victim’s Assistance Program, District Attorney’s Office
University Housing	Student Support Network

Prior to the start of each fall term, SOU hosts a training day with the departments and partners listed above. Additionally, procedures are in place to regularly cross-check, edit, and update web, phone, and other information for all network partners.

As outlined in the Prevention section, SOU works extensively with Resident Assistants and other student leaders on issues relating to sexual misconduct. In addition to education and prevention efforts, RA’s and others are trained to understand the Sexual Assault Response Network, resources available, proper procedures and referrals, and how to effectively support a victim of sexual misconduct. A summary sheet of information and procedures for residence hall staff appears in Appendix A.

SOU values and continues to cultivate its relationships between campus departments and their community partners. Whether it is Ashland Police keeping Campus Public Safety directors informed of their investigation efforts, the Health Center staff communicating with the local hospital staff, or the Women’s Resource Center coordinator personally introducing a victim to a community SART team member, communication is one of the strengths of SOU’s approach. A tremendous asset in our communication with community partners has been the addition of a case manager, who brings experience working with several local agencies.

SOU has continued its work with the Ashland Police Department in its [“You Have Options”](#) (See Appendix C) campaign, which is a reporting mechanism that allows options from anonymous reporting to connecting survivors quickly with police and other support services. SOU has actively distributed the campaign’s marketing materials including “You Have Options” posters, detailed brochures explaining options as well as APD’s victim-centered approach, and will invite representatives from APD to speak to our campus community about their efforts. These are currently visible in the residence halls, as well in common areas and bathrooms in the Stevenson Union. SOU also has plans to utilize its own webspace to include an anonymous reporting form available to all students, and linked from several identified University pages.

Resolution

Southern Oregon University has remained committed to national best practices in sexual misconduct, equity, and discrimination response. In order to remain in compliance with Title IX legislation, as well as guidance given by the OCR's Dear Colleague Letter, SOU representatives attended ATIXA's Title IX training in July, 2013 in Salem, OR. These representatives were from Student Support and Intervention, Campus Public safety, and Human Resources. This training provided new guidance, and served to augment the NACUA Title IX training received by the same administrators in 2012.

The Director of Human Resources continues to serve as the University's Title IX Coordinator, overseeing three Title IX deputies in various departments across campus. This training and resulting protocols around reports of sexual misconduct are ideal for making a determination for resolution based on a thorough investigation. Most commonly, the avenue for resolution has been student conduct process. However, SOU has purchased ATIXA's "One Model, One Process" policy, and has taken steps to assimilate its most relevant content for resolving all Title IX issues campus wide. This includes complaints involving faculty, staff and students, whereas separate processes for each previously existed. The functional roll-out date for this policy is Fall 2014.

SOU's philosophy related to adjudication of sexual misconduct cases is grounded in an offender-focused, victim-directed approach. It is made known to the reporter that complete anonymity is not always an option, as the University is obligated by Title IX legislation and the OCR's Dear Colleague letter to investigate all incidents of alleged sexual misconduct.

In terms of process, victims or survivors can give a report, and at any point, terminate their involvement in the process as the University sees the case to resolution. It will never be incumbent upon a victim or survivor to be in a hearing or other setting with an alleged perpetrator, or have their account of events scrutinized in any "cross-examination" type of format.

Additionally, this process is integrated into our support efforts to de-stigmatize it and to reinforce to victims that they have advocates and allies throughout all areas of the institution. Often, victims are not emotionally ready to "relive" the events, but given time, counseling, and support, are more prepared to see the administrative process as an appropriate way to achieve resolution.

In years past, cases of student sexual misconduct are heard by the Sexual Misconduct Review Board; a practice which will continue in the short term as we integrate ATIXA's guidance. This board is composed of specially trained administrators and staff, three of whom are selected to hear any given case involving an alleged violation of the sexual misconduct policy, or those outlined in the Sexual Harassment Policy. This board intentionally does not include student members, as their presence is seen to be an inhibitor to victims choosing to move forward with conduct proceedings out of fear of being in a future class with peer who would then be aware their case.

In cases where criminal charges are filed against a student for actions that are also violations of University policy, the University is responsible for hearing allegations of policy violations regardless of and separate from any other proceedings. Student conduct hearings may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.

When a student is charged by federal, state, or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his or her status as a student. If the alleged offense is also a violation of University policy, the University may advise off-campus authorities of the existence of the Code of Student Conduct and of how such matters will be handled internally within the

University community. The University cooperates fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by the criminal courts for the rehabilitation of student violators.

The OUS definitions of sexual misconduct, including consent and exploitation, are of significant help in educating students about expected conduct, helping survivors see that the University can help hold perpetrators accountable, and in aiding conduct boards in wading through often complicated issues that involve conflicting statements.

SOU developed a Case Manager position, which was filled in early 2013 to meet the demand for intervening with at-risk students. These interventions have yielded increased disclosure of sexual misconduct experienced by our students, many of which wish to move forward and engage in our administrative process for resolution. This position is Title IX exempt, which allows students to share their experiences only to the extent that they are comfortable. The impact of this position will be most apparent in the 2015 Sexual Misconduct Report, as this edition's statistics only include those through the case manager's first three months.

The success of the Sexual Assault Response Network is often behind the successful adjudication of sexual misconduct cases. The largest concern relating to resolution of sexual misconduct cases at SOU is the number of incidents that are not reported, and thus are not able to be adjudicated. The table outlining anonymous reports that appears in the next section illustrates this issue.

Academic Year 2012-2013

Report of Incidents

Incident Type	# of anonymous reports		# of reported incidents		# of incidents adjudicated	Dispositions of completed adjudications*	Disciplinary sanctions imposed
	On campus	Off Campus	On campus	Off campus			
Sex Offense							
- Forcible			1	2	3	3 Res	University Dismissal
- Non-forcible (incest/statutory rape)			0	0	0		
Sexual Harassment			3	1	4	4 Res	Research papers, Sexual Harassment training module, University probation, Residence Hall eviction, university suspension, University Dismissal
Stalking			1	0	1		University Dismissal
Totals			5	3			

*KEY: Res = responsible, NR = not responsible, D = dismissed, R = rescinded

SOU's Women's Resource Center (WRC) has been the campus' official collection site for confidential and anonymous reports since 1999. The following information is included to add context to the table above. **Please note that all numbers referenced below are collected for academic years, not calendar years.** The purpose of anonymous reporting is to:

- Increase the University's knowledge of sexual misconduct occurring within the campus population even where a victim did not wish to initiate a campus misconduct investigation or a criminal complaint;
- Enhance awareness among the campus community of the realities of sexual misconduct (i.e. most are acquaintance assaults, most involve alcohol/drug use by either/both the victim and alleged perpetrator, etc.);
- Improve access to advocacy for victims of sexual misconduct; and
- Foster a campus climate where reporting sexual misconduct is normative, where victims are provided with timely and sensitive support and advocacy, and where the University holds assailants responsible for their actions—ultimately creating an environment where each member of the campus community understands that sexual misconduct is a serious violation of community standards that is not acceptable at SOU.

Following are the number of incidents reported to the WRC for the past thirteen academic years:

1999-00: 6	2005-06: 8	2011-2012: 14
2000-01: 9	2006-07: 10	2012-2013: 24
2001-02: 16	2007-08: 10	
2002-03: 12	2008-09: 12	
2003-04: 23	2009-10: 19	
2004-05: 25	2010-11: 8	

It should be noted that greater numbers of confidential reports do not necessarily reflect increased numbers of incidents. Increased reporting may be a sign of improved knowledge and confidence in victim support services, and recognition that a violation took place. We have seen an increase since 2010/2011 in our reporting. It should also be noted that it is possible that even greater sexual misconduct incidents have taken place and have not been reported.

Third party reporting is encouraged, and the Women's Resource Center distributes blank anonymous report forms to various campus offices prior to fall term, as well as referral information for campus personnel to have and give out.

2012-13 Anonymous Report Summary received by the Women's Resource Center

Data Type	Data Reported	Data Not Reported	Data Results
Victim Gender	23	1	Female: 19 Male: 3 Trans: 1
Victim Age	24	0	Under 18: 0 18-24: 19 24-30: 0 Over 30: 5
Victim Affiliation	24	0	SOU Student: 23 Staff: 1 Faculty: 0 Not affiliated with SOU: 0
Assailant Affiliation (there may be more than one assailant per incident)	19	5	SOU Student: 11 Staff: 0 Faculty: 0 Not affiliated with SOU: 8

Assailant Relationship	22	2	<p>Acquaintance: 22</p> <ul style="list-style-type: none"> • Roommate/Hallmate: 2 • Family Member: 2 • Employer: 0 • Other: 18 <p>Stranger: 0</p>
Incident Type*	32	0	<p>Many incidents are reported as multiple types (i.e. harassment and abuse):</p> <p>Sexual Harassment: 5</p> <p>Sexual Assault: 12</p> <p>Acquaintance Rape: 9</p> <p>Stranger Rape:</p> <p>Public Indecency:</p> <p>Intimate Violence: 4</p> <p>Stalking: 1</p> <p>Other: 1</p>
Location of Incident	18	6	<p><u>On Campus: 6</u></p> <p>Housing: 4</p> <p>Academic Building: 0</p> <p>Other Campus Building/Facility:</p> <p>On Campus Specific Location Not Reported: 2</p> <p><u>Off Campus: 12</u></p> <p>Victim's home: 1</p> <p>Perpetrator's home: 7</p> <p>Someone Else's Home: 2</p> <p>Public location:</p> <p>Off Campus Specific Location Not Reported: 2</p>
Were drugs involved?	18	6	<p>Victim Yes: 2 No: 5 Unknown: 5 Unmarked: 6</p> <p>Assailant Yes: 3 No: 3 Unknown: 10 Unmarked: 2</p> <p>Involuntarily:</p>
Was alcohol involved?	18	6	<p>Victim Yes: 7 No: 5 Unknown: 6</p> <p>Assailant Yes: 4 No: 4 Unknown: 9 Unmarked: 1</p> <p>Involuntarily:</p>

Did the assault happen more than once?	20	4	Once: 13 More than Once: 7
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***Incident Type Definitions:**

- Sexual Harassment—unwanted teasing, sexual advances, intimidation
- Public Indecency—exposing one’s genitals, flashing, mooning
- Sexual Assault—sexual contact without consent
- Acquaintance Rape—unwanted intercourse or penetration by a known person
- Stranger Rape—unwanted intercourse or penetration by an unknown person
- Stalking—unwanted following, calling, contacting by a person who has been told to desist
- Intimate Violence—physical, emotional, psychological, and/or sexual violence, within a dating or domestic relationship

Confidential Reporting by Source

This portion of the annual anonymous report of sexual misconduct is new as of June 2012. The information on the chart below has been draw from previous year’s raw data. The purpose of this element of reporting is to chart the relative use of the anonymous reporting system and to consider how to continue to remove barriers that keep victims from reporting and from accessing the resources they need and deserve.

Year Incidents/Reports	Women’s Resource Center	Student Health & Wellness	Student Support and Intervention	Campus Public Safety	University Housing	Other Third Party	Survivor Reported
2012-’13 (24)	13	2	1			2	7
2011-’12 (14)	5	4				5	
2010-’11 (7/8)	6*	1*				1	1
2009-’10 (19/22)	9*	5*			2*	2*	4*
2008-’09 (12/13)	10*	3*					
2007-’08 (10)	5	3			1		1
2006-’07 (10)	3	3			2	1	1
2005-’06 (8/9)	3*	3*					3

*Indicates that a report regarding the same incident came from these sources.

Conclusion and Recommendations

This document outlines many efforts Southern Oregon University has employed to educate the local and campus communities about the issue of sexual misconduct, prevent misconduct from occurring, support survivors of misconduct, and effectively resolve incidents when they occur.

SOU continues its efforts to comply with federal guidance and best practices to minimize reporting barriers and actively promote a safe community. Effectively supplanting our current administrative policies with those of the best legal minds around Title IX issues promises to be a significant step in this endeavor, and will continue.

While there remains much work to be done, we strive to foster a culture of service to our students around healthy relationships, bystander intervention, timely and effective response, and compassionate support. The University Seminar bystander intervention content remains a prime example of infusing education and prevention efforts into the curriculum, thus reaching significant numbers of students with a consistent message. Hopefully, our efforts to engender trust and support among our students will increase the number of sexual misconduct cases that meet resolution. SOU certainly hopes to narrow the discrepancy between anonymous reports and those that are resolved.

Appendix A

Sample of Sexual Assault Prevention Trainings Conducted at SOU

- 1) Mini Sexual Assault Training for Residential Living Area Coordinators, August 30 (1.5 hours)

- 2) Sexual Assault Network Training, Friday October 5 (2 hours) emphasis on partnership with local law enforcement, case studies and on/off campus resources---20 persons
 - How the SA Network functions and what are the different roles
 - Demo and discussion of Ashland Police Department's "You Have Options" campaign and website
 - Scenarios with response and use of resources

- 3) Residents Assistants Sexual Assault Training, tentatively Tuesday, Sept. 13th (3 hours) - 60 persons
 - What is...sexual assault, harassment, stalking, interpersonal violence?
 - Impact of Sexual Assault on a Survivor's life
 - Consent
 - Intervention and Risk Reduction
 - Responding to Disclosures and the RA's role
 - Resources

- 4) Ashland Police Department – Advocacy training (with JC-SART, SANE, SAVS) Monday, December 3 (1.5 hours) and Friday December 7th (1.5 hours)
 - Role of the Advocate
 - Role of the Sexual Assault Nurse Examiners and Understanding Evidence Collection Kit
 - Campus Survivors and Advocacy Options

- 5) SOU Campus Public Safety – APD and Advocacy Training (Monday, December 10th 8:30am – 10:30am)
 - Understanding survivor-centered response
 - Advocacy for campus sexual assault survivors, options and resources on and off-campus

Appendix B

Sexual Assault Response, University Housing Southern Oregon University

Sexual Assault Response, University Housing, Southern Oregon University 2012/2013

When a sexual assault survivor seeks help from their RA:

1. Remain calm, remember to breathe & find a quiet (if the survivor is comfortable – private) place to meet
2. If the survivor is in immediate danger or has been injured, call 911.
3. If not, begin by telling the survivor that you can keep their name in confidence but you will need to verbally report that an incident occurred to the Area Coordinator On-Call: “I am going to need to report that an incident occurred to my supervisor, but your name will not be attached to the report.”
4. Listen compassionately & without judgment (note when assault occurred)
5. Inform them about resources for medical support, counseling, safety, legal & disciplinary procedures. You can utilize the WRC website: www.sou.edu/wrc
6. Offer to call an advocate from the WRC (9-5, M – F) @552-6216 or SAVS (24/7) @779-4357. “I can call an advocate who is trained in responding to sexual assault and they can come here to provide support and explain to you your options.”
7. Acknowledge their courage in seeking support and options. “You have shown so much courage and strength in speaking up about your experience and seeking the help you deserve. That courage will support you in your healing.”
8. Ask the survivor how they would like to submit an Anonymous Sexual Misconduct Report. The survivor may choose to fill it out or may ask you to fill it out for them. Either way is okay. Completed forms should be submitted to the WRC.
9. Ask the survivor if they would like additional follow up support from your supervisor – and let them know it is their choice.
10. At the request of the survivor, or immediately after you have completed your support, call the Area Coordinator On-Call to report the incident.
11. Take care of yourself, check in with your supervisor or WRC staff for additional questions or support.

How the Area Coordinator On-Call will help:

1. The AC will ask the RA questions regarding the incident but will not request the identity of the survivor and will take notes.
2. If the survivor has given permission, the AC will contact them directly. If they have not given permission, the AC will offer guidance to the RA who will remain in contact with the survivor. **Decision and actions should always follow the survivor’s request.**
3. The AC and the RA may seek guidance from an advocate but only regarding the incident and not regarding the identity of the survivor.
4. The AC may report the incident to their supervisors stating, “We’ve had an incident of alleged sexual assault, the protocols are in place, and it is being responded to.”*

*If at any time, it is felt that the survivor is in danger of being hurt or hurting themselves, action will be taken and this level of confidentiality can no longer be assured.

Appendix C

YOU HAVE OPTIONS

Ashland Police Department Sexual Assault Reporting

[HOME](#) [YOUR OPTIONS](#) [HELPFUL INFO](#) [QUESTIONS](#) [RESOURCES](#) [CONTACT US](#)



The doors we open and close each day decide the lives we live.

- Flora Whittemore

Anonymous 24 Hour Crisis HelpLine: 541-779-4357

[EXIT SITE QUICKLY](#)

YOU HAVE OPTIONS

Ashland Police Department Sexual Assault Reporting

[HOME](#) [YOUR OPTIONS](#) [HELPFUL INFO](#) [QUESTIONS](#) [RESOURCES](#) [CONTACT US](#)

[CLICK HERE FOR ONLINE REPORT FORM](#)

COMPLETE INVESTIGATION	PARTIAL INVESTIGATION	INFORMATION ONLY REPORT
<p>In addition to what occurs in a Partial Investigation:</p> <p>All suspects and witnesses are contacted.</p> <p>Results of the investigation may be submitted to the Jackson County District Attorney's Office for prosecution.</p> <p>Victim may request a Partial Investigation at any time prior to case referral to District Attorney or arrest of suspect.</p> <p>CLICK HERE TO LEARN MORE</p>	<p>Victim statement is documented.</p> <p>Available evidence is preserved.</p> <p>Victim controls how much or how little they participate with the investigative process.</p> <p>Victim is provided with medical and advocacy resources.</p> <p>Victim may request a Complete Investigation at any time after a report is initiated.</p> <p>CLICK HERE TO LEARN MORE</p>	<p>Report is documented.</p> <p>Victim, if known, is provided with medical and advocacy resources.</p> <p>This report may change to a Partial or Complete investigation at a victim's request.</p> <p>Report can be made online with no law enforcement contact.</p> <p>Report can be made by any person.</p> <p>Person reporting can choose to CLICK HERE TO LEARN MORE</p>

Only Complete Investigations may result in arrest or referral to the District Attorney's Office for prosecution.

YOU HAVE OPTIONS

Ashland Police Department Sexual Assault Reporting

HOME

YOUR OPTIONS

HELPFUL INFO

QUESTIONS

RESOURCES

CONTACT US

* [REPORTING FOR MEN](#)

* [SEXUAL ASSAULT EXAM](#)

* [HOW TO CONTACT AN ADVOCATE](#)

* [WHO YOU WILL TALK TO AND WHY](#)

* [BENEFITS WHEN REPORTING TO APD](#)

* [PRESERVING EVIDENCE AND OPTIONS](#)

* [WHAT HAPPENS AFTER AN ARREST IS MADE?](#)

* [SEXUAL ASSAULT STATUTE OF LIMITATIONS](#)

* [HOW TO REPORT WITHOUT TALKING TO THE POLICE](#)

* [REPORTING OPTIONS WHEN YOU'RE UNDER THE AGE OF 18](#)

* [WHY YOU SHOULD STILL REPORT IF YOUR CASE CANNOT BE PROSECUTED](#)

* [MAKING THE CHOICE TO CHANGE: APD'S EFFORTS TO INCREASE REPORTING](#)

YOU HAVE OPTIONS

Ashland Police Department Sexual Assault Reporting

HOME

YOUR OPTIONS

HELPFUL INFO

QUESTIONS

RESOURCES

CONTACT US

Can evidence be lost if I don't want you to talk to the suspect?

Yes. Your investigating officer will be able to go through potential evidence that may be lost so you can make an informed decision. A report without suspect contact is better than no report at all. It alerts law enforcement to potential sexual predators and provides possible suspect information on future cases with other victims.

[Click here for more information on what could be evidence.](#)



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[CONTACT US](#)

Anonymous 24 Hour Crisis Helpline: 541-779-4357

[JACKSON COUNTY RESOURCES](#)

[STATE AND NATIONAL RESOURCES](#)

[COMMENTS ABOUT OUR EFFORTS](#)

[EVENTS AND TRAINING](#)

[IN THE NEWS](#)

["I Will" CAMPAIGN](#)

[DIANE SANDLER
AWARD FOR EXCELLENCE IN
SEXUAL VIOLENCE RESPONSE](#)

[SOUTHERN OREGON SEXUAL
ASSAULT SYMPOSIUM](#)



Appendix D

Sexual Assault Policy - ViPRA

The intention behind this policy is to provide survivor centered response to sexual assault with the understanding that: if survivors are given more time than Title IX reporting generally allow, the outcomes for the survivor, the legal, and the conduct process are better.

Ideal Campus Sexual Assault Response

1. There will be a designated person/people on campus to whom all sexual assault survivors will be referred. These designees will be title IX exempt by SOU policy.
2. The sexual assault designee/s will be available to all people associated with SOU (faculty, staff, student, volunteer etc.)
3. This designee/s will/may have clinical licensure and will operate under that privilege- this will be designated in SOU policy.
4. One of the sexual assault designees will be located in the Office of Student Affairs in order to:
 - i. Be gender equitable
 - ii. Be located in a high traffic area where the reasons for being in the office could be many
5. The other designees will be located in the WRC and QRC in order to have safe spaces at a distance from the campus conduct process as well as to provide several options for support and resources.
6. Anonymous reports may be turned in to any entity on campus- these report forms will be directed to the sexual assault designee. There will be online anonymous or known report forms. These will be directed to the office of student affairs.
7. The sexual assault designee/s will provide survivor centered advocacy and will be exempted from Title IX requirements. The sexual assault designee/s will coordinate the care for the survivor in terms of advocacy with housing, conduct, professors, etc. as well as community resources.
8. All other SOU staff and faculty will be required to report a sexual assault to the identified Title IX responsible staff.
9. The sexual assault designee/s will coordinate with both on campus and off campuses entities to ensure the best possible outcome for the survivor.
10. The designee will convene a monthly response to sexual assault meeting for all campus sexual assaults from the previous month.
11. The survivor will be entitled to have the sexual assault designee or anyone else of their choosing at any meeting/procedure/conversation regarding the sexual assault.
12. The sexual assault will not be reported by the sexual assault designee/s to any college entity unless directly requested by the survivor.
13. The sexual assault designee/s will however report the number of assaults and the age, gender, and relative circumstances to the college in a monthly report (Therefore if there is a pattern of ongoing assaults they can be addressed in a timely matter). All other identifying information will be excluded from said report.

14. The sexual assault designee/s will be able to interface with other entities on campus (such as housing) to meet the needs of the survivor without a college investigation taking place.
15. One of the sexual assault designees will attend the Jackson County SART Review meetings, the Jackson County Council Against Domestic and Sexual Violence, the Attorney General's State Task Force, the Student Support Network and be in charge of the campus SART.
16. When faculty and staff anticipate a disclosure they will refer students to three options:
 - i. Sexual Assault Designee/s
 - ii. SAVS
 - iii. APD

Materials and Publicity

1. There will be ample information on SOU's website in regard to the University's position on Sexual Assault, information about campus based resources, community resources, and policy and procedure.
2. There will be a link to the sexual assault designee/s' email addresses.
3. There will be an anonymous report form online that is directed to the sexual assault designee's email.
4. There will be a link to the APD's "You Have Options" website from the SOU website.
5. "You Have Options" will have an SOU anonymous report form available as well.
6. The WRC will work in coordination with Jackson County SART to create a strong and vibrant peer education program.

STEPS TO TAKE:

1. Redesign website to include anonymous report form.
2. Look at SOU website in its entirety and the information it has about title ix and sexual assault
3. Ensure that SAVS and SOU are cross referring clients.
4. Design mechanism by which SAVS and SOU can work together with shared clients
5. Have SAVS refer all SOU clients to the OSA for campus advocacy and follow up.
6. Create publicity for campus wide education about the reporting and response to sexual assault.
7. Get a presentation like Matt and Molly do into every USEM course
8. Already in the works monthly open forums with APD to address consent, community resources, and the You Have Options website.
9. Work toward fitting SOU prevention curricula into the model being created by SART and APD county wide.
10. Provide yearly education to entire campus around IPV.
11. Create program for SOU students to partake in peer education as well as the education of younger students.