

## Dickinson College's Title IX Awareness, Primary Prevention and Ongoing Educational Model January 2020

At Dickinson College we are committed to a respectful and inclusive learning, living and work environment, free from sexual and gender-based misconduct. One of our greatest priorities is the prevention of sexual and gender-based misconduct before it occurs through awareness events and ongoing educational programs.

This education model highlights the prevention work of our faculty, staff and students. This semester we have expanded this report to showcase the plethora of cross-campus collaborations in keeping with our ongoing commitment to increase transparency of the work that we do and to engage our community in prevention of sexual and gender-based misconduct.

### Comprehensive Awareness, Primary Prevention and Ongoing Educational Model



Dickinson College's comprehensive sexual and gender-based misconduct<sup>1</sup> prevention plan has been developed by the Title IX Coordinator using the Social Ecological Model<sup>2</sup>. The Social Ecological Model provides a framework to ensure education and training occurs at multiple levels within the College. The Social Ecological Model provides a framework to guide the College in providing sexual and gender-based misconduct awareness programs, primary prevention programs and ongoing educational programs to students and employees.

This Educational Plan further includes the annual professional training required for officials who Investigate, resolve and oversee allegations of sexual and gender-based misconduct. The required annual training is provided for Investigators, Review Panel members, Appeal Officials, the Assistant Title IX Coordinator, and the Title IX Coordinator.

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<sup>1</sup> Sexual and gender-based misconduct includes sexual assault and other forms of sexual of misconduct, including sexual and gender-based harassment, dating violence, domestic violence and stalking.

<sup>2</sup> [Center for Disease Control](#).

The Title IX and Sexual Respect Office works closely with on-campus staff and off-campus partners, including but not limited to the Office of Equity and Inclusivity, Athletics, the Wellness Center, Human Resources, the Division of Student Life, the YWCA Carlisle Sexual Assault/Rape Crisis Services Center (YWCA) and Domestic Violence Services of Cumberland and Perry Counties (DVSCP). While the Title IX and Sexual Respect Office oversees numerous programs and supports a number of offices in engaging in this vital work, the Office continues to learn of programming that is developed and delivered by our campus community members, at times independent of the Office. Thus, the information in this report is not exhaustive of all the programming that Dickinson College delivers to the campus community, however, our aim is to continue improving on how we gather this information and consider how to improve collaborations across campus due to the intersectionality of our work with other offices.

### **What are our compliance requirements?**

**VAWA (Violence Against Women's Act)** requires institutions to provide incoming students and new employees programs which include:

- ✓ A statement that the institution prohibits the crimes of dating violence, domestic violence, sexual assault and stalking.
- ✓ The definition of consent in reference to sexual activity.
- ✓ A description of safe and positive options for bystander intervention.
- ✓ Information on risk reduction.
- ✓ Information on the institution's policies and procedures after a sex offense occurs.

### **How does VAWA define primary prevention, awareness and ongoing education**

#### **What is Primary Prevention?**

Primary prevention aims to stop sexual and gender-based misconduct before it occurs.

#### **What are Awareness Programs?**

Awareness programs are aimed to bring community awareness to issues of sexual and gender-based misconduct.

#### **What is Ongoing Education?**

Ongoing education aims to build upon the information already learned in primary programs about healthy relationships and bystander intervention.

#### **What is Training?**

Training is completed on an annual basis and covers information on equitable trauma-informed investigations. VAWA and Clery guides that professionals managing and/or overseeing sexual and gender-based matters are trained on an annual basis.

### **The NCAA Board of Governors Policy Requires**

- ✓ Coach's and student athletes are required to complete education each year on sexual violence prevention.

Below you will find a summary of a number of programs delivered by Dickinson College during the Fall 2019 semester. While this list does not detail all of our programs and events, we successfully completed over 90 programs that reached over 2,500 students and 600 employees.

### Online Education Modules – First Year Students

First-year students complete the START Learning Program for Higher Education before they arrive on campus. This program includes 4 online modules:

- **Healthy Relationships and Dating Violence (30 mins.)**
  - Topics Covered:
    - Characteristics of healthy and unhealthy relationships
    - Forms of dating abuse, including abuse in the LGBT community
    - Victims of cyber abuse
    - How students can get help
- **Harassment/Respect Among Peers (30 mins.)**
  - Topics Covered:
    - The types of behaviors that can be considered harassment
    - How to address and report harassing behaviors
- **Know Your Limit: Alcohol and You (30 mins.)**
  - Topics Covered:
    - The importance of limiting or moderating intake of alcoholic beverages
    - The dangers and risks associated with binge drinking
    - Tips for drinking alcohol sensibly
    - Ways to intervene if friends have had too much
- **Lasting Choices: Protecting Our Campus from Sexual Assault (30 mins.)**
  - Topics Covered:
    - Sexual assault investigations
    - The role of alcohol in sexual assault
    - How to report incidents
    - Intervention strategies

For more information about this program, visit: <https://www.edurisksolutions.org/START-HE/>

In Fall 2019, over 670 students completed the online programs.

### Orientation for First-Year Students (Primary Education)

The Title IX Coordinator collaborates with staff to ensure that student primary orientation program includes information on the topics of:

- What is sexual discrimination/harassment
- Title IX law and statement that Dickinson College prohibits sexual and gender-based harassment
- A review regarding Title IX and protections for all campus members/visitors, educational programs and activities
- A review of the definitions of sexual assault, dating violence, domestic violence, stalking, and retaliation, options in reporting, defining consent and tips on bystander intervention.
- Define Consent and provide examples of how to obtain Consent
- A review of steps after a report is made to the Title IX Office
- Accommodations, Support Services and Interim Measures
- Processes, including Formal and Adaptable Resolution
- How to File a Report
- Confidential Resources and Support Staff

In Fall 2019, we held 4 Orientation sessions, delivered to all new incoming first-year students.

### **Extended Orientation for First-Year Students (On-going Education)**

Extended Orientation “Real Talk” is a College mandated ongoing education program, facilitated by Title IX and Sexual Respect Peer Leaders/Educators, YWCA and DVSCP Advocates.

The Peer Educators lead and facilitate these 1-hour sessions for all incoming first year students, specifically focused on healthy relationships, personal/others’ boundaries, consent, and engaging in clear communication around sexual activity.

In Fall 2019, we held 18 1-hour sessions; 99% of incoming first-year students completed this program.

### **Employees – (Online Modules and in-person Protecting Our Community sessions)**

Within the first year of employment, new employees are required to complete 3 programs that outline Dickinson College’s expectations and identify the policies and procedures for reporting issues of workplace harassment and discrimination along with our commitment to the protection of minors. Staff and Faculty are required to complete the two web-based modules – Workplace Harassment and the Campus Save Act – once every two years and attend our facilitator-led *Protecting Our Community*.

#### **2 Online Education Modules:**

- ✓ Preventing Workplace Harassment
- ✓ The Campus Save Act

## **1 In-person Training**

- ✓ **Protecting Our Community.** This session is facilitated by the Director of Human Resources and the Title IX Coordinator.

In Fall of 2019, over 370 employees completed the online modules.

### **Bystander Education – Step Up!**

We trained our Athletics Department for the second year on bystander intervention utilizing the Step Up! nationally recognized and evidence-based program. We utilized a train-the-trainer model in which our Title IX and Sexual Respect Peer Leaders trained student athlete leaders, who then trained their respective teams. Two of our Title IX and Sexual Respect Peer Leaders also provided the Step Up! program to Coach's and athletic staff members for a total of 26 sessions. The completion of the Step Up! program complies with the NCAA Board of Governors policy in which Coach's and student athletes are required to complete education each year in sexual violence prevention.

In Fall of 2019, we delivered 28 sessions of the Step Up! program and reached over 560 student athletes. Title IX and Sexual Respect Peer Educators further provided a Step Up! training program to 39 Coach's and administrative athletic staff members.

### **Healthy Masculinities**

We partner with independent leaders to deliver healthy masculinities training. The training on healthy masculinities facilitates men's engagement in challenging the attitudes and behaviors that support violence against girls and women. These workshops are conducted as part of ongoing education throughout the year and include conversations and activities that explore, establish, and integrate aspects of healthy sexuality and bystander intervention. Participants recognize individual and cultural behaviors that support and endanger healthy sexual relationships.

In Fall of 2019, our partners trained Dickinson College students who then co-presented 5 sessions at the Carlisle High School, reaching over 160 High School students.

### **Title IX and Sexual Respect Peer Educators**

Peer Educators are vital to both the primary education for all incoming first-year students, and the on-going awareness/prevention/education work completed through the Title IX and Sexual Respect Office. Peer Educators work collaboratively with the Title IX Coordinator to promote healthy relationships, develop materials and resources students can use to recognize and

identify sexual and gender-based misconduct, and offer guidance and support to any student that has questions about available support services, how to report, and the college's policies or procedures. Peer Educators can be available, upon request, to conduct their "Real Talk" session or the "Step Up" bystander intervention program. Peer Educators are highly engaged in all awareness events and provide support for significant campus-wide events, such as Domestic Violence Awareness Month, Sexual Assault Month events and Take Back the Night. Our Peer Educators further support the Title IX Coordinator in policy and website review and recommendations to ensure that we are reducing barriers to reporting by creating user-friendly and easy-to-navigate website pages.

In Fall of 2019, we trained 10 Title IX and Sexual Respect Peer Educators.

### Title IX Specialists Professional Development/Training

- On an annual basis, we train our Title IX Specialist that includes faculty and staff who serve as Investigators, Review Panel members and Appeal officials on how to conduct fair, thorough and equitable trauma-informed investigations and resolution processes. Specialized topics include compliance, policy and procedures; neuroscience & trauma and how it affects individuals and our investigations; alcohol, drugs, and incapacitation cases; standard of evidence; how to develop and write the investigative packet. In Fall 2019, Adrienne Murray, Executive Director of Training and Compliance at D. Stafford and Associates trained our TIX Specialists. Murray is a nationally recognized expert in training Title IX Specialists on conducting fair, impartial, and equitable trauma-informed investigations and resolution processes.

Through this Title IX class, we successfully trained 30 employees in Fall of 2019.

The Title IX and Sexual Respect Office continue to strive to improve our awareness activities, education, program and training for our campus community members. We welcome suggestions and new ideas for program topics in order to uphold our values of inclusive excellence and culturally relevant programming. If you have any questions or suggestion, you can contact Title IX Coordinator, Kat Matic at [matick@dickinson.edu](mailto:matick@dickinson.edu). Also, for more information, you can visit our website at [Dickinson.edu/titleix](http://Dickinson.edu/titleix).