

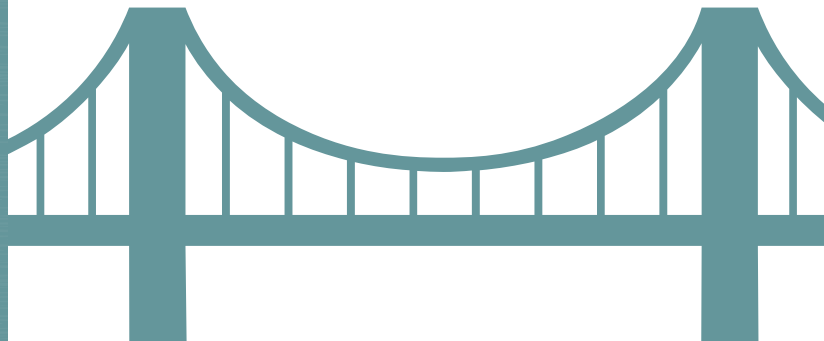
BE THE BRIDGE

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



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Dear Faculty Member,

St. John's University has been recognized by the Department of Justice and the Office on Violence Against Women for our interdisciplinary team approach to preventing and responding to violence. The responsibility to protect and support each St. John's student is an important one and shared by all members of the Institution. We are grateful for the relationships you build with students in your role as a faculty member. Will you join us in taking a strong visible stand against sexual violence?

The rates of sexual violence are extremely high nationally; 1 in 5 women and 1 in 13 men will be assaulted while attending a college or university. It can seem like a daunting task to make change in our society regarding such a prolific and broad problem. However, we have already seen a huge change in the discourse around this topic. As an institution, St. John's has joined the conversation and is looking forward to the change that is on the horizon.

We understand your lives are tremendously busy and for that reason we appreciate your willingness to partner with us to help reduce violence, improve safety and thereby improve the quality of education available to all students. For your convenience, we have compiled this toolkit in the hopes of offering simple suggestions that you can refer to or implement through the semester that will allow for you to actively share in creating a safe campus without ever having to leave your classroom or office.

This document outlines how to connect a student in crisis to resources on campus, what to do when a report/disclosure is made, as well as proactive ways you can make a statement against sexual violence. The toolkit also contains brief straightforward examples of how to help us make this campus a safe place for all of our students. We hope you find this toolkit helpful.

Thank you for all you do in creating a safe space for our students.

Jackie Lochrie

Dean of Students
Deputy Title IX Coordinator
718-990-6568
lochriej@stjohns.edu

Danielle DiNapoli

Director of Violence
Prevention & S.O.A.R. Initiatives
718-990-6550
dinapold@stjohns.edu



RESPONDING TO INCIDENTS

UNIVERSITY RESPONSIBILITY

According to the St. John's University HR Policy Manual, in accordance with the Title IX legal mandate, every member of the faculty, administration, and staff of St. John's University, acting in their capacity as an employee of the University, is obligated to immediately report any incident of sexual assault, rape, or other forcible sexual offense against any member of the University community upon learning of the incident.

Additionally, every member of the faculty, administration, and staff is similarly obligated to report any incident of intimate partner violence or stalking against any student member of the University upon learning of the incident. Even when the individual requests confidentiality of the incident, the employee has a responsibility to report it.

WHAT YOU CAN DO

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

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

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

Queens Campus: 718-990-5252

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

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

■ **CAMPUS SUPPORT ADVISOR (CSA)**

The Campus Support Advisor is a trained SJU administrator who serves as a confidential resource to survivors. The CSA will provide information on SJU procedures, discuss all remedies available to students, and facilitate referrals for other needs.

All Campuses

1-718-990-8484

■ **COUNSELING & PSYCHOLOGICAL SERVICES (CAPS)**

The CAPS has mental health professionals available to provide free and confidential support and assistance.

All Campuses

Marillac Hall Room 130
1-718-990-6384

After Hours Helpline
1-718-990-6352

■ **STUDENT HEALTH SERVICES**

Student Health Services also has staff available to provide medical assistance and support. Services are free and confidential.

All Campuses

DaSilva Hall First Floor
1-718-990-6360

SUPPORTING SURVIVORS

ENSURE SAFETY

Is the student hurt or in imminent danger? Ask, “Are you worried about your safety right now? If so, call 911 and Public Safety directly from any campus phone.

RESPOND COMPASSIONATELY AND APPROPRIATELY

The first response a survivor receives after disclosing an experience of sexual violence significantly influences their recovery from trauma.*

- Start by believing.
 - Say “I believe you,” or “I’m sorry this happened.”
- Be supportive.
 - Listen without interrupting.
 - Be comfortable with expressions of emotion.
 - Acknowledge their courage in coming to you.
 - Say “Thank you for sharing with me.”

*Linder, C. (2018). Sexual Violence on campus: Power-conscious approaches to awareness, prevention, and response. Emerald Publishing.

- Know what **not** to say and do.
 - Do not ask why or judge their actions.
 - Avoid telling them what to do.
 - Do not minimize what they are experiencing or feeling.
 - Avoid phrases such as “It’ll be okay,” or “It doesn’t sound that bad.”
- Find out what they need for the class.
 - What support systems can you provide the student with to help them be successful in the class?

REFER TO APPROPRIATE ON-CAMPUS RESOURCES

■ **Public Safety**

Available 24/7 by calling 718-990-5252 (Queens)

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

■ **Title IX Coordinator**

Reports of sexual violence can also be made to St. John’s Title IX Coordinator. Danielle Haynes, Interim Director of Equal Opportunity Compliance, serves as the Title IX Coordinator for overall campus compliance for the University.

Danielle Haynes’ office is located on the Queens campus in the Office of Human Resources, University Center Suite C. She can be contacted at 1-718-990-2660 or haynesd1@stjohns.edu.

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

Kristin Quinn, Senior Associate Athletic Director/Senior Women’s Administrator, serves as the Deputy Title IX Coordinator for Athletics. She can be contacted at 1-718-990-6736 or quinnk@stjohns.edu.

Following a report, the Title IX Coordinator or their deputy will investigate and respond to your complaint.

■ **Campus Support Advisor (CSA)**

The Campus Support Advisor is a trained SJU administrator who serves as a confidential resource to survivors. The CSA will provide information on SJU procedures, discuss all remedies available to students, and facilitate referrals for other needs.

All Campuses

1-718-990-8484

■ **Counseling and Psychological Services (CAPS)**

The CAPS has mental health professionals available to provide free and confidential support and assistance.

All Campuses

Marillac Hall Room 130

1-718-990-6384

■ **Campus Ministry**

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

All Campuses

Marillac Hall Room 239
1-718-990-6255

■ **Student Health Services**

Student Health Services also has staff available to provide medical assistance and support. Health services are free and confidential on all campuses.

All Campuses

DaSilva Hall First Floor
1-718-990-6360

WHEN A REPORT IS MADE

After a report is made, the Title IX Coordinator will lead the university response by offering supportive measures and information about filing a complaint, and will oversee the investigation and process. The student will also have contact with a support person from the University who will discuss the survivor's options for formal reporting procedures and all available medical, counseling, academic, legal, and housing resources. For further details on how to help the student in need and a complete listing of on- and off-campus resources, check the University website page, Sexual Assault: You Are Not Alone (www.stjohns.edu/sexualassault).

ADVOCACY IN THE CLASSROOM

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

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

SPREAD THE LOGO

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



SYLLABUS PARAGRAPH

By adding a paragraph to your course syllabus, you can help us reinforce the It's On Us message that students are hearing from many different venues. Here is an example, however, feel free to tailor this to suit your needs:

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

YOUR EMAIL

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

"It's on US to stop Sexual Violence"

or



It's on us to stop sexual violence. To learn more, register for a workshop at www.stjohns.edu/itsonus.

IN CLASS AWARENESS

- Establish expectations by modeling the 3 D's of Intervention (Direct, Delegate, Distract) if something inappropriate is said or done in class.
- Include a brief statement on your course syllabus reflecting your commitment to a safe campus and listing campus resources (including yourself) if someone needs a safe person to seek help.
- Display a reporting options poster, 3 D's poster, and/or local resource brochures in your office and/or classroom. Contact the Director of Violence Prevention & S.O.A.R. Initiatives at 718-990-6550 or dinapold@stjohns.edu for copies.
- Have a St. John's It's On Us Bystander campaign item (i.e. magnet, button, cling, etc.) hanging in your office. For available items, contact the Director of Violence Prevention & S.O.A.R. Initiatives at 718-990-6550 or dinapold@stjohns.edu.
- Insert a slide in all your PowerPoint presentations that includes information about St. John's It's On Us Bystander campaign. Display it before and after class.

VIDEOS

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

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

POWERFUL QUOTES

A simple quote can carry big impact. Add a quote to your email signature or your class PowerPoints.

"I am only one, but I am one. I cannot do everything, but I can do something. And I will not let what I cannot do interfere with what I can do." *Edwards Everett Hale*

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

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

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

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

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

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

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

"There are opportunities even in the most difficult moments." *Wangari Matthai*

Follow up any of these quotes with the following,
"It's on us at St. John's University to be part of the solution.
Join me in standing up against sexual violence. Find out more
at www.stjohns.edu/itsonus."

VISIBILITY

Show your support by providing correct information to our students. Post a Title IX Reporting poster in your office. Contact Jackie Lochrie, Deputy Title IX Coordinator for the Division of Student Affairs, to receive copies. You can also go to www.stjohns.edu/sexualassault and click the "Reporting Sexual Assault" link on the left hand column to find the online version of the Reporting Options At-A-Glance Title IX Poster. If our students are aware of the Title IX procedures, SJU will be able to prevent incidents, as well as, respond in a timely and appropriate manner.



**ST. JOHN'S
UNIVERSITY**

WHAT ARE MY OPTIONS?

Student survivors, witnesses, and bystanders who report, in good faith, any incident of sexual harassment, sexual assault, dating violence, domestic violence, intimate partner violence, or stalking will NOT be charged with an alcohol or drug violation of the Student Code of Conduct. Reports can be made at www.stjohns.edu/reportsexualmisconduct. Reporters can remain anonymous.

CONFIDENTIAL OPTIONS

The Center for Counseling and Consultation

All Campuses
718-990-6384

After-Hours Helpline
718-990-6352

Campus Support Advisor
718-990-8484

Want to learn more about University resources?
www.stjohns.edu/titleix

Off-campus resources:

Sexual Assault Violence Intervention (SAVI) Program
212-423-2140

Womankind
888-888-7702



NONCONFIDENTIAL REPORTING OPTIONS

Local Law Enforcement

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

St. John's Employee (Faculty, Administrator, or Staff)

If you decide to tell any St. John's staff, administrator, or faculty member (except for confidential services), they are required to notify Public Safety or the Title IX Coordinator.

Public Safety

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

Title IX Coordinator

718-990-2660
or titleix@stjohns.edu

Activates Campus Response

The Title IX Coordinator leads the University response, which will include offering supportive measures and information on how to file a complaint.

Interim remedies may be taken, including

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

If a complaint is filed, the Title IX Coordinator can order a thorough investigation of the incident. A hearing will then be held, and if the accused is found responsible for the conduct, sanctions will be imposed.

YOU ALWAYS HAVE THE RIGHT TO

Choose to report to local law enforcement.

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

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

Request specific remedies, including

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

Have an advisor present at any interview, hearing, or other related meeting. You can choose your own advisor or ask the University to appoint one for you at no cost.

HAVE A CONCERN OR COMPLAINT?

Concerns or complaints regarding the University's response may be filed with the St. John's Title IX Coordinator at 718-990-2660 or titleix@stjohns.edu.
www.stjohns.edu/sexualassault

CURRICULUM INTEGRATION

ASSIGNMENT TOPICS

Sexual and dating violence crosses many fields of study. Integrating this topic into your courses provides important context on discussing prevention and response. We have compiled examples for how you can integrate it through readings, lectures, and various assignments. For guidance on relating it to your specific discipline, please contact Danielle DiNapoli, Director of Violence Prevention & S.O.A.R. Initiatives at dinapold@stjohns.edu or 718-990-6550.

1. Popular rape myths and an analysis of why they are so difficult to dispel
2. The portrayal of intimate partner violence or rape culture in popular media
3. The history and application of the Violence Against Women Act
4. The role of the bystander in preventing sexual violence
5. The economic impact of interpersonal violence
6. Rates and impact of male victimization experiences (which includes, but is not limited to, child abuse)
7. Outcomes of famous domestic violence and rape trials

8. “Why Didn’t They Just Leave?”: The cycle of violence and the barriers for survivors to leave an abusive relationship
9. How technology has revolutionized stalking and survivor safety
10. The evolution of sexual education in schools and its impacts on knowledge and prevention of sexual violence
11. Objectives and impact of the federal Office of Violence Against Women (OVW)
12. Challenges with rape and domestic violence legislation and how it impacts survivors experience with the justice system
13. Violence against women from a global perspective
14. The history and evolution of Title IX and its impacts on colleges and universities
15. Intimate partner violence in the LGBTQ community
16. Medical Safety: Screening and treating protocols used by medical staff for survivor safety
17. The psychological effects of rape victimization
18. An exploration of national movements targeting sexual violence prevention (e.g. #MeToo, Take Back The Night, etc.)
19. The influence of social media on survivor solidarity, resource sharing, and movement momentum
20. An exploration of colleges and universities response protocols and resource offerings for survivors of sexual violence

JOURNAL/WRITING ASSIGNMENTS

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

Contact Danielle DiNapoli, the Director of Violence Prevention & S.O.A.R. Initiatives at 718-990-6550 or dinapold@stjohns.edu to request copies of the articles.

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

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

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

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

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

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

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

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

MEDIA ASSIGNMENTS

We have provided some examples below of films and shows that can be used to spark discussions or create assignments that explore various themes related to sexual and dating violence.

Please contact Danielle DiNapoli, Director of Violence Prevention & S.O.A.R. Initiatives at 718-990-6550 or dinapold@stjohns.edu to discuss how to relate these to your specific disciplines.

1. **Unbelievable:** Inspired by true events, this limited series examines the story of a young woman accused of lying about rape and the two detectives who followed the path to the truth.
2. **I May Destroy You:** The series explores consent, trauma, and the impact of violence while it tells the story of Arabella, a woman who is sexually assaulted after having her drink spiked on a night out.
3. **The Hunting Ground:** An expose of rape culture on campuses. The film follows undergraduate rape survivors pursuing their education and justice, despite ongoing harassment and the devastating toll on them and their families.
4. **Spotlight:** The film follows Boston Globe's "Spotlight" team as their investigative journalists uncover cases of widespread and systemic child sex abuse in Boston by numerous Catholic priests.
5. **Surviving R. Kelly:** A six-part documentary series explores the sexual abuse allegations against R. Kelly as told by some of the victims.

6. **Audrie & Daisy:** The film examines the real-life ripple effects on families, friends, schools, and communities when two underage young women find that sexual assault crimes against them have been caught on camera.
7. **Athlete A:** This film follows the intrepid reporters, brave gymnasts, and legal team that put Larry Nassar behind bars and exposed decades of abuse at USA Gymnastics.
8. **Hold Me Right:** Hold Me Right follows both survivors and perpetrators through the harrowing journey of speaking up, healing, and moving forward.
9. **She Said:** Following the remarkable true story, She Said follows reporters Megan Twohey and Jodi Kantor's attempt to expose the truth many fear to tell by shaking up the system and empowering courageous women to retake their strength through stories of survival.
10. **The Invisible War:** A groundbreaking investigative documentary about one of America's most shameful and best-kept secrets, the epidemic of rape within the U.S. military.
11. **I Am Evidence:** Exposes the alarming number of untested rape kits in the United States through a character-driven narrative, bringing much needed attention to the disturbing pattern of how the criminal justice system has historically treated sexual assault survivors.

EXTRA CREDIT ASSIGNMENTS

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

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

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



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