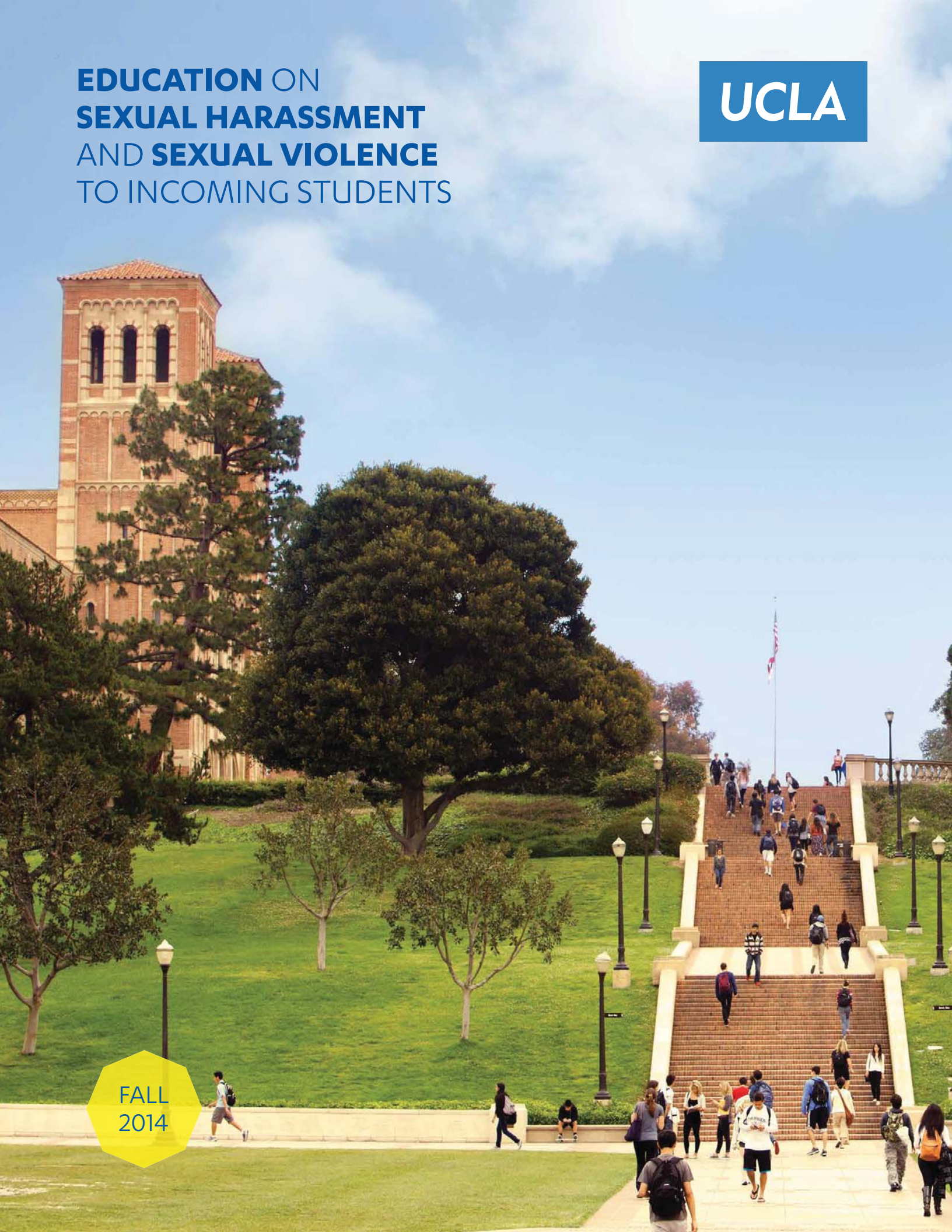


**EDUCATION ON
SEXUAL HARASSMENT
AND SEXUAL VIOLENCE
TO INCOMING STUDENTS**

UCLA

FALL
2014



Education on Sexual Harassment and Sexual Violence

Executive Summary

UCLA's efforts to eliminate sexual violence within our campus community brings together a broad coalition of Student Affairs professionals, student leaders, and concerned faculty and staff to address a crisis that extends well beyond our campus. Our joint efforts have required extraordinary levels of diligence, persistence, coordination, subject matter expertise, and community engagement directed at culture change, while simultaneously responding to the support and treatment needs of the victims who now feel safe to come forward to seek help.

Our campus initiatives are comprehensive and coordinated, developed and delivered in close partnership among key campus departments, including CARE at CAPS (Campus Assault Resources and Education at Counseling and Psychological Services), Residential Life, the Dean of Students Office, the Graduate Student Resource Center, the UC Police Department, the Title IX Office, New Student Transition Programs, Fraternity and Sorority Relations, Intercollegiate Athletics, Recreation, Student Organizations and Leadership (SOLE) and the Rape Treatment Center at UCLA-Santa Monica Hospital, to ensure that students receive a comprehensive review of our policies, students' confidential resources, advocacy services, reporting options and consequences associated with committing an act of sexual violence or sexual harassment. Departments work with student leadership and student organizations (e.g., 7,000 in Solidarity, CARE SOS, Student Wellness Commission, Sexual Health Coalition) to amplify our mutual efforts to educate our campus community.

This packet highlights the comprehensive and coordinated UCLA prevention, education, and response efforts of the 2014-2015 academic year:

Pamphlets, Postings and Digital Signage

- Our written materials are distributed throughout the campus.
- CARE at CAPS brochures are distributed at all of our CARE student education workshops and staff and faculty trainings.
- Bruin Support and Safety pamphlets are distributed to incoming undergraduate and graduate students when they participate in new student orientation.
- Title IX posters, digital signage, material from the Rape Treatment Center at UCLA-Santa Monica and other student initiated billboards are posted and available throughout our residential and common spaces all over campus.

Programs and Presentations

- UCLA's New Student Transition Programs provides in-person and online sexual violence prevention education to 100% of incoming first year and transfer undergraduate students through our "Socially Speaking" and "Think About it" (Online) required programs,

respectively. Undergraduate students are additionally offered “refresher material” through residential life meetings, and/or our online “Think about It” refresher module (for non-residential students) once they first arrive on campus, during this acknowledged heightened risk period for assaults on college campuses.

- CARE At CAPS in collaboration with key Student Affairs departments on campus provides in-person and/or online education to key “high risk” campus communities including Fraternities and Sororities, Intercollegiate Athletes, athletes in Recreation and Club Sports, and student organizations. Our presentations “*It’s on US to STAND*” and “*Blame it On the Alcohol: the Limits of Consent*” focus heavily on bystander interventions given the tight-knit nature of these communities. These workshops also educate students on how to help if someone discloses an assault to them. Many of the videos used to educate the community are attached.
- Quarterly student-leader certificate trainings are offered by CARE at CAPS to engage student leaders as informed campus collaborators and thought leaders in this work.

Staff and Faculty Trainings

- Student Affairs staff are provided with “Responsible Employee” trainings through the Title IX and Dean of Students offices, to ensure that staff know their responsibilities when they hear of incidents of sexual violence. In addition, in order to foster a sustainable campus-wide sexual violence prevention education program, CARE at CAPS offers trainings to staff and faculty (“Train the Educator”) to become prevention educators in their respective campus communities. Given our Student Affairs staff expertise in various communities (LGBT, International students, etc.) and CARE at CAPS expertise in sexual violence prevention, this model promotes strong collaboration and a culturally competent and comprehensive delivery of sexual violence prevention messaging across the campus.
- CARE at CAPS also hosts quarterly Community Coordinated Response Team (CCRT) meeting in an effort to maintain ongoing campus community dialogue on this issue.

University Policy

- The university policy on sexual harassment and sexual violence is posted in many key student Affairs Departments on campus. Posters and digital signage alert much of the campus community on how to easily access this policy.

We appreciate the opportunity to share UCLA’s current comprehensive coordinated efforts to prevent sexual harassment and sexual violence.

Education on Sexual Harassment and Sexual Violence

Students Reached

<u>Student Population</u>	<u>Presentation</u>	<u>Participation</u>
1 st Year Incoming Students	"Socially Speaking" and/or "Think About It"	100%
1 st Year Incoming Transfers	"Think About It"	100%
Panhellenic Member Sororities & Interfraternity Council (IFC) Member Fraternities - student members	"Blame it on the Alcohol" and/or "It's on Us to STAND"	100%
Intercollegiate Athletic Teams - student athletes	"It's on Us to STAND"	100%
CPO and SOLE Student Organization - student leaders	"It's on us to STAND" and/or "Campus Life online module"	100% offered
Club Sports – all student participants	"Campus Life online module"	100% offered

Education on Sexual Harassment and Sexual Violence

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Pamphlets

CARE at CAPS Brochure	8
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CARE brochures with definitions, confidential resources, and reporting options were created and distributed across campus. A copy has been given to all 4500 student residential rooms in the first 3 weeks. Copies have been provided to Academic and Student Affairs offices for distribution and display. Additionally, they have been used as a handout in every “It’s On Us to Stand” and “Blame It on the Alcohol” presentations which has reached over 5000 students.

Bruin Support & Safety	12
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Bruin Support & Safety for Graduate Students	13
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True Bruins CARE Pamphlet	14
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Pamphlets, brochures, and booklets were distributed throughout Fall quarter to Student Affairs offices as well as directly to students during orientations and presentations. They contain resources for immediate care, advocacy, treatment, confidential resources, and reporting options.

First Year Experience Welcome Letter	15
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The “First Year Experience Welcome Letter” was emailed to 5700 incoming students on October 15th, 2014. It links the students to CARE at CAPS and encourages them to partake in the White House’s “It’s On Us” Pledge.

7000 in Solidarity	16
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“7000 in Solidarity” is a student initiated program created to promote bystander intervention, support survivors of sexual assault, and expand university resources to support victims. The program features a pledge that implore students to take action in the fight against sexual assault.

Rape Treatment Center Pamphlets	18
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The Santa Monica-UCLA Medical Center and Orthopaedic Hospital houses a rape treatment center that supports the UCLA community. They frequently visit campus and distribute pamphlets, brochures, and handouts that give directions for immediate treatment options.

CARE

Campus Assault Resources & Education

www.counseling.ucla.edu/care

24-hour support • (310) 825-0768

CARE at CAPS

is a safe place for survivors of sexual assault, intimate partner violence, and stalking to get support, consultation, and have a safe place to talk. CARE at CAPS offers:

Immediate CARE Response

CARE services include 24-hour crisis counseling, referrals to the Rape Treatment Center at Santa Monica – UCLA Medical Center, medical and legal options, and consultation.

Short-Term Counseling

Counselors help students work through feelings and explore the impact and meaning of their experience. Medication and referrals to long-term treatment are also available.

Resource Navigation, Support and Advocacy

Student Care Managers/Advocates for CARE are available to consult with students, families, staff, and faculty to determine a helpful approach or course of action.

Prevention & Education Programs

CARE workshops and trainings are offered to students, faculty, and staff to educate the community about sexual violence prevention and response. The CARE Training Certificate program is offered to student leaders committed to taking a stand against sexual and gender-based violence.



The Counseling Center
Counseling & Psychological Services
A Department of Student Affairs

Non-Consensual Sex and Sexual Assault

What is Sexual Assault?

Any sexual contact without consent, including unwanted sexual touching, rape, or contact for the purpose of sexual arousal. *Consent must be informed, voluntary, and revocable.*

UCLA Code of Conduct 102.08

Sexual misconduct occurs when a person knowingly causes another person to engage in a sexual act by:

- physical force, violence, threat, intimidation, and/or coercion;
- ignoring the objections of the other person;
- causing the other's intoxication or impairment through the use of drugs or alcohol; or
- taking advantage of the other person's incapacitation, state of intimidation, helplessness, or other inability to consent.

Sexual misconduct also occurs when a person, having failed to take appropriate steps to gain effective consent, engages in a sexual act with another under the unreasonable belief that effective consent had been obtained.

Intimate Partner Violence

What is Intimate Partner Violence (IPV)?

The use of physical, sexual, economic, emotional and/or psychological abuse by one person in an intimate relationship in order to establish and maintain power and control over the other person.

UCLA Conduct Code 102.08

Domestic violence means violence committed by a complainant's current or former spouse, or current or former cohabitant.

Dating violence means violence committed by a person who is or has been in a romantic or intimate relationship with the complainant.

Increase Safety Measures

- Stay away from isolated places and try not to walk alone. Call 911 if you are in immediate danger.
- Avoid speaking to the abuser; if it is unavoidable, make sure there are other people around.
- No matter where you go, ensure that there is a plan for how to leave safely in case of an emergency.
- Change the privacy settings and passwords of social media accounts to restrict access.
- Pre-designate a friend or family member with whom you can stay during emergencies.
- Create easy access to keys, money, and important documents.
- Consider getting a restraining order to have legal support in keeping the abuser away.
- Consider obtaining a restraining or campus stay-away order against the abuser.

Signs of Intimate Partner Violence

- Economic Abuse:** Making or attempting to make an individual financially dependent by maintaining control over financial resources, or forbidding attendance at school or employment.
- Emotional Abuse:** Undermining an individual's sense of self-worth and self-esteem. This may include, but is not limited to, constant criticism, diminishing one's abilities, name-calling, and damaging one's relationship with his or her children.
- Physical Abuse:** Includes, but is not limited to, hitting, slapping, shoving, grabbing, pinching, biting, and hair pulling. This type of abuse also includes denying medical care and forcing alcohol or drug use.
- Psychological Abuse:** Includes, but is not limited to, causing fear by intimidation; threatening physical harm to self or loved ones; harming pets and property; and forcing isolation from family, friends, school or work.
- Sexual Abuse:** Coercing or attempting to coerce sexual contact or behavior without consent. Sexual abuse includes, but is not limited to, marital rape, attacks on sexual parts of the body, and treating one in a sexually demeaning manner.
- Threats:** Using words, gestures, or weapons to communicate the intent to cause death, disability or injury.

If an Assault Occurred in the Last 96 Hours

- **Go to a safe place or call 911 if you are in danger.**
- **Crisis counselors are available 24 hours a day at CARE at CAPS and the Rape Treatment Center for assistance with immediate next steps.**
- **Call someone you trust to be with you and provide support. If you live in the residence halls, your RD can be a good source of support.**
- **UCPD can provide transportation to the Rape Treatment Center at Santa Monica – UCLA Medical Center. You do not have to report a sexual assault in order to request transportation.**
- Ask a medical provider for evidence collection (also known as a “rape exam”), emergency contraception, and tests for STIs and pregnancy. If you suspect that you may have been drugged, ask for a urine test. It is important to receive an exam even if you are not planning to make a police report.
- Preserve all physical evidence of the assault until you have considered whether or not to file a report.
- Do not shower, bathe, douche, or brush your teeth.
- Save all the clothing you were wearing at the time of the assault in a paper bag.
- If the assault took place in your home, do not rearrange or clean up anything.
- Write down as much as you can remember about the circumstances of the assault, including a description of the assailant.

Stalking

What is Stalking?

A course of conduct directed at a specific person that would cause a reasonable person to feel fear.

UCLA Conduct Code 102.10

Stalking behavior in which a student repeatedly engages in a course of conduct directed at a specific person, that places that person in reasonable fear for her or his safety, or the safety of a third person or persons.

Increase Safety Measures

- Trust your instincts. If you’re somewhere that doesn’t feel safe, find ways to make it safer or leave. Call 911 if you are in immediate danger.
- Do not interact with the person stalking or harassing you. Responding to a stalker’s actions may reinforce his or her behavior.
- If possible, have a phone nearby at all times, preferably one to which the stalker has never had access. Memorize emergency numbers and make sure that 911 and helpful family or friends are on speed dial.
- Treat all threats, direct and indirect, as legitimate. Inform law enforcement immediately.
- Vary routines, including changing routes to work, school, the grocery store, and other places regularly frequented. Try to shop at different stores and visit different bank branches.
- When out of the house or work environment, try not to travel alone and stay in public areas.
- Get a new, unlisted phone number. Leave the old number active and connected to an answering machine or voicemail. Have a friend, advocate, or law enforcement officer screen the calls and save any messages from the stalker. These messages, particularly those that are explicitly abusive or threatening, can be critical evidence for law enforcement to build a stalking case against the offender.
- Consider obtaining a restraining or campus stay-away order against the abuser.

Signs of Stalking

A stalker may:

- Follow or watch you wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or GPS, to track where you go.
- Drive by or hang out at your home, school, or work.
- Threaten to hurt you, your family, friends, or pets.
- Find out about you by using public records or online search services; hiring investigators; going through your garbage; or contacting friends, family, neighbors, or co-workers.
- Post information or spread rumors about you on the Internet, in a public place, or by word of mouth.
- Control, track, or frighten you by other means.

**Perpetrators are responsible for their own behavior
Being stalked is not your fault**

Confidential Resources

CARE at CAPS

The Counseling Center • Counseling and Psychological Services

John Wooden Center West
Office Hours: Mon-Thurs, 8am-8pm; Fri 9am-5pm
(310) 825-0768 • www.counseling.ucla.edu
Counseling for sexual assault, intimate partner violence, and stalking.
Crisis counseling is also available 24 hours a day.

UCLA Student Care Manager/Advocate

(310) 825-7291 • (310) 794-7299 • (310) 825-0628
CRTeam@ucla.edu
Resource navigation, support, and advocacy.

Student Legal Services

(310) 825-4073 • www.studentlegal.ucla.edu
Explore your legal options.

Rape Treatment Center at Santa Monica – UCLA Medical Center

1250 Sixteenth Street
Santa Monica, California 90404
(424-259-6000) • www.rapetreatmentcenter.org
Medical and counseling services for sexual assault available
24 hours a day.

Reporting Options

UC Police Department (UCPD)

601 Westwood Plaza • (310) 825-1491
www.ucpd.ucla.edu
To file a criminal complaint or request a protective order, call UCPD
immediately.

UCLA Sexual Harassment and Title IX Office

2241 Murphy Hall • (310) 206-3417
www.sexualharassment.ucla.edu
This office provides information and consultation about campus policies
and procedures regarding sexual harassment to any interested person.
Consultations are also available for faculty, supervisors, administrators,
and others who need information about their responsibilities to address
sexual harassment of which they become aware.

Dean of Students

1206 Murphy Hall • (310) 825-3871
www.deanofstudents.ucla.edu
To file a Title IX complaint and for information on filing a campus
complaint against an offender who is also a UCLA student. The Dean
of Students Office can also issue a campus stay-away order, which is
separate from a court-issued restraining order.

Campus Resources

UCLA Consultation & Response Team

CRTeam@ucla.edu
www.studentincrisis.ucla.edu

UCLA Community Service Officer Evening Escort Program

When traveling alone on campus and the surrounding area, 15 minutes
before you need to leave, call (310) 794-WALK.

Arthur Ashe Student Health and Wellness Center

(310) 825-4073
www.studenthealth.ucla.edu

LGBT Campus Resource Center

220 Westwood Plaza – Student Activities Center
(310) 206-3628
www.lgbt.ucla.edu

UCLA Staff and Faculty Counseling Center

10920 Wilshire Boulevard, Suite 380
(310) 794-0245
<http://map.ais.ucla.edu/go/employee-counseling>

Community Resources

Call the organizations below for additional information about shelters, legal issues, medical care, and other concerns related to your safety:

National DV Hotline

1-800-799-SAFE (7233) – 24-hour hotline
www.thehotline.org

LA County DV Hotline

1-800-978-3600 – 24-hour hotline

Peace Over Violence

(626) 793-3385 • (310) 392-8381 • (213) 626-3393 – 24-hour hotline
www.peaceoverviolence.org

Sojourn Services for Battered Women and their Children

(310) 264-6644 – 24-hour hotline
<http://www.opcc.net/?nd=sojourn>

RAINN • (Rape, Abuse & Incest National Network)

1-800-656-HOPE (4673) – 24-hour hotline
www.rainn.org

National Center for Victims of Crime

www.VictimsofCrime.org

LGBTQ Community Resources

www.BreakTheCycle.org
www.lalgbtcenter.org

IT'S ON US

ItsOnUs.org



CARE: CAMPUS ASSAULT RESOURCES & EDUCATION

CARE at CAPS is a safe place for survivors of sexual assault, dating violence, and stalking to get support, consultation, and to have a safe place to talk. CARE offers several response and prevention services and is located in The Counseling Center at Wooden Center West.

IMMEDIATE CARE RESPONSE

If you have been the victim of a sexual assault, The Counseling Center offers several options for support:

- Step-By-Step instructions on how to proceed in the first 72 hours following a sexual assault
- 24-hour Crisis Line – (310) 825-0768
- Referrals to the Rape Treatment Center, UCLA Medical Center, Santa Monica
- Medical and Legal Options
- Reporting Options
- Consultation intake to consider further treatment options

ADVOCACY

CAPS Counselors act as your advocates on campus, should you need them. We assist students through making decisions about reporting and next steps, accessing health services and academic support.

A **Student Care Manager/Victim Advocate (310-825-0768)** can provide free and confidential support as well as an explanation of each reporting option in detail.

The Student Care Manager/Victim Advocate:

- Can explain all of a survivor's options, accompany the survivor throughout any reporting processes (should they choose to report), and assist with academic, housing, or employment concerns.
- Can be with a survivor during interviews, phone calls, line-ups, or any other proceedings that involve criminal, civil or campus reports and can assist with accommodations. If a survivor is in a situation without the Student Care Manager/Victim Advocate they have the right to wait until the advocate is present.

TREATMENT

Counselors at CAPS help students work through feelings, and explore the impact and meaning of their experience of assault or violence. Medication, treatment, and referrals to long-term treatment are also available.

- CAPS clinicians available by phone 24 hours per day and for nonscheduled walk-in sessions Monday through Friday
- CARE Manager is available as a low barrier 1st contact for immediate response
- CAPS Clinicians are specially trained to provide Cognitive Processing Therapy
- Group Therapy – "Healing from Sexual Assault"
- Collaboration with Student Care Manager/Advocate
- Referrals

(310) 825-0768
www.counseling.ucla.edu/care

REPORTING OPTIONS

Filing a Title IX Complaint

Sexual Assault, Dating Violence, Domestic Violence, Stalking

Reporting options are available to someone who is a survivor of sexual assault, relationship violence, or stalking. The options include: criminal, civil, administrative, and non-reporting.

Any survivor has the choice of reporting to the campus administration under UCLA policy. UCLA encourages anyone who has experienced sexual assault, relationship violence, or stalking to report an offense as soon as possible after its occurrence, in order for appropriate and timely action to be taken.

When a report is made regarding another student, the Office of the Dean of Students conducts an investigation. A survivor has the right to have a Student Care Manager/Victim Advocate (310-825-0768) present while making a complaint to campus administration. Reports may be made at the Office of the Dean of Students (1206 Murphy Hall) and Title IX Office (2241 Murphy Hall).

The Title IX Office (310-206-3417) can provide information concerning all reporting options as well as information about available resources. The Title IX Office can also provide information about reporting options when the assailant is not a student.

The Office of the Dean of Students can issue a no-contact directive whether or not the survivor elects to file an administrative Title IX complaint.

NON-REPORTING OPTIONS AND CONFIDENTIAL RESOURCES

Campus Assault Resources & Education

Survivors may contact CARE (310-825-0768), Counseling and Psychological Services (CAPS) (310-825-0768), or Staff and Faculty Counseling Center (310-794-0245) for more information, emotional support, or individual and group counseling.

Medical Treatment and Non-investigative Reporting (NIR) for Sexual Assault Victims—Rape Treatment Center, UCLA Medical Center, Santa Monica

A sexual assault survivor has the option of having a Sexual Assault Forensic Exam (SAFE) (commonly referred to as "rape exam") without filing a police report. This is referred to as a Non-Investigative Report (NIR).

Persons who want to utilize the NIR option should contact the **Rape Treatment Center, UCLA Medical Center, Santa Monica (RTC) (310-319-4000)**. Free and confidential transportation to the RTC is provided by the UCLA Police Department.

Free sensitive treatment, preventative health care, and counseling are available 24/7 at the RTC (310-319-4000).

CRIMINAL REPORTING

It is a survivor's choice to report a crime. For the quickest response, call 911 to be connected to the nearest police department. Reporting to the police is an option at any time. If a survivor chooses not to report the crime immediately, the report can still be made at a later time. Crimes may be reported anonymously and confidentially to the **UCPD (310-825-1491)**. Contact **Student Legal Services (310-825-9894)** for confidential information about this process. If a survivor wishes, a Student Care Manager/Victim Advocate (310-825-0768) can also offer free and confidential assistance with this process.

Free and confidential transportation to the Rape Treatment Center, UCLA Medical Center, Santa Monica is provided by the UCPD.

CIVIL REPORTING

Filing a Civil Suit

A survivor may choose to file a civil suit against the assailant whether or not criminal charges have been filed. A civil suit gives a survivor an opportunity to recover actual damages. This may include compensation for medical expenses, lost wages, pain, suffering, and emotional distress. Contact Student Legal Services (310-825-9894) for confidential information about this process.

Obtaining a Protective/Restraining Order

A survivor may also choose to obtain a protective/restraining order. Protective orders are civil court orders to protect victims who have experienced or are reasonably in fear of physical violence, sexual assault, or stalking by another individual. In California, one may obtain a domestic violence restraining order or a civil harassment restraining order. A Student Care Manager/Victim Advocate (310-825-0768) or Student Legal Services (310-825-9894) can also offer confidential assistance with this process.

BRUIN SUPPORT & SAFETY

COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)

Location:
John Wooden Center West
221 Westwood Plaza
Box 951556
Los Angeles, CA 90095-1556

Our entrance faces the Intramural Field and Drake Stadium. Reception is located on the second floor. The first floor contains conference and group rooms only.

In the broadest terms, the mission of CAPS is to promote academic achievement and reduce attrition and impediments to academic success. In carrying out this charge, our mission is: (1) to promote positive personal growth and self-management by UCLA students; (2) to assist students in coping with increasingly complex and stressful emotional crises, trauma and mental health issues which may interfere with academic and personal functioning; and (3) to enhance the psychological well-being and safety of the campus community. Services and programs include:

- individual counseling and psychotherapy, group therapy, couples counseling, emergency intervention, and psychological testing;
- psychiatric evaluation and treatment;
- crisis consultation, mentoring programs and organizational consultation;
- psychoeducational programs and workshops;
- training for mental health professionals at the masters, doctoral, postdoctoral, and residency level; and
- campus mental health and wellness promotion.

We take protecting your privacy very seriously. Our licensed independent practitioners operate under the professional conduct standard of the *UC Faculty Code of Conduct* and the *California Department of Consumer Affairs*. Our services are confidential, meaning that we will not disclose information about your treatment to anyone who is not directly involved in your care without your written permission, or as required by law. If you are age 18 or older, confidentiality includes not disclosing information about you or your treatment to your parent or guardian.

There are some exceptions to confidentiality that you should be aware of, like instances where the clinician is obligated to violate confidentiality to protect their client, or protect children or elders from potential threat or harm.

MAKE AN APPOINTMENT

- Appointments can only be made in person or by phone (cannot be scheduled online).
- Cancellations can be done in person, by phone, or online.
- Please call or visit during our business hours to schedule an appointment.

Late Cancellation and Missed Appointment Policy

If you need to cancel an appointment, please call or cancel online at least 24 hours prior to your appointment. Cancellations made within the 24 hours preceding your appointment time are considered "late" and will incur a fee of \$20, which will be billed to your BruinBill account for each late cancellation or missed appointment. Limited-eligibility students are charged \$50 for each late cancellation or missed appointment.

Urgent Counseling & 24 Hour Access

Although CAPS operates on an appointment basis, a student may face an urgent concern or crisis that feels too overwhelming to wait for a scheduled appointment. CAPS professionals are available for urgent in-person assessment and intervention on weekdays between 9:00 am and 4:00 pm. Crisis counselors are available for phone consultation 24 hours a day, 7 days a week, by calling the CAPS main phone line at 310-825-0768.

(310) 825-0768
www.counseling.ucla.edu

ADDITIONAL RESOURCES

OFFICE OF THE DEAN OF STUDENTS

1206 Murphy Hall
310-825-3871
www.deanofstudents.ucla.edu
dean@sao.ucla.edu

The mission of the Office of the Dean of Students is to serve as a portal to understanding the UCLA experience, and the staff is committed to the personal and intellectual growth and development of students.

ARTHUR ASHE STUDENT HEALTH AND WELLNESS CENTER

Bruin Plaza
310-825-4073
www.studenthealth.ucla.edu

The Ashe Center is devoted to providing quality, accessible, state-of-the-art healthcare and education to support the unique development of UCLA students. Ashe's comprehensive services include Primary Care, Women's Health, Immunizations, Travel Medicine, Physical Therapy, Specialty Clinics, Optometry, Acupuncture and Massage.

UCLA POLICE DEPARTMENT (UCPD)

601 Westwood Plaza
310-825-1491
www.ucpd.ucla.edu
info@ucpd.ucla.edu

The UCLA Police Department is a professional organization providing quality public safety services and innovative programs to serve the university community.

Evening Van Service

310-825-1493
Hours of Operation: Monday through Thursday, 6:00 pm - 11:00 pm
The Evening Van Service provides a safe means of transportation between campus buildings, on-campus housing and nearby residential areas during the evening hours. The service is free of charge and available to all UCLA students, staff, faculty and visitors.

Evening Escorts

310-794-WALK or 310-794-9255
CSO escorts are available free of charge to walk with students, faculty, staff or visitors 365 days a year from dusk until 1:00 am between campus buildings, local living areas or Westwood Village within the approximate boundaries of Sunset Boulevard to the north, Hilgard to the east, Wilshire to the south, and Veteran to the west.

OFFICE FOR STUDENTS WITH DISABILITIES (OSD)

A255 Murphy Hall
310-825-1501
www.osd.ucla.edu

OSD's services are designed to meet the unique educational needs of regularly enrolled UCLA students with documented permanent and temporary disabilities.

STUDENT LEGAL SERVICES

A239 Murphy Hall
310-825-9894
www.studentlegal.ucla.edu
slegal@saoet.ucla.edu

Student Legal Services provides confidential legal counseling and assistance regarding a wide range of legal issues to all currently registered and enrolled UCLA students.

LGBT RESOURCE CENTER

836 Student Activities Center
310-206-3628
www.lgbt.ucla.edu
lgbt@ucla.edu

The LGBT Center provides a comprehensive range of education and advocacy services supporting intersectional identity development. The LGBT Resource Center seeks to foster unity, wellness, and an open, safe and inclusive environment for all students, whether LGBT or ally.

BRUIN RESOURCE CENTER (BRC)

B44 Student Activities Center
310-825-3945
www.brc.ucla.edu
brc@saoet.ucla.edu

The Bruin Resource Center (BRC) is here to help students make the most of their UCLA experience. Students often feel confused and intimidated by the size and complexity of the campus. The BRC specializes in supporting former foster youth, undocumented students, transfer students, veterans and students with children.

CARE: CAMPUS ASSAULT RESOURCES & EDUCATION

CARE at CAPS is a safe place for survivors of sexual assault, dating violence, and stalking to get support, consultation, and to have a safe place to talk. CARE offers several response and prevention services and is located in The Counseling Center at Wooden Center West.

IMMEDIATE CARE RESPONSE

If you have been the victim of a sexual assault, The Counseling Center offers several options for support:

- Step-By-Step instructions on how to proceed in the first 72 hours following a sexual assault
- 24-hour Crisis Line – (310) 825-0768
- Referrals to the Rape Treatment Center, UCLA Medical Center, Santa Monica
- Medical and Legal Options
- Reporting Options
- Consultation intake to consider further treatment options

ADVOCACY

CAPS Counselors act as your advocates on campus, should you need them. We assist students through making decisions about reporting and next steps, accessing health services and academic support.

A **Student Care Manager/Victim Advocate (310-825-0768)** can provide free and confidential support as well as an explanation of each reporting option in detail.

The Student Care Manager/Victim Advocate:

- Can explain all of a survivor's options, accompany the survivor throughout any reporting processes (should they choose to report), and assist with academic, housing, or employment concerns.
- Can be with a survivor during interviews, phone calls, line-ups, or any other proceedings that involve criminal, civil or campus reports and can assist with accommodations. If a survivor is in a situation without the Student Care Manager/Victim Advocate they have the right to wait until the advocate is present.

TREATMENT

Counselors at CAPS help students work through feelings, and explore the impact and meaning of their experience of assault or violence. Medication, treatment, and referrals to long-term treatment are also available.

- CAPS clinicians available by phone 24 hours per day and for nonscheduled walk-in sessions Monday through Friday
- CARE Manager is available as a low barrier 1st contact for immediate response
- CAPS Clinicians are specially trained to provide Cognitive Processing Therapy
- Group Therapy – "Healing from Sexual Assault"
- Collaboration with Student Care Manager/Advocate
- Referrals

(310) 825-0768
www.counseling.ucla.edu/care

REPORTING OPTIONS

Filing a Title IX Complaint

Sexual Assault, Dating Violence, Domestic Violence, Stalking

Reporting options are available to someone who is a survivor of sexual assault, relationship violence, or stalking. The options include: criminal, civil, administrative, and non-reporting.

Any survivor has the choice of reporting to the campus administration under UCLA policy. UCLA encourages anyone who has experienced sexual assault, relationship violence, or stalking to report an offense as soon as possible after its occurrence, in order for appropriate and timely action to be taken.

When a report is made regarding another student, the Office of the Dean of Students conducts an investigation. A survivor has the right to have a Student Care Manager/Victim Advocate (310-825-0768) present while making a complaint to campus administration. Reports may be made at the Office of the Dean of Students (1206 Murphy Hall) and Title IX Office (2241 Murphy Hall).

The Title IX Office (310-206-3417) can provide information concerning all reporting options as well as information about available resources. The Title IX Office can also provide information about reporting options when the assailant is not a student.

The Office of the Dean of Students can issue a no-contact directive whether or not the survivor elects to file an administrative Title IX complaint.

NON-REPORTING OPTIONS AND CONFIDENTIAL RESOURCES

Campus Assault Resources & Education

Survivors may contact CARE (310-825-0768), Counseling and Psychological Services (CAPS) (310-825-0768), or Staff and Faculty Counseling Center (310-794-0245) for more information, emotional support, or individual and group counseling.

Medical Treatment and Non-Investigative Reporting (NIR) for Sexual Assault Victims—Rape Treatment Center, UCLA Medical Center, Santa Monica

A sexual assault survivor has the option of having a Sexual Assault Forensic Exam (SAFE) (commonly referred to as "rape exam") without filing a police report. This is referred to as a Non-Investigative Report (NIR).

Persons who want to utilize the NIR option should contact the **Rape Treatment Center, UCLA Medical Center, Santa Monica (RTC) (310-319-4000)**. Free and confidential transportation to the RTC is provided by the UCLA Police Department.

Free sensitive treatment, preventative health care, and counseling are available 24/7 at the RTC (310-319-4000).

CRIMINAL REPORTING

It is a survivor's choice to report a crime. For the quickest response, call 911 to be connected to the nearest police department. Reporting to the police is an option at any time. If a survivor chooses not to report the crime immediately, the report can still be made at a later time. Crimes may be reported anonymously and confidentially to the **UCPD (310-825-1491)**. Contact **Student Legal Services (310-825-9894)** for confidential information about this process. If a survivor wishes, a Student Care Manager/Victim Advocate (310-825-0768) can also offer free and confidential assistance with this process.

Free and confidential transportation to the Rape Treatment Center, UCLA Medical Center, Santa Monica is provided by the UCPD.

CIVIL REPORTING

Filing a Civil Suit

A survivor may choose to file a civil suit against the assailant whether or not criminal charges have been filed. A civil suit gives a survivor an opportunity to recover actual damages. This may include compensation for medical expenses, lost wages, pain, suffering, and emotional distress. Contact Student Legal Services (310-825-9894) for confidential information about this process.

Obtaining a Protective/Restraining Order

A survivor may also choose to obtain a protective/restraining order. Protective orders are civil court orders to protect victims who have experienced or are reasonably in fear of physical violence, sexual assault, or stalking by another individual. In California, one may obtain a domestic violence restraining order or a civil harassment restraining order. A Student Care Manager/Victim Advocate (310-825-0768) or Student Legal Services (310-825-9894) can also offer confidential assistance with this process.

BRUIN SUPPORT & SAFETY FOR GRADUATE STUDENTS



Design: Van Pham
Photos: Van Pham (Cover) & Roxanne Neal (Inside)

COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)

Location:
John Wooden Center West
221 Westwood Plaza
Box 951556
Los Angeles, CA 90095-1556

Our entrance faces the Intramural Field and Drake Stadium. Reception is located on the second floor. The first floor contains conference and group rooms only.

In the broadest terms, the mission of CAPS is to promote academic achievement and reduce attrition and impediments to academic success. In carrying out this charge, our mission is: (1) to promote positive personal growth and self-management by UCLA students; (2) to assist students in coping with increasingly complex and stressful emotional crises, trauma and mental health issues which may interfere with academic and personal functioning; and (3) to enhance the psychological well-being and safety of the campus community. Services and programs include:

- individual counseling and psychotherapy, group therapy, couples counseling, emergency intervention, and psychological testing;
- psychiatric evaluation and treatment;
- crisis consultation, mentoring programs and organizational consultation;
- psychoeducational programs and workshops;
- training for mental health professionals at the masters, doctoral, postdoctoral, and residency level; and
- campus mental health and wellness promotion.

We take protecting your privacy very seriously. Our licensed independent practitioners operate under the professional conduct standard of the *UC Faculty Code of Conduct* and the *California Department of Consumer Affairs*. Our services are confidential, meaning that we will not disclose information about your treatment to anyone who is not directly involved in your care without your written permission, or as required by law. If you are age 18 or older, confidentiality includes not disclosing information about you or your treatment to your parent or guardian.

There are some exceptions to confidentiality that you should be aware of, like instances where the clinician is obligated to violate confidentiality to protect their client, or protect children or elders from potential threat or harm.

MAKE AN APPOINTMENT

- Appointments can only be made in person or by phone (cannot be scheduled online).
- Cancellations can be done in person, by phone, or online.
- Please call or visit during our business hours to schedule an appointment.

Late Cancellation and Missed Appointment Policy

If you need to cancel an appointment, please call or cancel online at least 24 hours prior to your appointment. Cancellations made within the 24 hours preceding your appointment time are considered "late" and will incur a fee of \$20, which will be billed to your BruinBill account for each late cancellation or missed appointment. Limited-eligibility students are charged \$50 for each late cancellation or missed appointment.

Urgent Counseling & 24 Hour Access

Although CAPS operates on an appointment basis, a student may face an urgent concern or crisis that feels too overwhelming to wait for a scheduled appointment. CAPS professionals are available for urgent in-person assessment and intervention on weekdays between 9:00 am and 4:00 pm. Crisis counselors are available for phone consultation 24 hours a day, 7 days a week, by calling the CAPS main phone line at 310-825-0768.

(310) 825-0768
www.counseling.ucla.edu

ADDITIONAL RESOURCES

OFFICE OF THE DEAN OF STUDENTS

1206 Murphy Hall
310-825-3871
www.deanofstudents.ucla.edu
dean@sao.ucla.edu

The mission of the Office of the Dean of Students is to serve as a portal to understanding the UCLA experience, and the staff is committed to the personal and intellectual growth and development of students.

ARTHUR ASHE STUDENT HEALTH AND WELLNESS CENTER

Bruin Plaza
310-825-4073
www.studenthealth.ucla.edu

The Ashe Center is devoted to providing quality, accessible, state-of-the-art healthcare and education to support the unique development of UCLA students. Ashe's comprehensive services include Primary Care, Women's Health, Immunizations, Travel Medicine, Physical Therapy, Specialty Clinics, Optometry, Acupuncture and Massage.

UCLA POLICE DEPARTMENT (UCPD)

601 Westwood Plaza
310-825-1491
www.ucpd.ucla.edu
info@ucpd.ucla.edu

The UCLA Police Department is a professional organization providing quality public safety services and innovative programs to serve the university community.

Evening Van Service

310-825-1493
Hours of Operation: Monday through Thursday, 6:00 pm - 11:00 pm
The Evening Van Service provides a safe means of transportation between campus buildings, on-campus housing and nearby residential areas during the evening hours. The service is free of charge and available to all UCLA students, staff, faculty and visitors.

Evening Escorts

310-794-WALK or 310-794-9255
CSO escorts are available free of charge to walk with students, faculty, staff or visitors 365 days a year from dusk until 1:00 am between campus buildings, local living areas or Westwood Village within the approximate boundaries of Sunset Boulevard to the north, Hilgard to the east, Wilshire to the south, and Veteran to the west.

OFFICE FOR STUDENTS WITH DISABILITIES (OSD)

A255 Murphy Hall
310-825-1501
www.osd.ucla.edu

OSD's services are designed to meet the unique educational needs of regularly enrolled UCLA students with documented permanent and temporary disabilities.

STUDENT LEGAL SERVICES

A239 Murphy Hall
310-825-9894
www.studentlegal.ucla.edu
slegal@saonet.ucla.edu

Student Legal Services provides confidential legal counseling and assistance regarding a wide range of legal issues to all currently registered and enrolled UCLA students.

LGBT RESOURCE CENTER

836 Student Activities Center
310-206-3628
www.lgbt.ucla.edu
lgbt@ucla.edu

The LGBT Center provides a comprehensive range of education and advocacy services supporting intersectional identity development. The LGBT Resource Center seeks to foster unity, wellness, and an open, safe and inclusive environment for all students, whether LGBT or ally.

GRADUATE STUDENT RESOURCE CENTER (GSRC)

B11 Student Activities Center
www.gsirc.ucla.edu
gsirc@saonet.ucla.edu

The Graduate Student Resource Center (GSRC) is a resource, referral and information center for graduate and professional school students, and advocates for their personal, professional, and academic success and well-being. The GSRC offers drop-in advice and assistance, as well as programs and workshops. It is also the home of the Graduate Writing Center. All graduate and professional school students are welcome.

TRUE BRUINS CARE

True Bruins have committed themselves to the highest ethical standards: integrity, excellence, accountability, respect and service.

In keeping with these standards, it's every Bruin's responsibility to refer or reach out on behalf of students who are in distress or might harm themselves or others.

We must work together to help keep our students and our campus safe.

UCLA ^{TRUE} BRUIN

INTEGRITY
EXCELLENCE
ACCOUNTABILITY
RESPECT
SERVICE

UCLA

TRUE BRUINS CARE

It is every Bruin's responsibility to refer or reach out on behalf of students who are in distress or might harm themselves or others.

Here are some indications that a referral and/or consultation call should be made:

- Physically aggressive acts or intimidating behavior
- Domestic violence or sexual assault
- Harassment or stalking
- Implying or making a direct threat of harm
- Willful or intentional behavior causing damage to property
- Direct or implied threat of suicide or death
- Weapons in the UCLA community
- Life-endangering substance abuse, eating disorders or other high risk behaviors

24-hour emergencies - Dial 911

Make the call. You are not alone... help is available.

UCLA Police Department

www.ucpd.ucla.edu

24-hour emergencies **911**

24 hours **310.825.1491**

UCPD Anonymous Message / Tip Line

24 hours **310.794.5824**

UCLA Counseling and Psychological Services (CAPS)

www.counseling.ucla.edu

24 hours **310.825.0768**



UCLA Consultation & Response Team

Student Care Managers/Advocates

www.StudentInCrisis.ucla.edu

310.794.7299 or 310.825.0628 or 310.825.7291

UCLA Office of the Dean of Students

www.deanofstudents.ucla.edu

310.825.3871

True Bruin Respect - Report Hostile Climate Incidents

www.reportincidents.ucla.edu

Resources for sexual assault survivors:

UCLA CARE at CAPS

310.825.0768 (24 hours)

www.counseling.ucla.edu/care

UCLA Santa Monica

Rape Treatment Center

310.319.4000 (option #3)

(24 hours)

www.911rape.org

TRUE BRUINS CARE

www.StudentInCrisis.ucla.edu



417 Charles E. Young Dr. West, Bradely Hall, Box 951375
Los Angeles, CA 90095-1375

Dear New Bruin,

Welcome Bruins! We hope that you have been enjoying your transition to the University so far and had a chance to participate in a variety of [True Bruin Welcome](#) activities. The beginning of the academic year serves as a rallying point for welcoming new Bruins to the UCLA Community, an open and inclusive community that nurtures the growth and development of its students. **We would like to ask for your feedback on these first few weeks – please let us know how we have been doing [here](#).** We also want to remind you of three of UCLA's top priorities as we transition fully into the academic year:

True Bruin Values

There is an expectation that you will conduct your life with **integrity**, strive for **excellence**, maintain **accountability** for your actions, **respect** the rights and dignity of others, and **serve** as leaders on campus and in the community; these expectations are outlined by Chancellor Block in UCLA's statement of [True Bruin Values](#).

Principles of Community

[UCLA's Principles of Community](#) can be found posted around campus, and they are also featured in the opening pages of your [Common Book, I Never Had It Made](#). These principles are meant to guide the actions of our entire community and help us both engage in dialogue and maintain respectful discourse; *we are all Bruins*.

[Title IX](#)

Campus resources for better understanding sexual consent, assault and violence are in place and include The Counseling Center's [CARE \(Campus Assault Resources & Education\)](#) program and several other campus and community resources featured on the back of your [BruinCard](#).

Likewise, we are encouraging students to take the White House's **It's On Us Pledge** at: <http://itsonus.org/>. **It's On Us** is a powerful, national approach to showing solidarity against sexual assault and violence. UCLA has the opportunity to set an example for participation *as a campus*.

Finally, we invite you to learn about First Year Experience's [goals](#), programs, and activities planned throughout the 2014-2015 academic year by visiting our [website](#). You can also stay informed about opportunities, programs, and additional resources for first year students by liking First Year Experience (FYE) on [Facebook](#) or following us on Twitter @UCLASStudentExp. Should you have any questions, please email us at studentexperience@ori.ucla.edu. We look forward to being a part of your UCLA experience as a first year Bruin – and beyond!

Sincerely,

Allison McComb
Director, First Year Experience

7000 in Solidarity

A CAMPAIGN AGAINST SEXUAL ASSAULT

Did you know...

1 in 3 women and 1 in 6 men are survivors of sexual assaults and rapes¹ that occur while they are in college? That means that 7000 of the students currently attending UCLA will be sexually assaulted or raped before they graduate.



People of all genders and sexualities can be targeted, and even more will be faced with the opportunity to intervene. **It is our responsibility to stop sexual assault** and support survivors in our campus community.

Join the fight to stop sexual assault!

¹ Finkelhor, David, et al. "Sexual Abuse in a National Survey of Adult Men and Women: Prevalence, Characteristics and Risk Factors," Child Abuse and Neglect 1990.



TAKE THE PLEDGE

I pledge to...

- 1) Only Engage in Consensual Sexual Activities
- 2) Be an Effective Bystander in Preventing Others from Acting Without Consent
- 3) Support Survivors of Sexual Assault

TO TAKE THE PLEDGE OR JOIN THE CAMPAIGN, VISIT

7000 in Solidarity

A CAMPAIGN AGAINST SEXUAL ASSAULT

TAKE THE PLEDGE

I pledge to...

- 1) Only Engage in Consensual Sexual Activities
- 2) Be an Effective Bystander in Preventing Others from Acting Without Consent
- 3) Support Survivors of Sexual Assault

I also support the expansion of University resources to support victims of sexual assault and will actively work to create a safe environment for people of all genders and sexualities.

As a True Bruin, I,

am taking action in the fight against sexual assault now!

TO TAKE THE PLEDGE OR JOIN THE CAMPAIGN, VISIT

usac.ucla.edu/7000insolidarity

Tear bottom portion, and pass this on!

Campus Resources

CARE
Campus Assault Resources & Education



DOS

Counseling & Psychological Services: Campus Assault Resources & Education

<http://www.counseling.ucla.edu/care/> 24/7 Emergency Phone: (310) 825-0768

Offers students free individual and group psychotherapy. To make an appointment, call (310) 825-7985

University of California Police Department, Los Angeles

To report a sexual assault or sexual harassment, please call (310) 825-1491

Office of the Dean of Students

<http://www.deanofstudents.ucla.edu/> Phone: (310) 825-3871

RAPE TREATMENT CENTER
SANTA MONICA-UCLA MEDICAL CENTER
(424) 259-6000

Interfacing with the Rape Treatment Center

- **Transport to hospital ASAP to preserve evidence**
- **Call (424) 259-6000 before transporting** victim / suspect
- Ask hospital operator to connect you with the on-call counselor
- Call for consultation 24 hours a day

Specialized Services 24 Hours/Day

- Child and adult victims
- Emergency medical care
- Evidentiary examinations
- Crisis counseling
- Consultation for law enforcement

Directions to the Rape Treatment Center

Take I-10 west to Cloverfield Exit
 Turn right (north) on Cloverfield Boulevard
 Turn left (west) on Santa Monica Boulevard
 Turn right (north) on 16th Street

OR

Wilshire Boulevard west
 Left (south) on 16th Street
 Hospital 1/2 block south of Wilshire



1250 SIXTEENTH STREET
SANTA MONICA, CALIFORNIA 90404

SEXUAL ASSAULT CASES FIRST RESPONDERS

The Victim

- Ensure safety
- Assess physical injuries
- Explain procedures
- Provide support
- Inform victim of rights and options
- Transport for medical care ASAP

"Time-Sensitive" Issues

- Biological / DNA evidence on victim / suspect body (saliva, sweat, blood, semen, hair, skin cells)
- Trace evidence (fibers, debris, foreign material)
- Crime scene evidence
- Urine sample
- Prophylaxis for STIs and pregnancy

"High Risk"

- Strangulation
- Loss of consciousness
- Suspected drugging

Identify and Preserve Evidence

- Have evidence collected from victim / suspect ASAP
- Consider evidence from all types of sexual contact
- Ensure victims do not wash, bathe, brush teeth, eat, or drink
- Place clothing worn during assault in paper, NOT PLASTIC, bags

RAPE TREATMENT CENTER
SANTA MONICA-UCLA MEDICAL CENTER

RAPE TREATMENT CENTER

(424) 259-6000

www.rapetreatmentcenter.org

- The RTC provides free medical care, counseling, and evidence collection for sexual assault victims 24 hours a day.
- The RTC also offers free telephone consultation and information 24 hours a day.
- **Call us for information and support. We know how to help.**

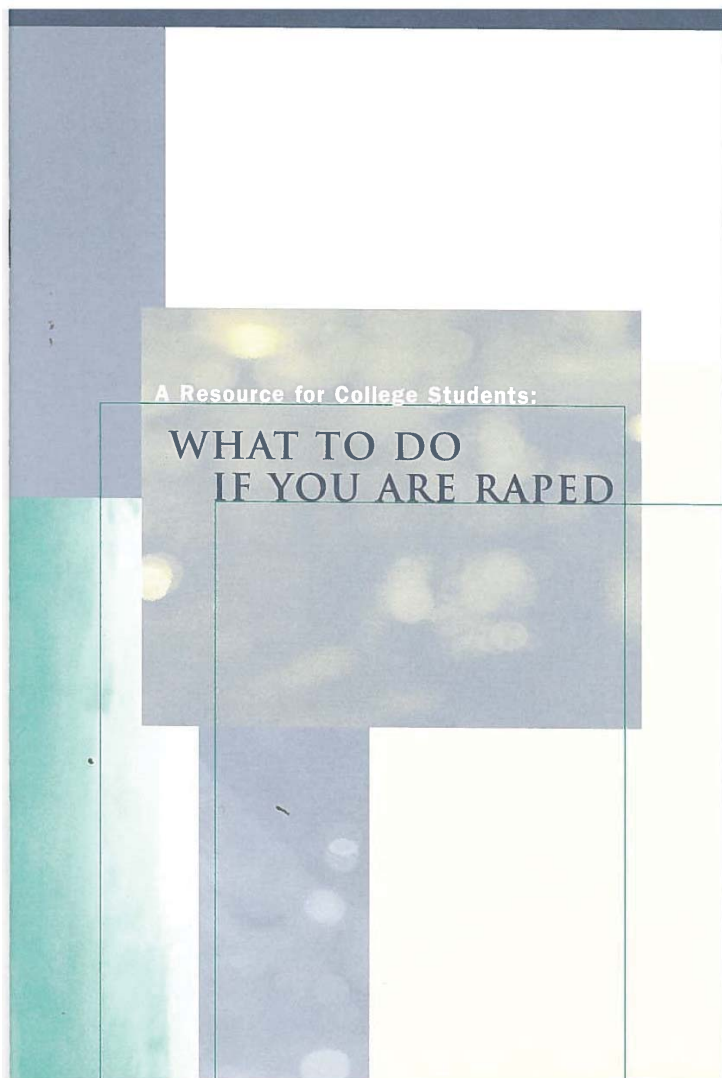
RAPE TREATMENT CENTER

Santa Monica-UCLA Medical Center
and Orthopaedic Hospital

1250 16th Street, Santa Monica, CA 90404

DIRECTIONS:

- Take I-10 West to the Cloverfield/26th Street exit
- Turn right (north) on Cloverfield Boulevard
- Turn left (west) on Santa Monica Boulevard
- Turn right (north) on 16th Street
- OR --
- Take Wilshire Boulevard to 16th Street and turn south



College students are at risk for rape and sexual assault. In a national survey, 1 out of 6 women reported being a victim of rape or attempted rape. About 30 percent of these women were between the ages of 18 and 24 when they were sexually assaulted. Most college students who are raped are victimized by someone they know.

Victims of rape and sexual assault suffer psychological trauma, even when they do not sustain any physical injuries. This trauma may be evident in both immediate and long-term effects on the victim's physical and/or psychological health.

Coping with the impact of a sexual assault can be especially difficult for a college student. The after effects often interfere with a student's ability to fulfill academic responsibilities and to participate in the social activities that are an integral part of campus life.

College students who are sexually assaulted are faced with making important decisions, such as whether to seek medical treatment, notify campus officials, make a police report, contact their parents, and/or obtain help from campus or community resources. In addition, most victims have concerns about their personal privacy and safety, as well as about how to deal with the reactions of family members and friends.

Many of the health risks associated with rape and sexual assault can be addressed if victims seek immediate medical care and counseling, as well as other forms of emotional and social support. Other concerns related to sexual assaults can often be resolved if victims are informed fully about their rights and options so they can make reasoned decisions.

This brochure provides information about the choices you have and how you can find medical, legal, and psychological assistance if you are a victim of rape, attempted rape, or any other type of sexual abuse or assault. The information will also enable you to help a friend who has been victimized.

© 1999, 2003, 2005, 2008 The Rape Foundation

A DEFINITION OF RAPE AND SEXUAL ASSAULT

Although the legal definition of rape varies from state to state, rape is generally defined as forced or nonconsensual sexual intercourse. Rape may be accomplished by fear, threats of harm, and/or actual physical force. Rape may also include situations in which penetration is accomplished when the victim is unable to give consent, or is prevented from resisting, due to being intoxicated, drugged, unconscious, or asleep.

Sexual assault is a broader term than rape. It includes various types of unwanted sexual touching or penetration without consent. Sexual assault includes forced sodomy (anal intercourse), forced oral copulation (oral-genital contact), rape by a foreign object (including a finger), and sexual battery (the unwanted touching of an intimate part of another person for the purpose of sexual arousal).

WHAT IF I HAD BEEN DRINKING?

Many of the sexual assaults experienced by college students occur in situations in which the victim, the assailant, or both have been drinking.

If a man has sex with a woman when she is unable to give consent, or is prevented from resisting, because of the effects of alcohol or other drugs, it is considered rape or sexual assault if the man knew or reasonably should have known that the woman was mentally and/or physically incapacitated.

Often, victims who had been drinking and/or using drugs at the time of the assault have feelings of guilt and self-blame. They are also more likely to encounter blaming responses from other people.

It is important to remember that no one has the right to have sex with you without your consent.

A victim is never responsible for a sexual assault. Even if the person who assaulted you had been drinking, he/she is still responsible for his/her behavior. Being drunk is not an excuse for committing any criminal acts, including sexual assaults.

WHAT TO DO IF YOU ARE RAPED OR SEXUALLY ASSAULTED

- Go to a safe place.
- If you want to report the assault, notify the police or campus security immediately. Reporting the crime can help you regain a sense of personal power and control and can also help to ensure the safety of other potential victims.
- Call a friend, a campus advocate, a family member, or someone else you trust who can be with you and give you support.
- Preserve all physical evidence of the assault. Do not shower, bathe, douche, wash your hands, eat, drink, or brush your teeth. Save all of the clothing you were wearing at the time of the assault. Place each item of clothing in a separate paper bag. Do not use plastic bags. Do not disturb anything in the area where the assault occurred.
- Go to a hospital emergency department or a specialized forensic clinic that provides medical care and evidentiary examinations for sexual assault victims. Even if you think that you do not have any physical injuries, you should still have a medical examination and discuss with a healthcare provider the risk of exposure to sexually transmitted infections and the possibility of pregnancy resulting from the sexual assault.

- If you suspect that you may have been drugged, seek medical care immediately. Ask the hospital or clinic where you receive medical care to take a urine sample. The urine sample should be preserved as evidence. Drugs used to incapacitate people and facilitate a sexual assault, such as Rohypnol and GHB, are more likely to be detected in urine than in blood.
- Write down as much as you can remember about the circumstances of the assault, including a description of the assailant.
- Talk with a counselor who is trained to assist rape victims about the emotional and physical impacts of the assault. You can call a hot line, a rape crisis center, or a counseling agency to find someone who understands the trauma of rape and knows how to help. You can also contact a campus resource, such as a campus advocate, the student health center, or student counseling services.
- If you want information about medical care, legal issues, or other concerns related to the assault, a rape treatment center or a rape hot line can assist you. You can utilize resources on campus or in the local community near the campus. You can visit the Rape Treatment Center web site at www.rapetreatmentcenter.org. You can also call RAINN, a national victim assistance agency, at 1-800-656-HOPE. RAINN will connect you with a rape crisis center in your area.

MEDICAL CARE FOLLOWING A SEXUAL ASSAULT

You should have a thorough medical examination immediately after a sexual assault, even if you have no apparent injuries. You may be in shock, and you may have internal injuries of which you are not aware. You should also discuss with a healthcare provider the risks of sexually transmitted infections (STIs) and pregnancy, and ways to protect yourself against these risks.

A medical examination is also necessary to document and collect any physical evidence of the assault. Certain types of evidence that may be present immediately after the assault will disappear as time passes. For this reason, you should be examined as soon as possible after a sexual assault.

Even if you choose not to have an evidentiary examination immediately after a sexual assault, you should see a healthcare provider to obtain information about the risks of STIs and unwanted pregnancy and the treatment options available to you. This will help you make informed choices about your health and well-being.

Sexual Assault Medical Examinations

The doctor or nurse who examines you will usually begin by asking questions about your general health. If you are a female, you will be asked about your menstrual history and your use of contraception. You will also be asked specific questions about the assault. It may be difficult to recall some of the details, and it may be emotionally painful to remember and talk about what happened. Medical personnel ask specific questions to find out what to look for when they examine you. The information

you give helps them conduct a thorough physical evaluation. For female victims, this usually includes a pelvic exam. The doctor or nurse will look for injuries and any other signs that force was used, such as tender areas, marks on your skin, and bruises. Although many sexual assault victims do not appear to sustain physical injuries, it is still important to be examined by a healthcare provider. If you do have visible injuries, you may be asked to give your consent to have photographs taken. Photographing injuries is important because by the time your assailant is prosecuted in a court hearing, the injuries may have healed.

In addition to checking you for injuries, the doctor or nurse can collect other evidence of the sexual assault. Depending on the types of sexual contact that occurred, the search for physical evidence may include taking samples from the vagina, mouth, or rectum to test for sperm cells and semen (the fluid around the sperm). Other evidence may be obtained from fingernail scrapings, foreign matter on your body, and the clothes you were wearing at the time of the assault.

After the examination is completed, the doctor or nurse will document the findings in a medical record. The written record can later be subpoenaed to assist in the legal process.

Having Someone You Know (a Support Person) Stay with You During the Examination

You can have a support person (or persons) of your choice -- for example, a sexual assault victim counselor, a friend, or a family member -- accompany you throughout the examination.

The Risk of Contracting Sexually Transmitted Infections (STIs) as a Result of a Sexual Assault

The likelihood of getting an STI as a result of a sexual assault depends upon a number of factors, including the type(s) of sexual contact that occurred, the number of assailants, and whether or not an assailant was infected with an STI at the time of the assault.

A number of STIs can be contracted during sexual contact, including hepatitis B, gonorrhea, syphilis, herpes, chlamydia, genital warts, trichomoniasis, and bacterial vaginosis. Immediate and effective treatment options are available for some of these STIs.

Most medical care providers offer sexual assault victims two choices for dealing with the risks of STIs. The victim may choose to reduce the risk of contracting certain STIs by taking medication immediately as a preventive measure, or the victim may wait to see if she/he actually contracted any infection(s) before taking medication. Whichever treatment option you choose, you should be reexamined and tested within a specific time period to be certain that you do not have an STI.

STIs with No Symptoms

Even if you do not have any symptoms of an infection, you should be tested for STIs following a sexual assault. Unfortunately, it is possible to have STIs and not have any physical symptoms. If left untreated, most STIs can cause serious medical problems.

The Risk of Contracting HIV as a Result of a Sexual Assault

The probability of contracting HIV (the virus that causes AIDS) through a single sexual contact is very low. Nevertheless, you should consult with a healthcare provider to assess your risk factors and what you can do in the unlikely event you contract HIV as a result of a sexual assault. In some circumstances, the likelihood of HIV transmission may be reduced by preventive therapy with certain medications. After you and your healthcare provider discuss your individual risk of exposure to HIV following a sexual assault, your healthcare provider can advise you about whether preventive

medication is recommended for you. If preventive medication is indicated, it should be started as soon as possible, usually not more than 72 hours after a sexual assault.

Most healthcare providers recommend, for your own peace of mind and the protection of your sexual partner, that you be tested for the disease. The recommendations for follow-up testing are at 6 weeks, 3 months, and 6 months from the date of the sexual assault.

There are laws in some states, including California, that permit a criminal court judge to order a sexual assault suspect to be tested for HIV and other communicable diseases, such as hepatitis and syphilis, and to inform the victim of the test results. If a suspect has been arrested for your assault and you wish to have the suspect tested, ask the police investigator or the prosecutor involved in your case for information about obtaining a court order to have the assailant tested for these diseases.

The Risk of Pregnancy Resulting from a Sexual Assault

If you are a female victim, your risk of becoming pregnant from a sexual assault depends on many factors, including the time in your menstrual cycle when the assault occurred, the regularity of your cycle, your current use of contraceptives, your fertility, the fertility of the assailant, and whether or not the assailant ejaculated in or near your vagina. A doctor or a nurse can help you evaluate your personal risk of a pregnancy.

If you are at risk for becoming pregnant as a result of a sexual assault, a medical care provider can explain the various treatment options available to you. If you choose to have immediate treatment to prevent the risk of a pregnancy, the options are most effective if you seek care within 72 hours after the assault. Immediate treatment options may prevent conception, but they will not interrupt a pregnancy once it has begun.

You may also decide to wait and see if you become pregnant as a result of the assault. If you do become pregnant, a healthcare provider can discuss your options with you.



COMMON REACTIONS TO SEXUAL ASSAULT

The psychological trauma caused by sexual assault often results in emotional stress that may be long-lasting. Because people react in very different ways to stress, it is not possible to predict exactly how you will feel. It may be helpful, however, for you to know some of the most common responses other sexual assault victims have experienced.

Initially, most sexual assault victims react with shock and disbelief. You may feel numb and dazed, withdrawn and distant from other people. You may want to try to forget about what happened and avoid people or situations that remind you of the assault.

There may also be periods when you are preoccupied with thoughts and feelings about the assault. You may have unwanted memories or flashbacks and nightmares. When you think about what happened, you may reexperience the sensations, thoughts, and feelings you had during the assault, such as fear and powerlessness.

Many victims experience intense emotions in the aftermath of a sexual assault. At times, you may feel angry. At other times, you may feel anxious or depressed.

Some victims have physical symptoms, such as sleep disturbances, headaches, and stomachaches. You may feel tired or less energetic than usual. You may find that it is very difficult to concentrate in classes or when you try to study. Some victims find that their grades drop. You may also experience changes in your sexuality, such as a loss of interest in sex or avoidance of sexual situations.

Fears about personal safety are an almost universal response to a sexual assault. Victims often become fearful in situations and places where they were never frightened before. In many sexual assault situations, the victim feels powerless and/or terrified of being killed or seriously harmed. Afterwards, the feeling of vulnerability may persist for a while.

Feelings of guilt and shame are also frequent reactions. Because of misconceptions about rape, victims may blame themselves, doubt their own judgment, or wonder if they were in some way responsible for the assault. Feelings of guilt and self-blame may be reinforced by the reactions of others, who, because of prevalent myths about rape, may blame or criticize the victim's behavior. Shame may be related to the helplessness you experienced during the assault. Some survivors feel defeated and humiliated. Feelings of guilt and shame are sometimes a reaction to being forced by the assailant to participate in the crime.

You may experience some or all of these symptoms. They may occur immediately, or you may have a delayed reaction weeks or months later. Certain situations, such as seeing the assailant, may intensify the symptoms or cause them to recur after a period during which you have been feeling better.

Some victims think that if they avoid talking about the assault, they will be able to forget about what happened to them. Most survivors who try this approach eventually realize that they need to deal with the assault. Their unresolved feelings and fears hold them back from enjoying their lives and participating fully in relationships.

Talking about the assault can help relieve some of the control it has over you and can help you begin the process of recovery. We recommend that victims seek professional counseling as soon as possible to begin the healing process. Therapy provides a safe, private place to talk about your feelings and concerns. It also can be helpful to talk about your reactions with friends and family members who are supportive and understanding.



COUNSELING

Many sexual assault victims find that therapy is a healing and empowering experience. A professional therapist or counselor can support you in your recovery from the trauma of a sexual assault.

A person trained to assist sexual assault victims will understand your unique concerns and know ways to help you cope with the physical and emotional effects of the assault. A counselor can also help you deal with the reactions of family members and friends.

It is never too late to seek counseling to deal with your feelings and reactions to a sexual assault. Even if you were victimized some time ago, counseling can still be helpful.

If you want to talk with a counselor but you want to remain anonymous, call an anonymous hot line or a rape crisis center. **A call to a hot line is anonymous as long as you do not tell the counselor or advocate your name or telephone number. Anonymous literally means "without a name."**



FINDING HELP

On Campus: There are many places on college campuses to which you can turn for help. Most colleges offer assistance for sexual assault victims through the student counseling center, student health service, women's center, student affairs office, security, and other campus departments. In addition, many colleges have victim advocates who provide confidential, free services for students who are sexually assaulted. An advocate can give you information about your rights and options and can help you think through various courses of action. An advocate can also refer you to campus and community resources for any services you need, such as counseling, medical care, and academic assistance. On most campuses, you can utilize the advocate's services regardless of whether or not you decide to make a police report or officially notify campus officials about the sexual assault.

Off Campus: If you do not want to receive services on your campus, you can contact resources in the community, such as the local rape crisis center. Look in the local yellow pages under rape or women's services, or call Directory Assistance and ask the telephone operator for the rape hot line in your area. Most rape crisis centers offer free services. Another way to find help is to call RAINN, a national victim assistance organization, at 1-800-656-HOPE. RAINN will connect you with a rape crisis center in your area.

On the Internet – the Rape Treatment Center Web Site: For more information about what to do if you have been sexually assaulted, or if you are the victim of an attempted sexual assault, visit the Rape Treatment Center's web site at www.rapetreatmentcenter.org.



HELPING a FRIEND

The support and understanding of friends³ can be very helpful to a sexual assault victim. Many victims worry about how their family and/or friends will react. It is important to let your friend know right away that you care and want to help. There are also many specific things you can do:

Believe your friend.

It takes a great deal of courage to talk about a sexual assault. Many victims remain silent because they feel ashamed and/or they fear that they will not be believed or supported if they tell people about what happened to them.

Listen to your friend.

Listen, but don't press for details. Let your friend decide how much she/he feels comfortable telling you about the assault and its impact.

Encourage your friend to make her/his own decisions and choices.

Let your friend decide if she/he wants to notify the police or campus officials, contact a rape treatment or crisis center, and/or seek medical attention. But do what you can to assist your friend in getting help. For example, you can encourage your friend to get information about these options by calling a rape crisis center and talking with a counselor.

Provide support.

Support your friend's decisions about whom to tell and how to proceed. For example, you can offer to accompany your friend if she/he decides to seek medical care or go to the police.

Make it clear that you know your friend was not responsible in any way for the sexual assault, no matter what the circumstances.

For example, if your friend was intoxicated, she/he is not to blame. The responsibility for a rape or a sexual assault belongs completely to the assailant.

Be prepared to listen for as long as your friend needs your support.

Understand that the trauma caused by rape does not go away after a short period of time. Victims often have the need to talk about what happened and its impact for a long time after the assault.

Encourage your friend to talk to a trained counselor at a rape treatment or crisis center.

If your friend does not want to talk with a counselor, you may want to contact a crisis center yourself. A crisis counselor can give you advice about how you can help your friend.

Encourage your friend to seek medical care.

Even if your friend does not have any apparent physical injuries, and even if the assault happened a while ago, encourage her/him to get a medical examination. A healthcare provider can help your friend deal with the risks of sexually transmitted infections and pregnancy, as well as provide an evidentiary examination.

Respect your friend's privacy.

Don't reveal what the victim has told you to other people. Let your friend decide in whom she/he wishes to confide.

LEGAL OPTIONS

You have several legal options if you are sexually assaulted by another student:

1. You can report the assault to the police and pursue criminal charges against the assailant. If you make a police report, you may be eligible for victim compensation benefits through the state's crime victim compensation program. In many states, these benefits include reimbursement for medical care and counseling expenses related to the assault. You should consult with a rape crisis center, other victim assistance agencies, or an attorney regarding victim compensation benefits in your state.
2. You can report the assault to campus officials. After an investigation, the college may decide to hold a campus disciplinary hearing to determine whether to take disciplinary action against the offender. Disciplinary actions imposed by the college may include suspension or expulsion.
3. You also may be able to file a civil suit, in which you sue the assailant or a third party to recover a monetary award for the injuries you have suffered.

If you want additional information about your options, you can talk with a campus advocate, a counselor, or an attorney. You can also contact a hot line or a rape crisis center on campus or in the community.

RAPE TREATMENT CENTER

The Rape Treatment Center (RTC) at Santa Monica-UCLA Medical Center is nationally recognized for its pioneering work on behalf of sexual assault victims. Established in 1974, the RTC has provided free, expert treatment for over 35,000 victims and their families, including 24-hour emergency medical care, evidence collection, legal assistance, and professional counseling services. The RTC's model for victim care is used in hospitals and other agencies throughout the United States.

The RTC's prevention/education programs include a NATIONAL CAMPUS RAPE CAMPAIGN designed to reduce sexual violence among college students; a SEXUAL ABUSE PREVENTION PROGRAM FOR TEENS that reaches thousands of high school students each year; and ROADS TO RESPECT™, a sexual harassment prevention program for middle school children.

The RTC created STUART HOUSE, a unique and innovative facility designed to improve the treatment of children who are suspected victims of sexual abuse. Stuart House is internationally recognized as a model program serving child victims.

The RTC also provides crime prevention and victim assistance programs for businesses and community organizations; training for police, prosecutors, and medical, mental health, and school personnel; and consultation to television shows, the media, and government agencies. In addition, the RTC staff conducts research, gives expert testimony at legislative hearings and in criminal and civil proceedings, and produces educational films and written materials.

The RTC's publications, TAKING ACTION: What To Do If You Are Raped; SEXUAL ASSAULT ON CAMPUS: What Colleges Can Do; MEDICAL CARE FOLLOWING A SEXUAL ASSAULT; LEGAL RIGHTS AND PROTECTIONS FOR SEXUAL ASSAULT VICTIMS; and HOW IT HAPPENS, a magazine for teens, are distributed across the country.

Call us if you or someone you know has been a victim of a sexual assault. We understand the crisis of rape, and we know how to help. 310-319-4000. www.rapetreatmentcenter.org

Drug-Facilitated Sexual Assault

When drugs are used as a weapon . . .

Drugs like Rohypnol, GHB, Ketamine, and Ecstasy can be used as a weapon in sexual assault crimes.

When they are hidden in a drink, they may be completely undetectable.

Yet, they are powerful and dangerous. They can seriously harm or even kill you.

How does It happen?

You're at a party, a club, or a social event. You're with people you know, people you think you have no reason to fear. Someone secretly drops a drug in your drink. When the drug dissolves, it is colorless and odorless. It may also be tasteless. As you consume the drink, the drug takes effect. You're now in a weakened, helpless, or unconscious state. You're so incapacitated that you can't escape or resist a rapist, or even call out for help. You're sexually assaulted. When the drug wears off, you may not remember what happened or who participated because the drugs often cause amnesia.

This may sound like an old story – “spiking the punch” or “slipping her a Mickey.” What is *new* is that these drugs are especially dangerous. When combined with alcohol or other drugs, the mixture can be lethal.

What Is Rohypnol?

Rohypnol is the brand name for flunitrazepam, a benzodiazepine drug. It is in the same family of medications as Valium and Xanax. But, unlike these other drugs, Rohypnol has never been approved for any medical use in the United States. It is illegal to manufacture, distribute, or possess Rohypnol in this country.

“My girlfriend started to stumble around. I thought she was just really drunk. I found out later some guy had slipped a couple of ruffies into her drink.”

What are Rohypnol's Effects?

Rohypnol is a potent and fast-acting sedative. The physical effects of the drug may be noticeable within twenty to thirty minutes after ingestion.

Rohypnol causes drowsiness, confusion, impaired motor skills, dizziness, disinhibition, impaired judgement, and reduced levels of consciousness. You may look and act like someone who is drunk. Your speech may be slurred and you may have difficulty walking. Or, you may be completely unconscious.

It is very dangerous to mix Rohypnol with alcohol or other drugs. The combination may produce extremely low blood pressure, respiratory depression, difficulty breathing, coma, or even death.

One of the most disturbing effects of Rohypnol is that it can produce complete or partial "Anterograde" amnesia (absence of memory for the events that take place after it is ingested). This means that you may not be able to remember what you did – or what was done to you – while you are under the influence of the drug, which may be a significant period of time. This "amnesic" effect is especially likely when Rohypnol is ingested with alcohol.

What does Rohypnol look like?

Rohypnol is most commonly found in tablet form. It may be a small, round, white pill. When slipped in a drink, the pill dissolves and becomes invisible. Or, it may be oval-shaped and green-gray in color. These pills have a dye in them that may make them more visible in certain drinks. But, you may not be able to see the color in a dark drink (coke or dark beer) or in a dark room. Rohypnol is usually smuggled into this country in its original packaging - foil-backed, clear, plastic "bubble packs." The pills may be ground into a powder. Rohypnol is also found in liquid form.

Street Names for Rohypnol:

Ruffies, Roofies, Rophies, Roches, Roaches, La Rochas, Rope, Rib, Forget Pill, Poor Man's Quaalude, Whiteys, Trip-and-Fall, Mind-Erasers, Mexican Valium, Lunch Money (referring to the drug's low street price).

How Is Rohypnol being abused?

Across the country, there are reports of people "dosing" other people without their knowledge by dropping whole or crushed Rohypnol tablets into

their drinks. When Rohypnol is dissolved in a drink, you usually can't see it, smell it, or taste it. Therefore, if you are "dosed," you probably won't know that you're being drugged. Soft drinks, punch, beer, or other alcoholic beverages can provide the disguise.

What Is GHB?

GHB is gamma-hydroxybutyrate. Historically, GHB has been promoted for body building, although the efficacy of the drug for this use has never been documented. In 1990, the FDA issued a general warning to consumers to stop using GHB because of its numerous deleterious effects. The only current FDA-approved medical use of GHB (Xyrem) is restricted for the treatment of patients with a rare neurological disorder called Narcolepsy who experience cataplexy, a condition characterized by weak or paralyzed muscles.

What are the effects of GHB?

GHB is a powerful synthetic drug that acts as a depressant on the central nervous system. It is rapidly metabolized by the body. The effects of the drug can be felt within fifteen minutes after ingestion.

GHB can cause dizziness, nausea, vomiting, confusion, seizures, respiratory depression, and intense drowsiness. In some cases, GHB causes unconsciousness or coma. As a result, you may not be able to recall what happened to you while you were under the influence of the drug.

When GHB is ingested with alcohol or other drugs, the consequences may be life-threatening. Without immediate and appropriate medical care, the results may be fatal.

Two characteristics of GHB make it especially dangerous: First, most of the GHB used today is the "homegrown" variety made by non-professionals in their own "street labs," kitchens, or bathtubs by mixing various chemical ingredients, which include solvents and caustic soda. Home-brewed GHB can be particularly dangerous. There are significant differences in the purity, concentration, and potency of various batches. The same amount taken from two separate batches may have very different effects. The second reason GHB is dangerous is that there is a very narrow margin between the dose that will produce intoxication and the amount that will cause the harmful effects described above. It is easy to overdose.

What does GHB look like?

GHB is most commonly made in a clear liquid form that is colorless and odorless. It has also been produced as a white crystalline powder and in tablet and capsule form.

STREET NAMES For GHB:

Grievous Bodily Harm (GBH), Liquid X, Liquid E, Liquid Ecstasy, Easy Lay, G, Vita-G, G-juice, Georgia Home Boy, Great Hormones, Somatomax, Bedtime Scoop, Soap, Gook, Gamma 10, and Energy Drink.

How Is GHB being abused?

Across the country, there are reports of GHB being distributed at clubs, bars, raves, and other parties. GHB is usually doled out by capfuls, teaspoons, drops, or "swigs." It may be sold or passed around in containers of varying sizes, including sports bottles, designer water bottles, eye dropper bottles, and gel caps. Or, it may be offered as a small paper cup of clear liquid.

A potential victim may be unknowingly drugged with GHB. The clear liquid GHB is easily dropped or squirted into a drink. When it dissolves in a drink, it is colorless and odorless. However, it may be recognizable by its slightly salty taste. Sometimes people who lace drinks with GHB attempt to mask the salty taste of the drug by mixing it with a sweet liqueur, or they may try to explain the salty taste by calling it a special "health" or "energy drink."

IS EVERYONE AFFECTED THE SAME WAY?

It is difficult to predict the exact effects of any drug on a particular individual. The effects vary depending upon the drug, the dose you ingest, whether the drug is mixed with alcohol or other drugs, your weight, gender, metabolism, and other factors, including how soon you receive medical assistance.

There is one thing you can be sure of — the danger of serious and harmful effects is greatly increased when drugs like Rohypnol and GHB are taken in combination with alcohol or other drugs.

What Is Ketamine?

Ketamine is a dissociative general anesthetic. It has hypnotic, stimulant, and hallucinogenic properties. Although it is used in some medical settings, it is primarily used by veterinarians to anesthetize animals for surgery. It is also a "club drug."

What are the effects of Ketamine?

Ketamine is fast-acting. It can cause dizziness, confusion, disorientation, hallucinations, agitation, impaired motor skills, high blood pressure, and potentially fatal respiratory failure. Because of its dissociative effects, you may feel detached from your own body and your surroundings, a state sometimes referred to as "conscious sedation." You may be aware of what is happening to you, but unable to move. Victims may lose consciousness abruptly. Ketamine can also produce depression and amnesia. It is especially dangerous when it is mixed with alcohol or other drugs.

What does Ketamine look like?

Ketamine can be a liquid (that can be slipped in drinks, injected, or put on material that is smoked) or a powder (that can be slipped in drinks, smoked, or snorted, sometimes in combination with other drugs).

STREET NAMES For Ketamine:

K, Special K, Vitamin K, Blackhole, Bump, Jet, K-Hole, Kit Kat, Psychedelic Heroin, Purple.

How Is Ketamine being abused?

Ketamine is sometimes used to sedate and incapacitate people for the purpose of sexually assaulting them. It can be slipped into a beverage without the victim's knowledge or consent.

Against the law

Drugging another person without their knowledge or consent is a crime. Having sex with someone who cannot give consent because of the mental or physical effects of alcohol or drugs can be rape. Having sex with someone who cannot resist or say "no" because the person is drugged, drunk, passed out, unconscious, or asleep can be rape. In 1996, Congress passed the *Drug-Induced Rape Prevention and Punishment Act*, as an amendment to the *Controlled Substances Act*. This amendment established federal penalties of up to 20 years imprisonment and fines for anyone convicted of committing a crime of violence, including rape, by administering a controlled substance without the victim's knowledge or consent.

What Is Ecstasy?

Ecstasy is 3,4 - Methylendioxyamphetamine (MDMA). It is a very toxic stimulant and hallucinogenic drug. It also has psychedelic effects. It is illegal to manufacture, possess, or sell Ecstasy. It is made in other countries and produced illegally in the United States.

What are the Effects of Ecstasy?

Ecstasy increases pulse, blood pressure, and body temperature. It can cause muscle spasms and teeth grinding. Because it suppresses the need to eat, drink, or sleep, it enables users to dance for long time periods. These effects, combined with the hot, crowded conditions at most rave parties, can lead to extreme dehydration and heart or kidney failure. The most dangerous - life-threatening - effect is "hyperthermia" (excessive body heat). Death may result from heat stroke or heart failure. Ecstasy may produce nausea, hallucinations, chills, sweating, tremors, blurred vision, loss of consciousness, strokes, and seizures.

Ecstasy reduces anxiety and produces extreme relaxation. It enhances your sense of touch and may make you have extremely positive feelings for others, regardless of who they are. The dissociative effects of Ecstasy may make you feel detached and disconnected from your environment. Ecstasy may take away your ability to sense danger and leave you unable to protect yourself from a rapist.

What does Ecstasy look like?

Ecstasy comes in small tablet or capsule form and as a powder that can be snorted or smoked. Occasionally it is found in liquid form. It is made by many different vendors. Each vendor may use a different logo or color. Some of the frequently used logos include butterflies, lightning bolts, and four-leaf clovers.

How Is Ecstasy being abused?

Ecstasy is often used at raves and other parties, clubs, bars, and concerts, as well as in private homes. It can be surreptitiously slipped into a drink. In addition, people who voluntarily take Ecstasy may be sexually assaulted while they are under the influence of the drug.

STREET NAMES For Ecstasy:

Ecstasy, E, X, X-TC, Hug Drug, Adam, CK, Clarity, Lover's Speed, M&Ms.

Rape Drugs Taking Action

TAKING CARE OF YOURSELF

Don't drink beverages that you did not open yourself.

Don't share or exchange drinks with anyone.

Don't take a drink from a punch bowl.

Don't drink from a container that is being passed around.

If possible, bring your own drinks to parties.

If someone offers you a drink from the bar at a club or a party, accompany the person to the bar to order your drink, watch the drink being poured, and carry the drink yourself.

Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call.

If you realize that your drink has been left unattended, discard it.

Don't drink anything that has an unusual taste or appearance (e.g., salty taste, excessive foam, unexplained residue).



DO NOT MIX DRUGS AND ALCOHOL.



WATCHING OUT FOR YOUR FRIENDS

Know the danger signs and take action -- if someone seems very drunk, gets sick after drinking a beverage, is having trouble breathing, passes out and can't be awakened, or is behaving in some other unusual way, the person may be in danger. Get medical attention immediately. Call 911 for emergency medical help. Do not assume the person just needs to "sleep it off." She or he could die.

If you see or hear that someone is "dosing" a drink or a punch bowl, **do something**. Warn other people at the party, throw the drink away, get help from friends, and if anyone seems "drugged," help her or him get medical care.

Warn friends about places such as clubs or parties where "dosing" is known to have happened.

Go to parties or clubs with friends you trust and agree to look out for one another. Appoint a "designated sober person" -- one friend who won't drink and who will regularly check up on the others in your group. Leave parties with people you know. Don't leave alone or with someone you don't know very well.

Postings and Digital Signage

Title IX Posters	33
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Posters and digital displays are posted in student affairs and academic offices throughout campus. They define ‘consent’, Title IX’s role with sex discrimination, and bystander intervention. Additionally it provides links to confidential resources and reporting options.

Emergency Assistance	34
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Residential Hall Bulletin Boards	35
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The “Emergency Assistance” placards are posted on RA doors, in offices, and throughout the residential communities. It provides emergency numbers for UCLA’s dispatch, escort, health, and counseling services as well as numbers for UCPD and the Santa Monica Rape Treatment Center. Additionally, resident assistants display passive boards within their communities to promote education on sexual assault and healthy relationships.

Office Of Civil Rights: Know Your Rights	38
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KNOW YOUR BOUNDARIES

Consent means you have voluntarily and knowingly agreed to sex.

Taking advantage of someone who is severely intoxicated is considered to be sexual misconduct.

TO LEARN MORE, PLEASE VISIT:
WWW.COUNSELING.UCLA.EDU/CARE OR WWW.SEXUALHARASSMENT.UCLA.EDU



KNOW YOUR RIGHTS

Federal law (Title IX) prohibits sex discrimination.

UCLA has procedures in place for filing complaints of sex discrimination, sexual harassment, and sexual violence.

TO LEARN MORE, PLEASE VISIT:
WWW.COUNSELING.UCLA.EDU/CARE OR WWW.SEXUALHARASSMENT.UCLA.EDU



TRUE BRUINS CARE

Prevent sexual violence before it happens.

*Download the **Circle of 6** app to learn how to keep yourself and your friends safe.*

TO LEARN MORE, PLEASE VISIT:
WWW.COUNSELING.UCLA.EDU/CARE OR WWW.SEXUALHARASSMENT.UCLA.EDU



EMERGENCY ASSISTANCE



911

Police • Fire • Medical

(310) 825 - 1491 UC Police Department



CALL FOR HELP

(310) 206 - 9633

On Campus Housing Dispatch

Duty RD • Noise Complaints • Emergency Maintenance

(310) 794 - WALK

CSO Evening Escorts

(310) 794 - 9255 • Dusk - 1:00am (Thurs. until 2:00am)

(310) 825 - 4073

Ashe Student Health Center

24hr Nurse line: (877) 351 - 3457

(310) 825 - 0768

The Counseling Center • CARE

Counseling & Psychological Services


(424) 259 - 6000

Rape Treatment Center

at Santa Monica - UCLA Medical Center



UCLA




Title IX




9 THINGS TO KNOW ABOUT TITLE IX

- Title IX is a landmark federal civil right that prohibits sex discrimination in education.
- Title IX does not apply to female students only.
- Schools must be proactive in ensuring that your campus is free of sex discrimination.
- Schools must have an established procedure for handling complaints of sexual discrimination, harassment, or violence.
- Schools should ensure that a victim doesn't have to share spaces, such as dorms, classes, and campus jobs, with his or her assailant.
- Schools may not retaliate against someone filing a complaint and must keep a complainant-victim safe from other retaliatory harassment or behavior.
- Schools can issue a no-contact directive under Title IX to prevent the accused student from approaching or interacting with you.
- In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.
- Schools cannot discourage you from continuing your education.



HALT SEXUAL ASSAULT

1 Watch what you drink and know your limits.



2 Avoid illegal drugs. (Includes underage drinking)



3 Create a buddy system with your friends.



4 Watch out for your friends.



5 Go only where you want and with whom you want.



6 Know your sexual limits and be prepared to protect them.



7 Get out of a situation when your gut says, "No way."



8 If you have reason to believe that someone is being raped or sexually assaulted, call the police immediately.



9 Watch out for the use of rape drugs and be sure not to leave your drink unattended.



10 Be prepared.



11 Utilize the campus safety programs such as UCPS's CSO Escort Service or the Evening Van Service.



KNOW MORE sexual assault

CONSENT IS KEY:

Consent is an affirmative, uncoerced, and voluntary agreement to sexual activity. It is not implied by silence or inaction. It is not a one-time agreement. It can be withdrawn at any time.

SEXUAL ASSAULT:


Sexual assault is a crime that involves sexual contact without the victim's consent. It can include rape, sexual harassment, and sexual coercion.

MYTH: Sexual assault can't occur if the couple has an intimate relationship.

MYTH: Most rapes are reported.

MYTH: Men cannot be raped.

MYTH: Rape is motivated by a desire for sexual gratification.



Know Your Rights: Title IX Prohibits Sexual Harassment¹ and Sexual Violence Where You Go to School

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 *et seq.*, is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities (hereinafter "schools") receiving any Federal funds must comply with Title IX. Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion.

Below is additional information regarding the specific requirements of Title IX as they pertain to sexual harassment and sexual violence.

What are a school's responsibilities to address sexual harassment and sexual violence?

- A school has a responsibility to respond promptly and effectively. If a school knows or reasonably should know about sexual harassment or sexual violence that creates a hostile environment, the school must take immediate action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects.
- Even if a student or his or her parent does not want to file a complaint or does not request that the school take any action on the student's behalf, if a school knows or reasonably should know about possible sexual harassment or sexual violence, it must promptly investigate to determine what occurred and then take appropriate steps to resolve the situation.
- A criminal investigation into allegations of sexual harassment or sexual violence does not relieve the school of its duty under Title IX to resolve complaints promptly and equitably.

What procedures must a school have in place to prevent sexual harassment and sexual violence and resolve complaints?

- **Every School Must Have And Distribute A Policy Against Sex Discrimination**
 - Title IX requires that each school publish a policy that it does not discriminate on the basis of sex in its education programs and activities. This notice must be widely distributed and available on an on-going basis.
 - The policy must state that inquiries concerning Title IX may be referred to the school's Title IX coordinator or to OCR.
- **Every School Must Have A Title IX Coordinator**
 - Every school must designate at least one employee who is responsible for coordinating the school's compliance with Title IX. This person is sometimes referred to as the Title IX coordinator. Schools must notify all students and employees of the name or title and contact information of the Title IX coordinator.
 - The coordinator's responsibilities include overseeing all complaints of sex discrimination and identifying and addressing any patterns or systemic problems that arise during the review of such complaints.

¹ Use of the term "sexual harassment" throughout this document includes sexual violence unless otherwise noted.

- **Every School Must Have And Make Known Procedures For Students To File Complaints Of Sex Discrimination.**

- Title IX requires schools to adopt and publish grievance procedures for students to file complaints of sex discrimination, including complaints of sexual harassment or sexual violence. Schools can use general disciplinary procedures to address complaints of sex discrimination. But all procedures must provide for prompt and equitable resolution of sex discrimination complaints.
- Every complainant has the right to present his or her case. This includes the right to adequate, reliable, and impartial investigation of complaints, the right to have an equal opportunity to present witnesses and other evidence, and the right to the same appeal processes, for both parties.
- Every complainant has the right to be notified of the time frame within which: (a) the school will conduct a full investigation of the complaint; (b) the parties will be notified of the outcome of the complaint; and (c) the parties may file an appeal, if applicable.
- Every complainant has the right for the complaint to be decided using a preponderance of the evidence standard (*i.e.*, it is more likely than not that sexual harassment or violence occurred).
- Every complainant has the right to be notified, in writing, of the outcome of the complaint. Even though federal privacy laws limit disclosure of certain information in disciplinary proceedings:
 - Schools must disclose to the complainant information about the sanction imposed on the perpetrator *when the sanction directly relates to the harassed student*. This includes an order that the harasser stay away from the harassed student, or that the harasser is prohibited from attending school for a period of time, or transferred to other classes or another residence hall.
 - Additionally, the Clery Act (20 U.S.C. §1092(f)), which only applies to postsecondary institutions, requires that both parties be informed of the outcome, including sanction information, of any institutional proceeding alleging a sex offense. Therefore, colleges and universities may not require a complainant to abide by a non-disclosure agreement, in writing or otherwise.
- The grievance procedures may include voluntary informal methods (e.g., mediation) for resolving some types of sexual harassment complaints. However, the complainant must be notified of the right to end the informal process at any time and begin the formal stage of the complaint process. In cases involving allegations of sexual assault, mediation is not appropriate.

If you want to learn more about your rights, or if you believe that a school district, college, or university is violating Federal law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or ocr@ed.gov. If you wish to fill out a complaint form online, you may do so at: <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.



Programs and Presentations

Residential Life “First Floor Meeting”	41
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As student’s moved into the residence halls, the residential life staff gave presentations to their community that included confidential resources and reporting options.

Socially Speaking	42
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Grad Student Orientation	44
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During new student orientation over summer, students received an hour long presentation outlining key definitions, confidential resources and reporting options.

It’s On US to Stand	47
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The ‘It’s On Us To Stand’ workshops have been provided throughout Fall quarter to athletic teams, graduate students, and student organizations and features definitions, confidential resources, reporting options, and tips on bystander intervention as well as victim support.

Blame It on the Alcohol	55
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The “Blame It on the Alcohol” workshops have been provided to every Greek-lettered organization. It features important information on sexual assault definitions, confidential resources and reporting options. The presentation is framed within the increased risk of sexual assault when alcohol is involved.

CARE Certificate Training	65
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The “Care Certificate Training” is a comprehensive 7 hour presentation for students who want to learn more about sexual assault education, prevention practices, confidential resources, reporting options, and treatment options.

It’s On Us “The Pledge”	99
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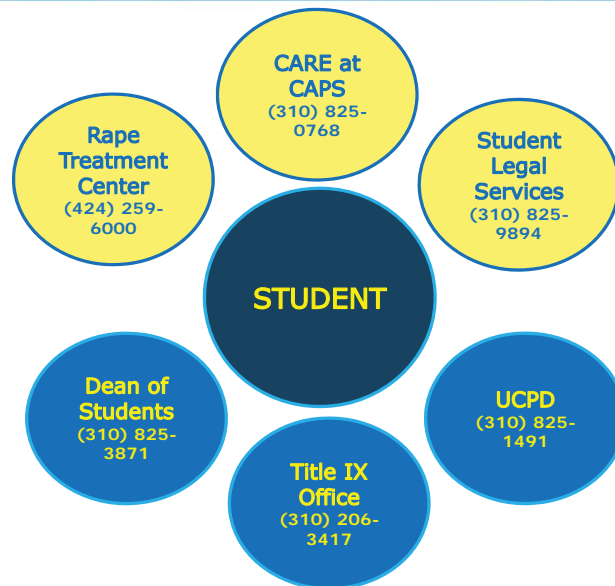
The White House’s “It’s On Us” initiative features a pledge that calls for bystander intervention in the prevention of sexual assault. It has been featured in electronic letters with links to the White House’s homepage for the initiative. Resident assistants have been using it on passive boards as well as a tool in programs that relate to sexual assault education.

Additional Programs

Continuing education is offered through our “Cupcakes and Consent” “Sex and Cookies”, “Sexperts” and “Let’s Talk about Sex” programs. Each provides a different approach to open the conversation about sexual harassment and sexual violence. They are initiated by resident assistants and, although open to the entire community, they are focused for the specific communities the resident assistant oversees. Additionally, in collaborations with the UCLA Sexual Health Coalition, arrangements are being confirmed for a nationally, recognized trainer in sexual assault prevention and education, to come to UCLA in January 2015 to provide education and training to students and staff.

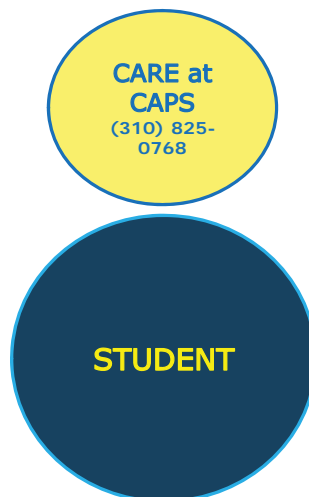
Confidential Resources & Reporting Options

2



All Roads Lead to CARE at CAPS

3



CONSENT

INFORMED

VOLUNTARY

REVOCABLE

CONSENT

INFORMED

An affirmative, unambiguous, conscious decision

- Talk with your partner
- Set sexual boundaries
- Listen and respect each other's decisions
- Mutually agreed upon

CONSENT

VOLUNTARY

Given without coercion, force, threats, or intimidation

- Verbal threats
- Manipulation
- Physical restraint and/or the use of a weapon
- It is not consent if the person's understanding of the act is affected by physical or mental impairment

CONSENT

VOLUNTARY

- Silence does not equal consent
- Lack of verbal resistance does not constitute consent
- Lack of physical resistance does not constitute consent
- Minors cannot give consent

CONSENT

VOLUNTARY

Positive cooperation in the act

- A person cannot be incapacitated
 - Unconscious, coming in and out of consciousness, blackouts, asleep

CONSENT

- Incapacitation is **defined** with how alcohol or other drugs consumed impacts a person's decision making capacity, and awareness of consequences
- Incapacitation is **determined** by whether the person initiating the act or a reasonable person should have known that the person was incapacitated

CONSENT

REVOCABLE

Consent to some form of sexual activity does not imply consent to other forms of sexual activity

Consent must be ongoing throughout a sexual encounter and can be revoked at any time

TRUE BRUINS CARE

Remember the 3 Ds

- D** Direct – do something
- D** Delegate – have someone help you
- D** Distract – break the moment

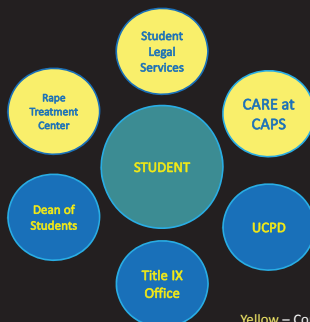
CONSENT

INFORMED

VOLUNTARY

REVOCABLE

TRUE BRUINS CARE FOR YOU Confidential Resources & Reporting Options



Yellow – Confidential resources
Blue – Reporting options

TRUE BRUINS CARE FOR YOU Confidential Resources & Reporting Options



Resources and Reporting Options for Sexual Violence, Dating & Domestic Violence, and Stalking



Definitions and Examples

The University of California's Sexual Harassment and Sexual Violence policy, in accordance with VAWA, has very specific definitions that relate to sexual offenses or acts of sexual violence.

The definitions included here are:

- Domestic Violence
- Dating Violence
- Sexual Assault
- Stalking
- Consent

Domestic Violence

The term "domestic violence" is defined as:

- Abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, or someone with whom the abuser has a child or is having a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.
- Felony or misdemeanor crimes of violence committed by:
 - Current or former spouse or intimate partner of the victim
 - Person with whom the victim shares a child in common
 - Person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
 - Person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies
 - Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction

Dating Violence

The term "dating violence" is defined as:

- Violence committed by a person:
 - A. Who is or has been in a social relationship of a romantic or intimate nature with the victim; **and**
 - B. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship
 - ii. The type of relationship
 - iii. The frequency of interaction between the persons involved in the relationship

Sexual Assault

The term "sexual assault" is defined as:

- Engaging in physical sexual activity without the consent of the other person
- An act of sexual assault may involve:
 - Physical force, violence, threat, or intimidation
 - Ignoring the objections of the other person
 - Causing the other person's intoxication or incapacitation through the use of drugs or alcohol
 - Taking advantage of the other person's incapacitation, including his or her voluntary intoxication, his or her state of intimidation, or other inability to consent

Stalking

The term "stalking" is defined as:

- Behavior in which a person repeatedly engages in conduct directed at a specific person that places that person in reasonable fear of his or her safety or the safety of others.

Consent

Consent is:

- Informed:
 - Consisting of an affirmative, unambiguous, conscious decision by each participant to engage in mutually agreed-upon sexual activity.
- Voluntary:
 - Given without coercion, force, threats, or intimidation
 - Positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will.
- Revocable:
 - Consent to some form of sexual activity does not imply consent to other forms of sexual activity.
 - Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent has been revoked, sexual activity must stop immediately.

Consent

Consent is given when a person is not:

- Incapacitated:
 - Physical and/or mental inability to make informed, rational judgments
 - States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts
 - Where alcohol or drugs are involved, incapacitation is defined with respect to how the alcohol or other drugs consumed impacts a person's:
 - decision-making capacity
 - awareness of consequences
 - ability to make fully informed judgments

A person cannot give consent if he or she is:

- Unconscious or coming in and out of consciousness
- Under the threat of violence, bodily injury, or other forms of coercion, or if his/her understanding of the act is affected by a physical or mental impairment

Consent

Other considerations with regard to consent include:

- Silence does not equal consent
- Lack of verbal resistance does not constitute consent
- Lack of physical resistance does not constitute consent
- Consent is not indefinite; consent may be withdrawn at any time, and at that time all sexual activity must cease unless or until additional consent is given
- Minors and incapacitated persons cannot give consent
- Whether the accused knew, or a reasonable person should have known, that the complainant was incapacitated

Resources and Reporting Options



Confidential Campus Resources

The following confidential campus resources are available:

- Counseling Services (CARE at CAPS)
- Student Legal Services
- Rape Treatment Center at UCLA Santa Monica Hospital



Campus Accommodations

Depending on the circumstances and if reasonably available, victims may also request assistance with changing their:

- Academic situation
- Living situation
- Transportation situation
- Employment situation

Regardless of whether he or she chooses to report the sexual offense or act of sexual violence to campus or local law enforcement.

Reporting Options

In addition, victims of sexual violence are also encouraged to report this to the campus:

- Title IX Office
- Office of the Dean of Students
- UCPD

If you receive a report of sexual violence, you are encouraged to reach out to any of these resources for guidance and assistance.

Responding to a Victim

A sexual offense or an act of sexual violence can be very frightening and disorienting.

Often, victims do not know where to turn or how to reach out for assistance and help.

If someone reports to you that they have been involved in a sexual offense or an act of sexual violence, encourage them to:

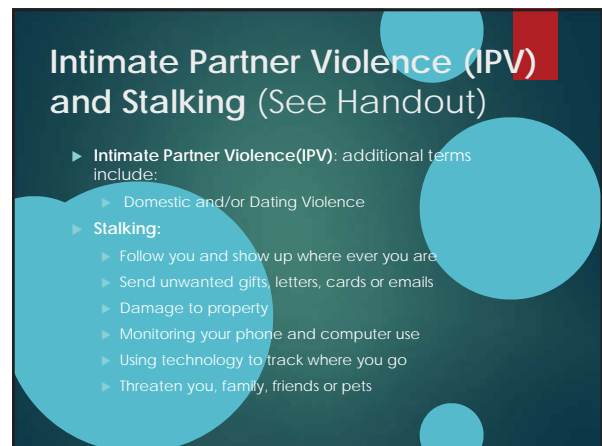
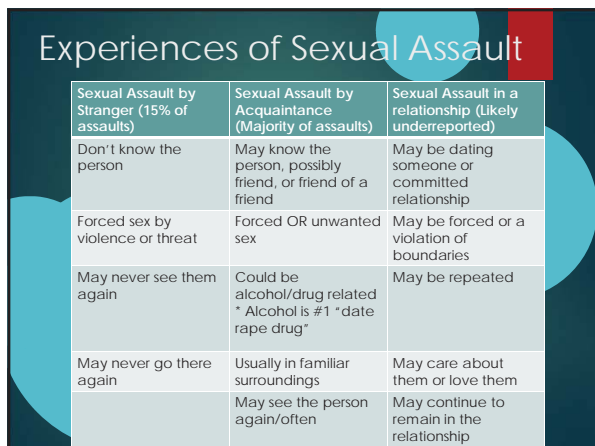
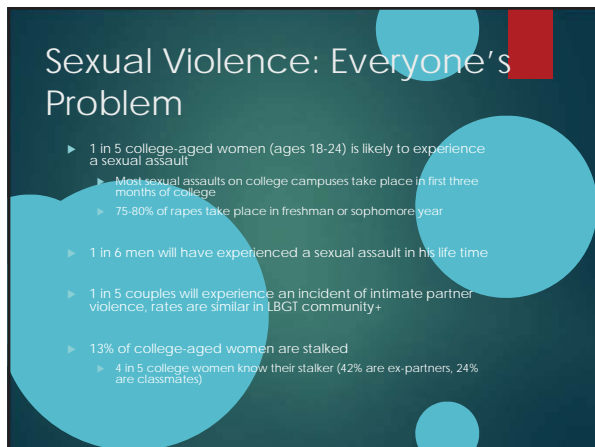
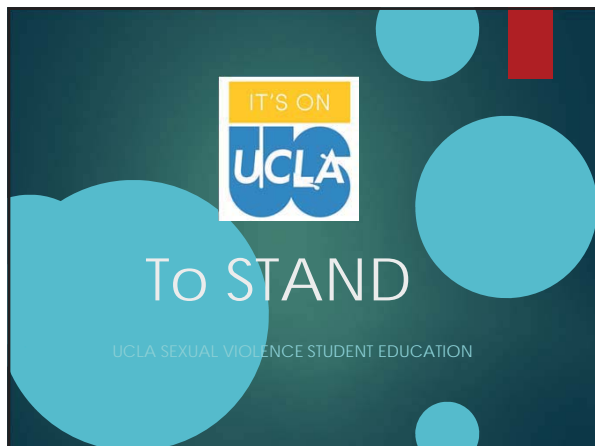
- Find a safe place
- Seek medical attention
- Get support
 - CARE @ CAPS, Student Legal Services, Rape Treatment Center
- Options to Report the offense
 - Title IX, Dean of Students, UCPD

Disciplinary Actions and Sanctions

The following disciplinary actions and sanctions may be imposed, as appropriate, if a person is found to have committed a sexual offense or an act of sexual violence:

- Suspension
- Dismissal
- Termination of employment

Perpetrators of crimes may also be subject to criminal prosecution.



UCLA Student Conduct Code 102.08 Effective Consent

- ▶ words or actions that show a knowing and voluntary agreement to engage in mutually agreed-upon sexual activity
- ▶ Cannot be gained by
 - ▶ force
 - ▶ Ignoring or acting in spite of the objections of another
 - ▶ taking advantage of the incapacitation of another, where the accused student knows or reasonably should have known of such incapacitation
- ▶ Is absent when the activity in question exceeds the scope of "Effective Consent" previously given. (film clip #2)

Consent? Youtube.com, campus clarity consent

<https://www.youtube.com/watch?v=laMtr-rUEmY>

CONSENT

- ▶ **Consent is:**
 - ▶ **Informed:** An affirmative, unambiguous, and conscious decision
 - ▶ **Voluntary:** Given without coercion, threats, or intimidation
 - ▶ **Revocable:** Consent to some forms of sexual activity does not apply to consent to other forms of sexual activity. It must be ongoing and can be revoked at any time

Consent and Incapacitation

- ▶ *Over 85% of Sexual Assaults on college campuses involve alcohol or other drugs*
- ▶ *Consent cannot be given when a person is incapacitated.* A person cannot consent if s/he is unconscious or coming in and out of consciousness.
- ▶ **ALCOHOL IS NOT A DEFENSE**

Incapacitation

- ▶ **Incapacitation** is defined as the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts.
- ▶ The factors to be considered when determining whether consent was given include whether **the accused knew, or whether a reasonable person should have known, that the complainant was incapacitated.**

True Bruins **STAND** Be an "Upstander" instead of a Bystander

- ▶ **Survey the Situation**
- ▶ **Take Note of Red Flags**
- ▶ **Assume Responsibility**
- ▶ **Negotiate Options**
- ▶ **Do Something (3 Ds)**

Bystander video: Youtube Who are you, Bystander intervention



Do Something

Direct: Tell your friend that you are concerned; directly challenge the behavior

Distract: Make an excuse, use humor, etc.

Delegate: Get others involved:

- **The second person to stand up is more important than the first**, they set the trend and make change possible!
- Get friends, campus safety, escort services, safe-rides, UCPD or other law enforcement

Be an Active Upstander



Helping Survivors



The Impact of Sexual Violence and Stalking: Signs of Distress

- ▶ Numbness
- ▶ Shock
- ▶ Denial/Disbelief
- ▶ Self Doubt
- ▶ Self Blame
- ▶ Sadness/Tearfulness
- ▶ Withdrawal
- ▶ Feeling Dirty
- ▶ Flashbacks
- ▶ Nightmares
- ▶ Anxious Thoughts
- ▶ Frequent headaches
- ▶ Change in sexual desire
- ▶ Frequent urination
- ▶ Heartburn, stomach pain, nausea
- ▶ "Overreaction to petty annoyances"
- ▶ Dry mouth, problems swallowing/old/sweaty hands, feet
- ▶ Obsessive or compulsive behavior
- ▶ Difficulty in making decisions
- ▶ Increased number of minor accidents
- ▶ Increased or decreased appetite

Helping Others: Why your 1st response matters...

For Victims

- ▶ Victims who receive positive support have better psychological outcomes and heal faster.
- ▶ Those who encounter negative reactions have greater risk of depression, anxiety, suicidality, or unhealthy coping strategies

For Reporting

- ▶ Victims who perceive that they are not being believed or that they are being treated negatively are less likely to participate in the reporting process

Rape culture is perpetuated by Rape Myths

False beliefs used mainly to shift the blame of rape from perpetrators to victims

- ▶ She asked for it
- ▶ He didn't mean to
- ▶ It wasn't really rape
- ▶ She lied

Help others in distress: Challenge Your "Rape Myth" Assumptions

Belief	Myth	Response
This was just regrettable sex	It wasn't really Rape	Go to the law. Could he/she give consent?
She's lying	She lied	False reports are very low
She should have known since she ...	She asked for it	You don't know what they knew
HE was drunk too. HE didn't realize...	He didn't mean to	Alcohol is not a defense
Boys will be boys	He didn't mean to	Ignorance, development and/or intoxication are not a defense

Help others in distress: Challenge Your "Rape Myth" Assumptions

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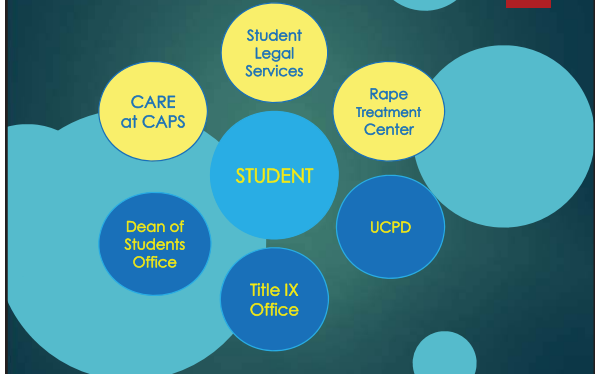
Questions: Often interpreted as statements

Questions	Statements
▶ How much did you have to drink?	▶ You drank too much
▶ Did you say no?	▶ You didn't say no, you were not clear
▶ Was he aggressive or violent?	▶ If he was not "violent" it was not rape
▶ Where were your friends?*	▶ You wanted to be alone with this guy
▶ Why did you continue to see him?	▶ You continued to see him, therefore you must have consented. Now you are angry for some reason
▶ Why didn't you report earlier?	▶ You are lying, you have another motivation for reporting

What should you say?

- ▶ **Validate their feelings**
 - ▶ Express the sentiment that I believe you or I am with you, and/or I support you....
- ▶ Offer Confidential Resources
- ▶ Encourage Reporting Options
- ▶ Less is more with regard to questions

Confidential Resources & Reporting Options





Reporting Options: Title IX Complaints

- ▶ *Title IX is a law passed in 1972 that requires gender equity for boys and girls in every educational program that receives federal funding.*
- ▶ Sexual harassment in education includes any unwanted and unwelcome sexual behavior that significantly interferes with a student's access to educational opportunities.
- ▶ The Supreme Court has confirmed that schools have an obligation to prevent and address harassment against students.

UCLA Title IX/ Sexual Harassment Office

- ▶ UCLA's Title IX office provides:
 - ▶ Information about campus policies and procedures to any interested person.
 - ▶ Individual consultations for persons who need information about possible sexual harassment and options for resolving concerns on campus.
 - ▶ You can file a complaint against staff, faculty and/or administration as well

Filing a Title IX/ Dean of Students Complaint

Dean of Students
(310-825-3871)
<http://www.deanofstudents.ucla.edu>

Title IX Office
(310-206-3417)
www.sexualharassment.ucla.edu

University Reporting Options:

- Avoidance of Contact (no report)—Advocate can facilitate this
- Anonymous Report with name of accused
- File formal complaint and initiate student conduct process (potential suspension or dismissal of accused student)

Possible consequences:

- ▶ Suspension
- ▶ Expulsion
- ▶ May be discernible on academic record
- ▶ Mandated counseling

Filing Criminal Charges: UCPD

- ▶ UCPD (310-825-1491)

Legal and Criminal Reporting Options

- File police report with UCPD or local police department and begin criminal investigation
- File Restraining Order through local court
- Further charges pressed in civil/criminal court
 - Criminal charges for sexual assault, which is a felony in CA
 - Potential life-long registration as a sex offender



When in doubt...
ALL ROADS LEAD TO CARE

CARE
Campus Assault Resources & Education

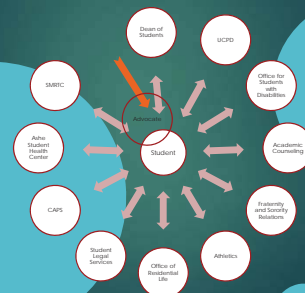


Title IX Video Commercial

CARE
Campus Assault Resources & Education

- **CARE AT CAPS**
- **CARE at CAPS** is a confidential place for survivors of sexual assault, dating violence and stalking to get support, consultation and have a safe place to talk.
- **CAPS Urgent Services, Student Advocacy, And Psychological And Psychiatric Treatment** If Needed.
- We also offer other education and prevention services to the campus community at large.

Advocacy
The Coordinated Community Response



Advocacy

**Student Care
Managers/Advocates**

Karen Minero 310-825-0628
Mark Veldkamp 310-825-7291
Kiara Lee 310-794-7299
klee@ucla.edu

UCLA The Counseling Center
Counseling & Psychological Services
A Department of Student Affairs

- ▶ **Location**
 - ▶ John Wooden Center West
- ▶ **Hours**
 - ▶ Monday-Thurs 8am-8pm, Fridays 9-5pm
- ▶ **Confidentiality**
- ▶ **Eligibility and Fees**



UCLA The Counseling Center
Counseling & Psychological Services
A Department of Student Affairs

► **Services Offered**

- Short-Term Individual Therapy (10 session limit/year)
- Group Therapy
- Wellness Skills Workshops
- Walk-In Sessions
- Psychiatry



Eligibility & Fees

- Registered students, annually
- FREE for students with SHIP
- \$15 per session without SHIP
- Medications covered by SHIP

To make an appointment

- **Walk In to schedule an appointment**
 - M-Thurs 8am-4pm,
 - F 9-5pm
- **Come in directly Urgent matters**

Crisis Referrals

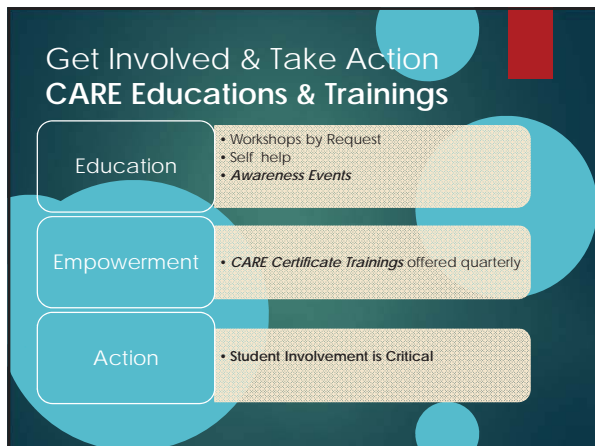
- For immediate, life-threatening emergencies on campus, call the UCPD or 911
- For urgent situations, Monday thru Friday 10-4:30, call CAPS and ask for an urgent consultation with the On Call Clinician
- For emergencies after hours, call the LA Suicide Prevention Center Crisis Hotline 310-391-1253
- 24-Hour hotline (310) 825-0768

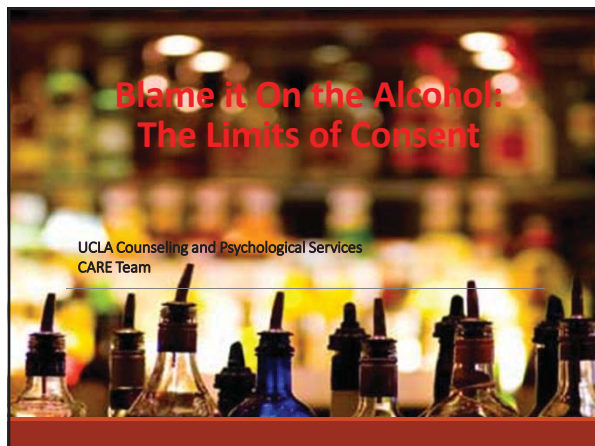


Get Involved: Prevention

Its On Us

- Its on Us Video





The Undetected Rapist

This is a reenactment of an interview conducted by Dr. David Lisak, Associate Professor, Department of Psychology, University of Massachusetts, Boston, as part of a study of men who had raped but were never reported or prosecuted for their crimes.

Agenda

- Understand the role of alcohol in sexual choices
- Discuss what makes for a consensual sexual experience
- Increase awareness of strategies to prevent non-consensual sexual experiences
- Provide resources and reporting options to respond to an incident of sexual assault

Thinking about Respect...

This discussion is meant to highlight the difficulties of negotiating sexual consent while under the influence of alcohol or other drugs

It is also meant to be respectful of diverse cultures and communities, as well as gender-identity differences and sexual orientation differences

It is not meant to portray all men as "predators" and/or all women as complicit in sexual assault

Hooking Up Survey

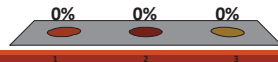
Drinking and Hooking Up?

1. I have gotten drunk and hooked up.
2. I have never gotten drunk and hooked up
3. I prefer not to answer

0% 0% 0%

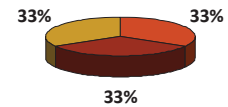
Have you ever had a friend
get drunk and hook up?

1. Yes
2. No
3. Prefer not to answer



So what is “Hooking Up”?

1. Kissing
2. Touching/Making Out
3. Sexual Intercourse



What is a Sexual Assault?

- Any sexual contact without consent (non-consensual)
- Including unwanted sexual touching or contact for the purpose of sexual arousal
- Situations where the victim **cannot consent, including, due to intoxication or mental incapacity**
- Rape



Defining Terms

Rape:

- A type of sexual assault usually involving sexual intercourse or other forms of sexual penetration initiated against someone. The act may be carried out by physical force, coercion, abuse of authority or against a person who is incapable of valid consent, such as one who is unconscious, incapacitated, or below the legal age of consent.

Intimate Partner Violence:

- Domestic Violence and Dating Violence
- Controlling, abusive, and aggressive behavior in a romantic relationship.

Stalking:

- A course of conduct directed at a specific person that would cause a reasonable person to feel fear
- See *Stalking Facts Sheet*

Blame It on the Alcohol



The Relationship Between Alcohol and Non-Consensual Sexual Experience

- In 90% of all campus sexual assaults, alcohol or drugs have been used by either the assailant or victim or both.

- Center on Addiction and Substance Abuse

Risk For Women

1 in 3 women are likely to be assaulted *in their lifetime*

College-aged women ages 18-24 are most at risk for sexual assault

College students are most vulnerable to sexual assault their *first three months* of college

It Can Happen to Anyone...



Risk For Men

1 in 6 men have had abusive sexual experiences before the age of 18

Most men are abused by other men

Many men do not report

For more information, 1in6.org

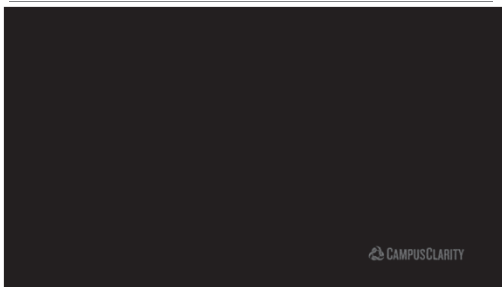
Lesbian, Gay, Bisexual & Trans-Identified

LBGT research is limited

LBGT identified individuals are at more risk to be targeted for all types of assault, including sexual assault

Trans-Identified students are **at more risk** for sexual assault than any other community

What is **Consent**?



Effective Consent

Effective Consent:

Informed, voluntary, revocable and mutually agreed upon.

Cannot be gained:

- by force
- by ignoring or acting in spite of the objections of another
- **by taking advantage of the incapacitation of another, where the accused student knows or reasonably should have known of such incapacitation**
- when the activity in question exceeds the scope of "Effective Consent" previously given

* <http://www.virginia.edu/sexualviolence/sexualassault/> ©2012 by the Rector and Visitors of the University of Virginia

UCLA Code of Conduct 102.8

Sexual assault occurs when a person knowingly causes another person to engage in a sexual act by

- a) physical force, violence, threat, intimidation, and/or coercion;
- b) ignoring the objections of the other person;
- c) causing the other's intoxication or impairment through the use of drugs or alcohol;
- or d) taking advantage of the other person's incapacitation, state of intimidation, helplessness, or other inability to consent.

◦ Sexual misconduct occurs when a person, having failed to take appropriate steps to gain effective consent, engages in a sexual act with another under the unreasonable belief that effective consent had been obtained.

Confidential vs. Reporting Options

CONFIDENTIAL:

Student CARE Manager/Advocate

- (310-794-7299, 310-825-0628 or 310-825-7291)

CARE at CAPS (Counseling Center)

- Clinicians and psychiatrists
- (310-825-0768)

The Rape Treatment Center at Santa Monica – UCLA Medical Center

- (424-259-6000)

Student Legal Services

- (310-825-9894)

REPORTING:

UCPD

- (310-825-1491)

Dean of Students

- (310-825-3871)

Title IX and Sexual Harassment Office

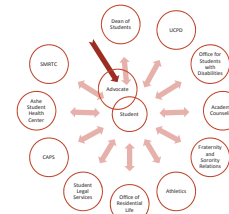
- (310-206-3417)

Confidential Resources

For confidential support, resources, and exploring all of your options

- Student CARE managers and advocates
 - (310-794-7299, 310-825-0628 or 310-825-7291)
 - www.studentincrisis.ucla.edu/care.html
- CARE at CAPS (Counseling Center)
 - www.counseling.ucla.edu
 - Clinicians and psychiatrists
 - 24/7 Crisis Counseling Line- (310-825-0768)
- The Rape Treatment Center at Santa Monica UCLA Medical Center
 - (424-259-6000)
- Student Legal Services
 - (310-825-9894)

Advocacy The Coordinated Community Response



Advocacy

What does this look like on UCLA's Campus?

- Housing
- Academic
- Accompaniment to appointments as needed for support
- Referrals to campus Resources (CAPS, Dean of Students, Academic Advising, Financial Aid, Student Legal Services)

How can the Advocate support students off campus?

- Accompaniment to appointments with law enforcement, court and other community resources
- Referrals to community resources

Student Care Managers/Advocates

Kiara Lee (310)794-7299

klee@saonet.ucla.edu

Mark Veldkamp (310)825-7291

mveldkamp@saonet.ucla.edu

Karen Minero (310)825-0628

kminero@saonet.ucla.edu

Filing a Title IX/Sexual Harassment Office or Dean of Students Complaint

Reporting Options:

- **Dean of Students** (310-825-3871)
- **Title IX and Sexual Harassment Office** (310-206-3417)

University Consequences

- Initiating non-consensual sex is a violation of the conduct code and can be punishable at the academic level (suspension, dismissal)

Filing Criminal Charges

Reporting Options:

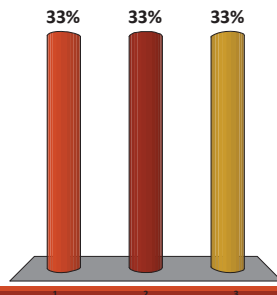
- **UCPD** (310-825-1491)

Legal Consequences

- Criminal charges for sexual assault, which is a felony in CA
- Civil charges
- Potential registration as life-long sex offender

What is Consent?

1. Engaging in sexual activity due to fear of consequences of saying no.
2. Words or actions that demonstrate mutual agreement to sexual activity throughout.
3. Engagement in sexual activity despite a partner's incapacitation.



Reducing Risk

*Alcohol may increase the risk of sexual assault, and may make someone incapable of giving consent, **but alcohol is not the cause of the assault.***

Alcohol and ignorance is not a defense!

***Responsibility lies with the perpetrator;** the survivor is never responsible for the perpetrator's behavior.*

True Bruins **STAND**

1. **S**urvey the Situation
2. **T**ake Note of Red Flags
3. **A**ssume Responsibility
4. **N**egotiate Options
5. **D**o Something



Survey the Situation

Pre-Party Planning:

- Limit pre-party alcohol
- Agree to "check in" with friends
- Carry ID
- Do you have your cell phone?
 - Circle of 6 app to keep friends in communication

During the party

- Keep track of your friends
- Limit alcohol use
- Watch your drinks

Drink Responsibly

Your judgment is already impaired at 2 drinks in an hour

- What is the standard drink size?
- What's in the "Red Cup"?

For most people, having 4-5 drinks in one sitting leads to legal intoxication, at which point judgment is significantly impaired



Incapacitation and Sexual Assault

Passing out = Loss of Consciousness. Body and mind shut down

Blacking Out = Failure to record memories while body is operating

Does Blood Alcohol Level (BAC) determine incapacitation?

Take Note of Red Flags

So what are the **red flags** you are looking for?

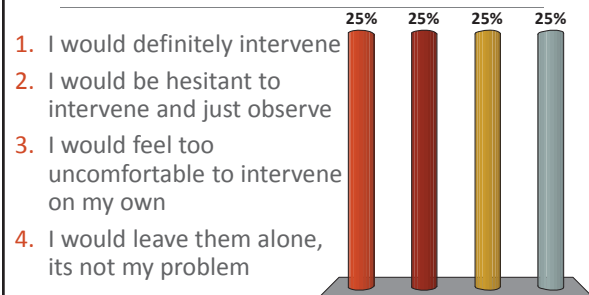
Incapacitation: Signs to Look For

- Ones ability to drive?
- Can they stand up alone?
- Slurred speech?
- Are they coherent?
- Would you let them take an exam?

The Club Scene



How likely would you be to intervene in a situation like this?



What keeps you from getting involved?

- | | |
|---|----|
| 1. "None of my business" | 0% |
| 2. "My friend might be happy with what's going on" | 0% |
| 3. "Maybe I am overreacting" | 0% |
| 4. "What if my friend gets mad" | 0% |
| 5. "I will be embarrassed or a buzz-kill buddy" | 0% |
| 6. "I am afraid an authority will get involved" | 0% |
| 7. "I might get hurt" | 0% |
| 8. "I might get in trouble" | 0% |
| 9. "I'm afraid of how my friends will react" | 0% |
| 10. "I don't want to have my friends call me a -----" | 0% |

Assume Responsibility

Bystander Effect

- **Ambiguity**
 - Sometimes it's not clear if someone needs help
- **Conformity**
 - Doubting our own judgment due to peer influence
 - The second person to "step up" is most important, they start a trend

Negotiate Your Options

How am I **willing** to intervene?

How am I **ready** to intervene?

How am I **able** to intervene?

Do Something: The Four D's

Direct: Tell your friend that you are concerned

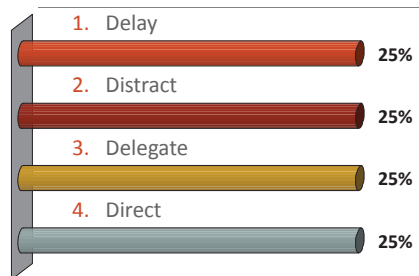
Distract: Make an excuse, use humor, etc.

Delegate: Get others involved:

- Get friends, campus safety, escort services, safe-rides, UCPD or other law enforcement

Delay: Help your friend consider the consequences of the behavior

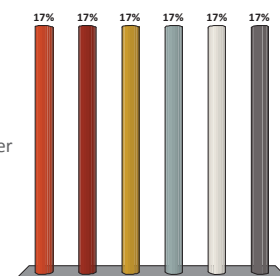
Which strategy would you use to intervene?



How does the information discussed tonight impact your future behaviors?

Makes me want to:

1. Drink less
2. Make a policy not to hook up while drunk
3. Ask for consent
4. Become an active bystander
5. All of the above
6. Do nothing different



Here's How The Story Could End....



Supporting Friends

- Believe your friend and provide support.
- Listen to your friend and let them set the pace.
- Encourage your friend to make their own decisions and choices.
- **Don't blame your friend for the sexual assault no matter what the circumstances were.**
- Encourage your friend to seek medical and mental health care attention immediately
- Respect your friend's privacy ...

Rape Myths

Rape Myths: False beliefs used mainly to shift the blame of rape from perpetrators to victims.

She/He asked for it...
She/He didn't mean to..
It wasn't really rape..
She/He lied..

Help others in distress: Challenge Your "Rape Myth" Assumptions

Belief	Myth	Response
This was just regrettable sex	It wasn't really Rape	Go to the law: Could he/she give consent?
She's lying	She lied	False reports are very low
She should have known since she ...	She asked for it	You don't know what they knew
HE was drunk too. HE didn't realize...	He didn't mean to	Alcohol is not a defense
Boys will be boys	He didn't mean to	Ignorance, development and/or intoxication are not a defense

Questions: Often interpreted as statements

QUESTIONS	STATEMENTS
How much did you have to drink? →	<i>You drank too much</i>
Did you say no? →	<i>You didn't say no, you were not clear</i>
Was s/he aggressive or violent? →	<i>If s/he was not "violent" it was not rape</i>
Where were your friends? →	<i>You wanted to be alone with this guy/girl</i>
Why did you continue to see him/her? →	<i>You continued to see him/her, therefore you must have consented. Now you are angry for some reason</i>
Why didn't you report earlier? →	<i>You are lying, you must have another motivation for reporting</i>

CAPS CARE Brochure

What to do if you or a friend has been assaulted in the 1st 72 hours.

◦ [CAPS CARE Brochure](#)

Counseling and Psychological Services **urgent services... (urgent walk-ins)**

Other Services for Victims

- CAPS CARE Services
 - Immediate consultation for victims or friends of victims
 - Referrals and resources related to housing, academic issues, health issues, other issues related to healing from the assault
- The Rape Treatment Center at Santa Monica UCLA Medical Center
- UCLA ER

Other Resources

ASHE Student Health & Wellness Center
Office for Student's with Disabilities (OSD)
LGBT Resource Center
UCLA Community Service Officer Evening Escort Program

*Note: Any responsible employee on campus has the obligation to assist if they hear of a sexual assault.

Thank You

The video clips in the presentation are courtesy of
■ Denise Evans (2009) "Spitting Game: The College Hook-Up Culture."

Next, we will be asking you to evaluate this presentation. Please respond to the following four questions using the "clicker" technology.

How effective was the workshop in helping you to:

Increase your awareness of **strategies to prevent sexual assault?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was the workshop in helping you to:

Know about the **resources and reporting options available to respond to a sexual assault?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was the workshop in helping you to:

Identify specific **strategies of bystander intervention?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

Please evaluate today's
workshop presenter:

The presenters overall effectiveness in conveying information to you?

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

After today's workshop,
would you be more or less likely to:

To seek additional services at CAPS, if needed?

1. Definitely less likely
2. Somewhat less likely
3. No change
4. Somewhat more likely
5. Definitely more likely

What is your gender?

1. Man
2. Woman
3. Transgender M-F
4. Transgender F-M

CARE Certificate Training

CARE

Campus Assault Resources & Education

Deborah Schleicher, Psy.D.
University of California Los Angeles
Counseling and Psychological Services

CARE Certificate Training

• Goals of the certificate training:

- Exposure to multiple training/workshops on topics of sexual violence
- Learn key bystander intervention principles to prevent sexual violence
- How to respond and support students who have been victimized
- Knowledge of Confidential Resources and Reporting Options
- Knowledge of medical and psychological treatment options

Thinking about Respect...

This discussion is meant to be respectful of diverse cultures and communities, as well as gender-identity differences and sexual orientation differences

It is not meant to portray all men as “predators” and/or all women as complicit in sexual assault

It is meant to highlight the difficulties of negotiating sexual consent while under the influence of alcohol or other drugs

Introduction To

CARE

Campus Assault Resources & Education

Agenda

- Learn about CARE at CAPS (Counseling Center)
- Understand CARE’s current functions on campus
- Introduce Violence Against Women Act
- Introduce UCLA Title IX and Sexual Harassment office
- Provide you with reporting options
- Provide you with resources available on campus

Defining Terms:

• Sexual Assault:

- Any sexual contact without consent = Nonconsensual sexual contact
 - Including unwanted sexual touching or contact for the purpose of sexual arousal
 - Situations where the victim cannot consent, including, due to intoxication or mental incapacity
 - Rape (a type of sexual assault using involving sexual intercourse or other forms of sexual penetration initiated against someone)

• Intimate Partner Violence (Dating Violence):

- A course of conduct that threatens the health or safety of any person, including domestic and dating violence
- The use of physical, sexual, economic, and/or emotional abuse by one person in an intimate relationship in order to establish and maintain **power and control** over the other person

• Stalking:

- A course of conduct directed at a specific person that would cause a reasonable person to feel fear

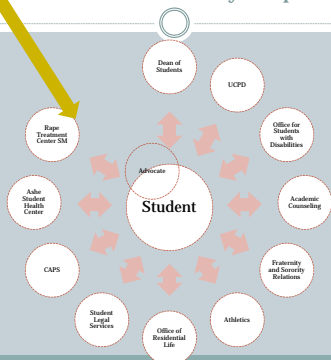
CARE: Campus Assault Resources and Education

- **CARE at CAPS (Counseling Center):**
 - To provide safe place to support survivors of sexual assault, dating or intimate partner violence and stalking
 - CAPS CARE Team
 - Immediate CARE response and referrals
 - Care Managers
 - Counseling
 - Resource navigation, support and advocacy
 - Student Care Managers/Advocates

CAPS Treatment

- CAPS clinicians available by phone 24 hours per day
 - CARE Manager is available as a low barrier 1st contact for immediate response
- Multiple designated clinicians serving as CARE clinicians
- CAPS clinicians available for brief screening and urgent appointments
- Psychiatric Services
- Group Therapy- "Active Healing"; "Relationship Group"
- Wellness Skills Group- "Can We Talk? Communication Skills for Couples to prevent Dating/Domestic violence"
- Referrals
- Collaboration with Student Care Manager/Advocate

UCLA Comprehensive Services: The Coordinated Community Response Team



Advocacy

Student Care Managers/Advocates

Karen Minero 310-825-0628

Mark Veldkamp 310-825-7291

Kiara Lee 310-794-7299

CRTeam@ucla.edu

Advocacy

What does this look like on UCLA's Campus?

- Developing a Safety Plan
- Housing Accommodations
- Academic Accommodations
- Accompaniment to appointments as needed for support (with law enforcement, court and other community resources)
- Referrals to community and campus resources (CAPS, Dean of Students, Academic Advising, Financial Aid, Student Legal Services)

CARE Overview

Education

- Wednesday Wellness Workshops- If you Loved Me
- Workshops by Request
- Self help
- Awareness Events

Empowerment

- Train students to feel empowered to intervene w/ other students around distress
- CARE Certificate Trainings
- Campus Coordinated Response Team Meetings (Quarterly)

Action

- Student Involvement is Critical
- Create active change in culture/climate
- CARE SOS Coalition
- 7,000 in Solidarity
- CAPS Campus Community Partners

Educating the Campus

- **Protocol For Responding To Incidents Of Rape And Sexual Assault Involving Students, Faculty And Staff**
 - Available online at www.counseling.ucla.edu/CARE
- **Red Folder Initiative**
 - www.counseling.ucla.edu/CAPS-red-folder.pdf
 - www.studentincrisis.ucla.edu

Prevention Education and Empowerment

- Our CARE program offers training to increase awareness and promote community involvement in the prevention of sexual assault
 - **Mostly in person trainings through:**
 - New Student Orientation Programs
 - Fraternity and Sorority Relations
 - Athletic Department
 - Wednesday Wellness Workshops
 - CARE certificate trainings
 - Presentations on request
- Blame it on the Alcohol (BIOTA): Relationship w/ Binge Drinking & SA
- If You Loved Me: Dating Violence
- Who's Watching: Stalking Prevention
- CARE to STAND: Bystander Intervention training

Empowerment

- CARE focuses on **bystander intervention** principles to empower the UCLA community
- **True Bruins STAND**
 - Survey the Situation
 - Take Note of Red Flags
 - Assume Responsibility
 - Negotiate Options
 - Do Something

Student Action

- CARE Speak out and Support (CARE SOS)
- CARE SOS can assist CAPS in spreading the word about the CARE program on campus through:
 - Passive & Active Campaigns via our CARE SOS coalition
- 7,000 in Solidarity Campaign in 2013-2014

Violence Against Women Act

- **VAWA enforces investigation and prosecution of violent crimes against women, imposes automatic and mandatory restitution on those convicted, and allows civil redress in cases prosecutors chose to leave un-prosecuted**
- 2013 Reauthorization of VAWA:
 - Congress requires all colleges to give bystander prevention training to new students as part of a broader sexual assault prevention strategy

Violence Against Women Act

- VAWA has **improved the criminal justice response** to violence against women by:
 - Holding rapists *accountable* for their crimes by creating a federal "**rape shield law**"
 - Mandating that victims are *not forced* to bear the expense of their own rape exams or for service of a protection order
 - Keeping victims safe by requiring that a victim's protection order will be *recognized and enforced in all* state, tribal, and territorial jurisdictions within the United States
 - Community violence *prevention programs*
 - *Protections for victims* who are evicted from their homes because of events related to domestic violence or stalking
 - Funding for *victim assistance services*, like rape crisis centers and hotlines

Confidential vs. Reporting Options

Confidential:

- Student CARE Managers and Advocates
 - (310-794-7299, 310-825-0628 or 310-825-7291)
- CARE at CAPS (Counseling Center)
 - Clinicians and psychiatrists
 - (310-825-0768)
- The Rape Treatment Center at Santa Monica – UCLA Medical Center
 - (424-259-6000)
- Student Legal Services
 - (310-825-9894)

Reporting:

- UCPD
 - (310-825-1491)
- Dean of Students
 - (310-206-3417)
- Title IX and Sexual Harassment Office
 - (310-206-3417)

Confidential Resources:

- For confidential support, resources, and exploring all of your options
 - Student CARE Managers and Advocates
 - (310-794-7299, 310-825-0628 or 310-825-7291)
 - www.studentincrisis.ucla.edu/care.html
 - CARE at CAPS (Counseling Center)
 - www.counseling.ucla.edu
 - Clinicians and psychiatrists
 - 24/7 Crisis Counseling Line (310-825-0768)
 - Student Legal Services
 - (310-825-9894)
 - The Rape Treatment Center at Santa Monica UCLA Medical Center
 - (424-259-6000)

Title IX

- *Title IX is a law passed in 1972 that requires gender equity for males and females in every educational program that receives federal funding.*
- Sexual harassment in education includes any unwanted and unwelcome sexual behavior that significantly interferes with a student's access to educational opportunities.
- The Supreme Court has confirmed that schools have an obligation to prevent and address harassment against students.

Title IX and Sexual Harassment Office at UCLA

- UCLA's Title IX and Sexual Harassment office provides:
 - Information about campus policies and procedures to any interested person.
 - Individual consultations for persons who need information about possible sexual harassment and options for resolving concerns on campus.
 - Individual consultations are also available for faculty members, supervisors, managers, administrators and others who need information about their responsibilities to address information about possible sexual harassment of which they may become aware.

Filing a Title IX/Sexual Harassment office or Dean of Students Complaint

Dean of Students
(310-825-3871)
<http://www.deanofstudents.ucla.edu>

Title IX and Sexual Harassment Office
(310-206-3417)
www.sexualharassment.ucla.edu

University Reporting Options:

- Avoidance of Contact (no report)—Advocate can facilitate this
- Anonymous Report with name of accused
- File formal complaint and initiate student conduct process (potential suspension or dismissal of accused student)
- Possible consequences:
 - Suspension
 - Expulsion
 - May be discernible on academic record
 - Mandated counseling

Filing Criminal Charges

Reporting:

- UCPD (310-825-1491)

Legal and Criminal Reporting Options

- File police report with UCPD or local police department and begin criminal investigation
- File Restraining Order through local court
- Further charges pressed in civil/criminal court
- Criminal charges for sexual assault, which is a felony in CA
 - Potential life-long registration as a sex offender

Restraining Orders

CH-100 Civil Harassment Restraining Order

Safety concerns due to someone:

- Harassing
- Stalking
- Committed a violent act against another person
- Threatened a person with violence

Restraining Orders

DV-100 Domestic Violence Restraining Order

If a person has abused you **AND**:

- Married, divorced, separated, registered domestic partnership, have a child together, dating or used to date, live together or used to live together
- Related within second-degree (ie mother or mother-in-law, father or father-in-law, child, step-child, or legally adopted child)

Other Resources

- ASHE Student Health & Wellness Center
- Office for Student's with Disabilities (OSD)
- LGBT Resource Center
- UCLA Community Service Officer Evening Escort Program
 - 310-794-WALK
- *Note: Any responsible employee on campus has the obligation to assist if they hear of a sexual assault.

Thank You

- Next , we will be asking you to evaluate this presentation. Please respond to the following four questions using the “clicker” technology.

How effective was the workshop in helping you to:

Understand the basic aspect of the CARE program?

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was the workshop in helping you to:

Understand the reporting options for sexual assault, domestic violence, and stalking?

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was the workshop in helping you to:

Understand the confidential resources for sexual assault, domestic violence, and stalking?

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was the workshop in helping you to:

Understand how to refer a fellow student to CAPS services?

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

Blame it On the Alcohol: The Limits of Consent



The Undetected Rapist

This is a reenactment of an interview conducted by Dr. David Lisak, Associate Professor, Department of Psychology, University of Massachusetts, Boston, as part of a study of men who had raped but were never reported or prosecuted for their crimes.

Agenda

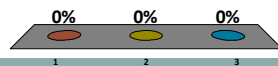
- Understand the role of alcohol in sexual choices
- Discuss what makes for a consensual sexual experience
- Increase awareness of strategies to prevent non-consensual sexual experiences
- Provide resources and reporting options to respond to an incident of sexual assault
- How to support a friend

Hooking Up Survey



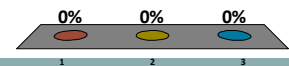
Drinking and Hooking Up?

1. I have gotten drunk and hooked up.
2. I have never gotten drunk and hooked up
3. I prefer not to answer



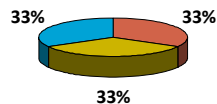
Have you ever had a friend get drunk and hook up?

1. Yes
2. No
3. Prefer not to answer



So what is "Hooking Up"?

1. Kissing
2. Touching/Making Out
3. Sexual Intercourse



What is a Sexual Assault?

- Any sexual contact without consent (non-consensual)
 - Including unwanted sexual touching or contact for the purpose of sexual arousal
 - Situations where the victim **cannot consent, including, due to intoxication or mental incapacity**
- Rape
 - A type of sexual assault usually involving sexual intercourse or other forms of sexual penetration initiated against someone. The act may be carried out by physical force, coercion, abuse of authority or against a person who is incapable of valid consent, such as one who is unconscious, incapacitated, or below the legal age of consent.



Blame It on the Alcohol



The Relationship Between Alcohol and Sexual Assault

- In 90% of all campus sexual assaults, alcohol or drugs have been used by either the assailant or victim or both.

○ Center on Addiction and Substance Abuse

Risk For Women

- 1 in 3 women are likely to be assaulted *in their lifetime*
- **College-aged** women ages 18-24 are most at risk for sexual assault
- **College students** are most vulnerable to sexual assault their *first three months* of college

It Can Happen to Anyone...



Risk For Men

- 1 in 6 men have had abusive sexual experiences before the age of 18
- Most men are abused by other men
- Many men do not report
- For more information, 1in6.org

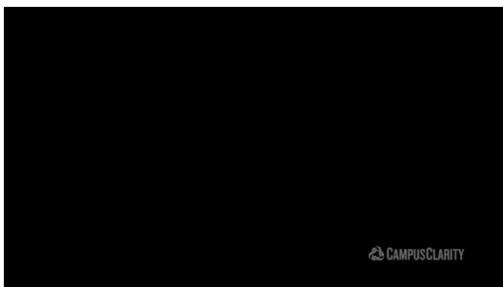
Lesbian, Gay, Bisexual & Trans-Identified

LGBT research is limited

LGBT identified individuals are at more risk to be targeted for all types of assault, including sexual assault

Trans-Identified students are **at more risk** for sexual assault than any other community

What is **Consent**?



Effective Consent

Effective Consent:

Informed, voluntary, revocable and mutually agreed upon.

Cannot be gained:

- by force
- by ignoring or acting in spite of the objections of another
- **by taking advantage of the incapacitation of another, where the accused student knows or reasonably should have known of such incapacitation**
- when the activity in question exceeds the scope of "Effective Consent" previously given

• [HTTP://WWW.VIRGINIA.EDU/SEXUALVIOLENCE/SEXUALASSAULT/](http://www.virginia.edu/sexualviolence/sexualassault/) ©2012 BY THE RECTOR AND VISTORS OF THE UNIVERSITY OF VIRGINIA

UCLA Code of Conduct 102.8

Sexual assault occurs when a person knowingly causes another person to engage in a sexual act by

- a) physical force, violence, threat, intimidation, and/or coercion;
- b) ignoring the objections of the other person;
- c) **causing the other's intoxication or impairment through the use of drugs or alcohol;**
- or d) **taking advantage of the other person's incapacitation, state of intimidation, helplessness, or other inability to consent.**

• Sexual misconduct occurs when a person, **having failed to take appropriate steps to gain effective consent, engages in a sexual act with another under the unreasonable belief that effective consent had been obtained.**

Confidential vs. Reporting Options

Confidential:

- **Student CARE Managers and Advocates**
 - (310-794-7299, 310-825-0628 or 310-825-7291)
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Reporting:

- **UCPD**
 - (310-825-1491)
- **Dean of Students**
 - (310-206-3417)
- **Title IX and Sexual Harassment Office**
 - (310-206-3417)

Filing a Title IX/Sexual Harassment Office or Dean of Students Complaint

• Reporting Options:

- **Dean of Students** (310-825-3871)
- **Title IX/Sexual Harassment Office** (310-206-3417)

University Consequences

- Initiating non-consensual sex is a violation of the conduct code and can be punishable at the academic level (suspension, dismissal)

Filing Criminal Charges

Reporting Options:

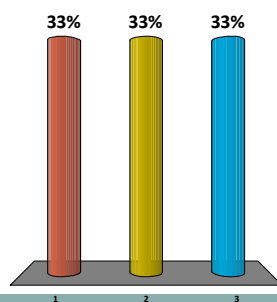
- **UCPD** (310-825-1491)

Legal Consequences

- Criminal charges for sexual assault, which is a felony in CA
- Civil charges
- Potential registration as life-long sex offender

What is Consent?

1. Engaging in sexual activity due to fear of consequences of saying no.
2. Words or actions that demonstrate mutual agreement to sexual activity throughout.
3. Engagement in sexual activity despite a partner's incapacitation.



Reducing Risk

- *Alcohol may increase the risk of sexual assault, and may make someone incapable of giving consent, **but alcohol is not the cause of the assault.***
- ***Alcohol and ignorance is not a defense!***
- ***Responsibility lies with the perpetrator;** the survivor is never responsible for the perpetrator's behavior.*

True Bruins **STAND**

1. **S**urvey the Situation
2. **T**ake Note of Red Flags
3. **A**ssume Responsibility
4. **N**egotiate Options
5. **D**o Something



Survey the Situation

- Pre-Party Planning:
 - Limit pre-party alcohol
 - Agree to "check in" with friends
 - Carry ID
 - Do you have your cell phone?
 - » Circle of 6 app to keep friends in communication
- During the party
 - Keep track of your friends
 - Limit alcohol use
 - Watch your drinks

Drink Responsibly

- Your judgment is already impaired at 2 drinks in an hour
 - What is the standard drink size?
 - What's in the "Red Cup"?
- For most people, having 4-5 drinks in one sitting leads to legal intoxication, at which point judgment is significantly impaired



Incapacitation and Sexual Assault

- **Passing out** = Loss of Consciousness. Body and mind shut down
- **Blacking Out** = Failure to record memories while body is operating
- Does Blood Alcohol Level (BAC) determine incapacitation?

Take Note of Red Flags

So what are the **red flags** you are looking for?



Incapacitation: Signs to Look For

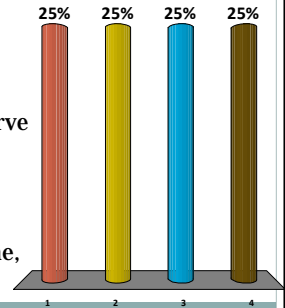
- One's ability to drive?
- Can they stand up alone?
- Slurred speech?
- Are they coherent?
- Would you let them take an exam?

The Club Scene



How likely would you be to intervene in a situation like this?

1. I would definitely intervene
2. I would be hesitant to intervene and just observe
3. I would feel too uncomfortable to intervene on my own
4. I would leave them alone, it's not my problem



What keeps you from getting involved?

- | | |
|---|----|
| 1. "None of my business" | 0% |
| 2. "My friend might be happy with what's going on" | 0% |
| 3. "Maybe I am overreacting" | 0% |
| 4. "What if my friend gets mad" | 0% |
| 5. "I will be embarrassed or a buzz-kill buddy" | 0% |
| 6. "I am afraid an authority will get involved" | 0% |
| 7. "I might get hurt" | 0% |
| 8. "I might get in trouble" | 0% |
| 9. "I'm afraid of how my friends will react" | 0% |
| 10. "I don't want to have my friends call me a -----" | 0% |

Assume Responsibility

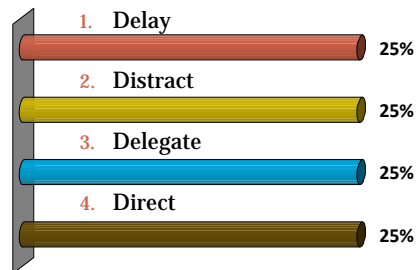
Bystander Effect

- **Ambiguity**
Sometimes it's not clear if someone needs help
- **Conformity**
 - Doubting our own judgment due to peer influence
 - The second person to "step up" is most important, they start a trend

Do Something: The Four D's

- **Direct:** Tell your friend that you are concerned
- **Distract:** Make an excuse, use humor, etc.
- **Delegate:** Get others involved:
 - Get friends, campus safety, escort services, safe-rides, UCPD or other law enforcement
- **Delay:** Help your friend consider the consequences of the behavior

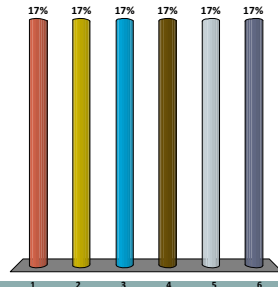
Which strategy would you use to intervene?



How does the information discussed tonight impact your future behaviors?

Makes me want to:

1. Drink less
2. Make a policy not to hook up while drunk
3. Ask for consent
4. Become an active bystander
5. All of the above
6. Do nothing different



Here's How The Story Could End....



Supporting Friends

- Believe your friend and provide support.
- Listen to your friend and let them set the pace.
- Encourage your friend to make their own decisions and choices.
- **Don't blame your friend for the sexual assault no matter what the circumstances were.**
- Encourage your friend to seek medical and mental health care attention immediately
- Respect your friend's privacy ...

Rape Myths

- **Rape Myths: False beliefs used mainly to shift the blame of rape from perpetrators to victims.**

She/He asked for it..
 She/He didn't mean to..
 It wasn't really rape..
 She/He lied..

Questions: Often interpreted as statements

Questions	Statements
• How much did you have to drink?	<i>You drank too much</i>
• Did you say no?	<i>You didn't say no, you were not clear</i>
• Was s/he aggressive or violent?	<i>If s/he was not "violent" it was not rape</i>
• Where were your friends?"	<i>You wanted to be alone with this guy/girl</i>
• Why did you continue to see him/her?	<i>You continued to see him/her, therefore you must have consented. Now you are angry for some reason</i>
• Why didn't you report earlier?	<i>You are lying, you must have another motivation for reporting</i>

CAPS CARE Brochure

- What to do if you or a friend has been assaulted in the 1st 72 hours.
 ○ [CAPS CARE Brochure](#)
- Counseling and Psychological Services **urgent services... (urgent walk-ins)**

Confidential Resources:

- For confidential support, resources, and exploring all of your options
 - Student CARE Managers and Advocates
 - (310-794-7299, 310-825-0628 or 310-825-7291)
 - www.studentincrisis.ucla.edu/care.html
 - CARE at CAPS (Counseling Center)
 - www.counseling.ucla.edu
 - Clinicians and psychiatrists
 - 24/7 Crisis Counseling Line (310-825-0768)
 - Student Legal Services
 - (310-825-9894)
 - The Rape Treatment Center at Santa Monica UCLA Medical Center
 - (424-259-6000)

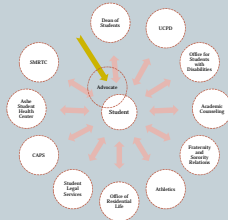
CARE

Campus Assault Resources & Education

- CAPS CARE Services
 - Immediate consultation for victims or friends of victims
 - Referrals and resources (Student CARE Managers and Advocates) related to housing, academic issues, health issues, other issues related to healing from the assault
 - *CAPS Urgent Services, Student Advocacy, And Psychological And Psychiatric Treatment* If Needed.

Advocacy

The Coordinated Community Response



Advocacy

What does this look like on UCLA's Campus?

- Housing
- Academic
- Accompaniment to appointments as needed for support
- Referrals to campus Resources (CAPS, Dean of Students, Academic Advising, Financial Aid, Student Legal Services)

How can the Advocate support students off campus?

- Accompaniment to appointments with law enforcement, court and other community resources
- Referrals to community resources

Student Care Managers/Advocates

- Kiara Lee (310)794-7299
klee@saonet.ucla.edu
- Mark Veldkamp (310)825-7291
mveldkamp@saonet.ucla.edu
- Karen Minero (310)825-0628
kminero@saonet.ucla.edu

Thank You

- Next , we will be asking you to evaluate this presentation. Please respond to the following four questions using the “clicker” technology.

How effective was
the workshop in helping you to:

Increase your awareness of **strategies to prevent sexual assault?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was
the workshop in helping you to:

Increase your awareness of what is considered **effective consent?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was
the workshop in helping you to:

Know about the **resources available to respond to a sexual assault?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was
the workshop in helping you to:

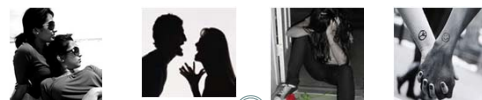
Know about the **reporting options available to respond to a sexual assault?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective

How effective was
the workshop in helping you to:

Identify specific **strategies of bystander intervention?**

1. Mostly ineffective
2. Somewhat ineffective
3. Somewhat effective
4. Mostly effective



**If You Loved Me...
Taking a STAND to Prevent
Intimate Partner Violence**

Presentation Objectives

- Define Intimate Partner Violence
- Identify signs of abuse in relationships
- Learn to respond when abuse has occurred
- Become aware of on campus resources and reporting options
- Take steps to prevent acts of abuse

Knowledge is Power: Defining IPV

• Definition of IPV:

- A course of conduct that threatens the health or safety of any person
- Including domestic and dating violence
- The use of physical, sexual, economic, and/or emotional abuse by one person in an intimate relationship in order to establish and maintain **power and control** over the other person
- Examples of Emotional Abuse: Humiliation, extreme control, isolating from friends and family, stalking

UCLA Code of Conduct 102.80

- A course of conduct that threatens the health or safety of any person
- Domestic Violence:
 - Violence committed by a complainant's current or former spouse or current or former cohabitant
- Dating Violence:
 - Violence committed by a person who is or has been in a romantic or intimate relationship with the complainant

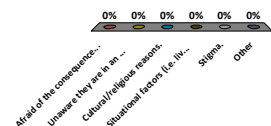
IPV Facts-

- The leading cause of injury to women ages 15-44 in the United States
- One of the leading killers of women in the United States
- Same amount of frequency and severity in LGBT communities and affects as many as one-in-three relationships (all ages).
- College Women: 15% (EA); 2.4% (PA); 1.7% (SA)
- College Men: 9.2% (EA); 1.3% (PA); 1% (SA)



Why would IPV be underreported?

- Afraid of the consequences for their partner.
- Unaware they are in an abusive relationship.
- Cultural/religious reasons.
- Situational factors (i.e. living with their partner).
- Stigma.
- Other



IPV in College

- Girls and young women between 16 and 24 years old experience the highest rate of IPV (3x the national average)
- More than ½ of college students who report an abusive dating relationship said it occurred in college
- 21% of students report having experienced dating violence by a current partner

Perpetrators and Survivors

- Men tend to be the vast majority of perpetrators and women tend to be the vast majority of survivors
- However, men also suffer. There are approx 800,000 incidents of abuse against men reported each year. (www.batteredmen.com)
- These incidences occur in both opposite and same sex relationships



Understanding the Relationship



Relationships

Egalitarian

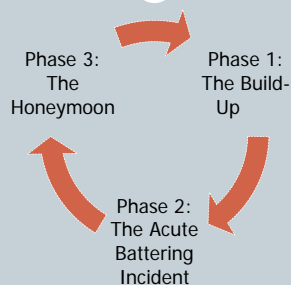
- Negotiation and Fairness
- Non-threatening Behaviors
- Respect
- Trust and Support
- Honesty and Accountability
- Responsible Parenting
- Shared Responsibility
- Economic Partnership

Abusive

- One person is dominant in the relationship
- Lack of trust and/or respect
- Manipulations
 - "If you loved me"
- Humiliation
- Financial control
- Isolation from friends/ family
- Stalking
- Threatening behaviors
- Sexual coercion



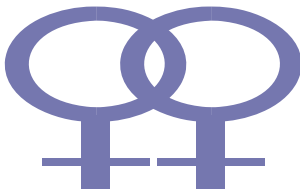
The Cycle of Violence



The Cycle of Violence

- The cycle can happen hundreds of times in an abusive relationship.
- Each stage lasts a different amount of time in a relationship.
- The total cycle can take anywhere from a few hours to a year or more to complete.
- NOT ALL abusive relationships fit the cycle.
- As time goes on, the 'making-up' and 'calm' stages disappear.

Same Gender Dynamics



LGBT IPV



- Studies show that anywhere from 20-35% of lesbians and gay men have been abused by an intimate partner
- Just over 11% of lesbians and 15% of gay men who live w/ partners, report being raped, physically assaulted or stalked
- In a survey of trans-identified individuals, they found that 50% had been raped or assaulted by an intimate partner, but only 62% of these people even identified themselves as survivors of IPV.

LGBT Control Mechanisms

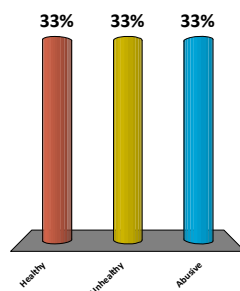
- Ways in which batterer may use societal, as well as internalized homophobia to gain or maintain control over his/her partner
 - Telling or threatening to "out a person"
 - Telling partner to go back into the closet for career or emotional well being reasons
 - Telling partner that he/she gets what she deserves because she's a lesbian
 - Telling partner that no one will help because police are homophobic
 - Tell partner that he/she is not really gay because used to date opposite sex, doesn't prefer some sex practices, doesn't have orgasms, etc
 - Telling female partner she is behaving irrationally, emotionally (other ways typical of women)

Healthy, Unhealthy or abusive?

- One person tries to make most of the decisions and they refuse to see how their actions can hurt. Their partner feels they can not spend time with others in their life.

Healthy, Unhealthy or abusive?

- A. Healthy
- B. Unhealthy
- C. Abusive

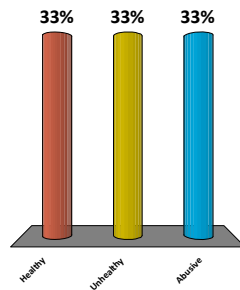


Healthy, Unhealthy or Abusive?

- Both partners make decisions together and openly discuss whatever is bothering them, including sexual choices. They enjoy spending time together but can be happy apart.

Healthy, Unhealthy or Abusive?

- A. Healthy
- B. Unhealthy
- C. Abusive

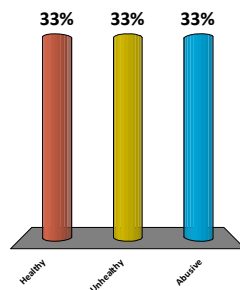


Healthy, Unhealthy or Abusive?

- One partner makes the decisions about friend groups, boundaries, and even what's true or not. They pressure their partner to have sex. They spend all of their time together, and cannot speak to others about what's really happening in their relationship.

Healthy, Unhealthy or Abusive?

- A. Healthy
- B. Unhealthy
- C. Abusive

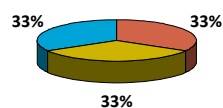


The Line: Power and Control



Is this Abuse?

- A. Yes
- B. No
- C. I don't know



Why Victims Stay

- Manipulations by perpetrator
- Belief in promises that partner will change
- Intense love for partner
- Self-esteem crippled by emotional abuse
- Fear of Loneliness
- Lack of emotional support
- Guilt about failure of the relationship
- Fear of making changes
- Fear that partner cannot survive alone

Situational Factors

- Lack of housing
- Fear of retaliation
- Fear of losing their children
- Economic dependence
- Cultural or religious constraints
- Lack of support/ Isolation from friends/family
- **Fear of greater harm to self or partner**
- Lack of information about resources

Take a STAND against Domestic/Dating Violence

• What does **STAND** stand for???

1. **Survey** the Situation
2. **Take Note** of Red Flags
3. **Assume** Responsibility
4. **Negotiate** Options
5. **Do** Something

Take note of RED Flags

- Becomes overly concerned about partner's response.
- Organizes his/her time to make sure that all of his/her partner's needs are met.
- Appears depressed, distant, frightened.
- May have repeated, sudden, or unexplained absences from work or class.
- May use maladaptive coping (e.g., abuse alcohol or drugs)

Take note of RED Flags

- Frequent, escalating conflict; angry outbursts
- Feeling disrespected
- Repeated pressure to have sex
- Feeling outside relationships are being restricted
- Increasing jealousy and attempts to control behavior
- Withholding love
- Walking on eggshells: feeling fearful in one's relationship
- Breakdown in effective communication or false accusations
- Checking cell phone/email/social network w/o permission

Assuming Responsibility



What would be your concerns in intervening?

- | | |
|--|----|
| 1. I would be afraid for my safety | 0% |
| 2. I would think it was none of my business | 0% |
| 3. I would think someone else will intervene | 0% |
| 4. I would feel inconvenienced | 0% |
| 5. I might get teased or called a "...." | 0% |
| 6. It does not seem to be problematic to me | |

How would YOU intervene?

- | | |
|-------------------------------------|----|
| 1. I would pull the victim away | 0% |
| 2. I would confront the perpetrator | 0% |
| 3. I would call the police | 0% |
| 4. I would actively witness | 0% |
| 5. I would do nothing | 0% |

Bystander Research

- Major Barriers to Intervention are WHAT?

*Hint Two words, one starts with A and the other with a C

Ambiguity
Conformity

Do Something: STAND in the Moment

- Stay calm, talk rather than argue
- Establish Safety- Call for help (the police)
- Express your concern about the behavior
- Disrupt the situation
- Raise awareness of consequences
- Send the message: there are no excuses for abuse
- Comfort the victim if you can
- Know your limits, get help
- Recruit others to get involved

Do Something: Communicate your Concerns to a friend

- Express your concerns in an accepting, caring, nonjudgmental way
- Support your friend's strengths
- Encourage help-seeking and offer to accompany your friend when he/she seeks help
- Do NOT simply advise your friend to leave the relationship:

A person's chances of being killed or seriously injured increases by 75% when attempting to leave a violent relationship.

- Encourage professional assistance in developing a safety plan

Do Something...for yourself.

- What can you do if you are in an unhealthy or abusive relationship?

Do Something: How to help a friend exhibiting Abusive Behavior

- Assert your concerns
- Raise awareness of consequences
- Send the message- "There is no excuse for harassment or violence"
- Encourage them to get help at CAPS
- Couples counseling does not help in abusive relationships
- Know your limits
- You can get help

Inform, Encourage and Support

- Call CAPS
- Safety planning
- Validate victim's mixed feelings
- Talk about options
- Remind them of the resources available

Confidential Resources vs. Reporting Options

Confidential:

- Student CARE Managers and Advocates
 - (310-794-7299, 310-825-0628 or 310-825-7291)
- CARE at CAPS (Counseling Center)
 - Clinicians and psychiatrists
 - (310-825-0768)
- The Rape Treatment Center at Santa Monica – UCLA Medical Center
 - (424-259-6000)
- Student Legal Services
 - (310-825-9894)

Reporting:

- UCPD
 - (310-825-1491)
- Dean of Students
 - (310-206-3417)
- Title IX and Sexual Harassment Office
 - (310-206-3417)

Filing a Title IX and Sexual Harassment Office or Dean of Students Complaint

- Reporting Options:
- For information on filing a campus complaint against an assailant who is also a UCLA student
 - **Dean of Students**
 - (310-825-3871)
 - Dean of Students Office can also issue a campus avoidance of contact order (separate and independent from a court-issued restraining order).
 - **Title IX and Sexual Harassment Office**
 - (310-206-3417)

Filing Criminal Charges

Reporting Options:

- **UCPD (310-825-1491)**
 - Help you to file a restraining order
 - File a Criminal Complaint

Additional Resources

- Break the Cycle (888) 988-TEEN or breakthecycle.org
- UCLA Student Health Services (310) 825-4073
- Peace Over Violence peaceoverviolence.org
- LA County DV 24 hr hotline (800) 978-3600; Anti-Stalking 24 hr hotline (877) 633-0044
- LA Gay and Lesbian Center Domestic Violence Services (323) 860-5806
- Santa Monica Rape Treatment Center (310) 319-4000

Thank you ...

Counseling and Psychological Services

- (310) 825-0768

*Please take a moment to help provide us feedback on our presentation today.

How Effective was the workshop in helping you to:



Define aspects of a "healthy" relationship?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

How Effective was the workshop in helping you to:



Identify signs of abuse?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

How Effective was the workshop in helping you to:



Know how to respond to IPV?

- A. Mostly Ineffective
- B. Somewhat Ineffective
- C. Somewhat effective
- D. Mostly effective

How Effective was the workshop in helping you to:



Become more aware of resources and reporting options for IPV?

- A. Mostly Ineffective
- B. Somewhat Ineffective
- C. Somewhat effective
- D. Mostly effective

Who's Watching: Stalking Awareness and Prevention



What we are talking about...



- ❖ Become familiar with the definition of stalking
- ❖ Identify stalking behaviors
- ❖ Learn how to respond to stalking
- ❖ Identify resources and reporting options on campus
- ❖ Learn how to prevent stalking

Defining Terms

- **Definition of Stalking:**
 - A course of conduct directed at a specific person that would cause a reasonable person to feel fear.
- **UCLA code of Conduct for Stalking 102.10:**
 - Behavior in which a student *repeatedly* engages in a course of conduct directed at another person and *makes a credible threat* with the intent to place that person in *reasonable fear* for his/her safety, or family's safety, where the threat is *reasonably determined by the University* to seriously alarm, torment or terrorize the person
- **UCLA Code of Conduct for Harassment 102.09:**
 - Conduct that is so severe and/or pervasive, and *objectively offensive*, and that so *substantially impairs a person's access to University programs or activities*, that the person is *effectively denied equal access* to the University's resources and opportunities on the basis of:
 - her or his race, color, national or ethnic origin, alienage, sex, religion, age, sexual orientation, gender identity, marital status, veteran status, physical or mental disability, or perceived membership in any of these classifications

Signs of Stalking

A stalker may:

- ❖ Follow you and show up wherever you are
- ❖ Send unwanted gifts, letters, cards or emails
- ❖ Drive by or lurk around your work place/residence/lab
- ❖ Make repeated, unwanted phone calls, texts, or messages via social media
- ❖ Use of technology, like hidden cameras or GPS, to track where you go
- ❖ Threaten to hurt you, your family, friends or pets
- ❖ Post information or spread rumors about you on the internet, in a public place, or by word of mouth
- ❖ Control, track or frighten you by other means or methods



Stalking in the College Population

- 18-24 year olds have the highest rate of stalking victimization; rates on college campuses are higher than in the general population
- 13% of college women were stalked during one 6-9 month period
- 3 in 10 victims reported being injured emotionally or psychologically from being stalked
- According to a recent study of college students, those who self-identify as *gay, lesbian, bisexual, or transgender* "were **twice as likely to experience cyber-stalking or e-mail harassment from a stranger** as were students who identified themselves as heterosexual".

*(Finn, 2004)

Stalking in the College Population

- 83% of stalking incidents were NOT reported to police or campus law enforcement
- 4 in 5 campus victims knew their stalkers
 - 42.2% ex-partners
 - 24.5% classmates
 - 10.3% acquaintance
 - 9.3% friend
 - 5.6% co-worker

*(Fisher, 2000)

If you are being Stalked, you may:

- ❑ Fear what the stalker might do
- ❑ Feel vulnerable, unsafe, and not know who to trust
- ❑ Feel anxious, irritable, impatient, or on edge
- ❑ Feel depressed, hopeless, overwhelmed, tearful, or angry
- ❑ Feel stressed, including difficulty sleeping or concentrating
- ❑ Experience eating problems (i.e. loss of appetite)
- ❑ Have flashbacks, disturbing thoughts, feelings or memories
- ❑ Feel confused, frustrated, or isolated because other people don't understand why you are afraid

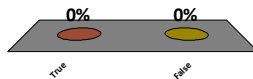


Textual Relationship

FUTURES
WITHOUT VIOLENCE™
Formerly Family Violence Prevention Fund

Is this harassment or stalking?

- A. True
- B. False



Why is this Harassment?

- **Harassment**
 - uninvited and unwelcome verbal, physical, or sexual conduct
- Repeatedly receiving unwanted telephone calls, voice or text messages is the most commonly experienced stalking tactic for both female and male victims of stalking (79% for women and 76% for men)
- 46% of stalking victims experience at least one unwanted contact per week.
 - This can also be in the form of unwanted gifts, or unwanted/inappropriate comments

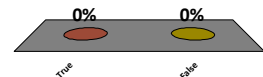
*The National Center for Victims of Crime; Katrina Baum et al., (2009).

There's an App for that



Is this harassment or stalking?

- A. True
- B. False



Why is this stalking?

- **Controlling**
- **Emotional Manipulation**
 - Covert Aggression
 - Usage of psychological influence over a person or situation to gain a positive outcome
- **Verbal Aggression**



Digital/Cyber-Stalking


- National research from 2009 shows that 1 in 4 victims report being stalked through the use of some form of technology
 - such as e-mail or messaging
- 10% of victims report being monitored with global positioning systems (GPS), and 8% report being monitored through video or digital cameras, or listening devices.



*The National Center for Victims of Crimes; www.breakthecycle.org


Digital/Cyber-Stalking

- Be Mindful of your digital usage
 - "Checking In"
 - Twitter
 - Facebook
 - GPS
 - Google Calendars
- Additional Protection:
 - Protect your phones and computers against spyware
 - Only post things you want the public to see or know. Once it's online, it's no longer under your control.
 - Use passwords
 - Keep your cell phones with you at all times
 - Notice if something strange is happening on your phone (the battery is draining too quickly)
 - Do not provide detailed information on social networking sites
 - Tell people not to post personal information, negative comments or check-ins about you on social media.



True Bruins WHAT...?

1. Survey the Situation
2. Take Note of Red Flags
3. Assume Responsibility
4. Negotiate Options
5. Do Something



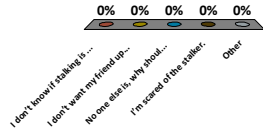
Take note of Red Flags

If the stalker:

- Shows up at your home or place of work unannounced or uninvited.
- Sends you unwanted text messages, letters, emails and voicemails.
- Leaves unwanted items, gifts or flowers.
- Constantly calls you and hang up.
- Uses social networking sites and technology to track you.
- Spreads rumors about you via the internet or word of mouth.
- Makes unwanted phone calls to you.
- Waits at places you hang out.
- Uses other people as resources to investigate your life.

Why Not Intervene with a Friend Who is Being Stalked?

- A. I don't know if stalking is truly happening.
- B. I don't want my friend upset with me.
- C. No one else is, why should I?
- D. I'm scared of the stalker.
- E. Other



Reason	Percentage
I don't know if stalking is...	0%
I don't want my friend up...	0%
No one else is, why shoul...	0%
I'm scared of the stalker.	0%
Other	0%

Do Something

- Increasing Safety Measures:
 - Have a phone nearby at all times, preferably one to which the stalker has not had access
 - Make sure emergency contact numbers are on speed dial
 - Get a new, unlisted phone number. Leave the old number active and connected to a voicemail
 - Have a friend, advocate, or law enforcement screen calls and save any messages, particularly those that are explicitly threatening
 - Treat all threats, indirect or direct, as legitimate and inform law enforcement immediately
 - Vary routines, including routes to work/school/other places frequented often

Do Something

- Increasing Safety Measures:
 - Do not interact with the person stalking/harassing you (responding may reinforce behavior)
 - Consider obtaining a court-issued restraining order or a UCLA avoidance of conduct order
 - Limit time spent alone and make sure others are aware of your whereabouts
 - Try to stay in public areas
 - Trust your instincts! If you're somewhere you don't feel safe either find ways to make it safer or leave

Responding to Harassment/Stalking

- Do NOT respond directly to the perpetrator, it will likely encourage such behavior and continue the cycle!
- Remember to save important evidence such as:
 - Text messages
 - Voicemails
 - Videos
 - Letters, photos and cards
 - Unwanted items or gifts
 - Social media friend requests
 - Emails
- You should also write down the times, places and dates all incidents occurred. Include the names and contact information of people who witnessed what happened

How to support a victim of Stalking

- Don't be afraid to **reach out to a friend** who you think needs help. Tell them you're concerned for their safety and want to help.
- Be supportive and **listen patiently**. Acknowledge their feelings and be respectful of their decisions.
- Help your friend recognize that the behavior is not "normal" and is **NOT their fault**.

How to support a victim of Stalking

- Focus on your friend or family member, not the stalker. It's important they feel comfortable talking to you about it.
- Even when you feel like there's nothing you can do, don't forget that by being supportive and caring -- you're already doing a lot.
- **Don't contact their stalker** or publicly post negative things about them online. It'll only worsen the situation for your friend.

How to support a victim of Stalking

- Stalking is traumatic.
 - Keep in mind your friend may experience:
 - nightmares
 - lose sleep
 - get depressed
 - feel like they're no longer in control of their life.
 - These reactions are normal.
 - Encourage your friend to tell their friends and family about the stalking and develop a safety plan, *often with a professional*.
- Provide them with referrals and follow up!**

How to respond to a friend who is the stalker?

- Learn **the warning signs of stalking** so you can help your friend or family member recognize their unhealthy or abusive behaviors.
- Your friend may try to blame the victim. Don't support these feelings or help justify their behavior.
- Help your friend focus on the victim's feelings and the serious harm they're experiencing. Don't support your friend's efforts to minimize the severity of their behavior.

How to respond to a friend who is the stalker?

- **Don't ignore stalking or harassment you see or hear about.** Your silence helps the person deny that their behavior is wrong.
- Convince your friend that **getting professional help is important**. Explore with him or her the confidential resources on campus, and **REFER and Follow Up!**
- Stay in touch with your friend or family member. Be there to **support the stalker** over the long-term.
- **Set an example** by having healthy relationships in your own life.

Confidential vs. Reporting Options	
Confidential	Reporting
<ul style="list-style-type: none"> Student CARE Managers and Advocates <ul style="list-style-type: none"> (310-794-7299, 310-825-0628 or 310-825-7291) CARE at CAPS (Counseling Center) <ul style="list-style-type: none"> Clinicians and psychiatrists (310-825-0768) Student Legal Services <ul style="list-style-type: none"> (310-825-9894) The Rape Treatment Center at Santa Monica – UCLA Medical Center <ul style="list-style-type: none"> (424-259-6000) 	<ul style="list-style-type: none"> UCPD <ul style="list-style-type: none"> (310-825-1491) Dean of Students <ul style="list-style-type: none"> (310-206-3417) Title IX and Sexual Harassment Office <ul style="list-style-type: none"> (310-206-3417)

Other Resources
<ul style="list-style-type: none"> ASHE Student Health & Wellness Center Office for Student's with Disabilities (OSD) LGBT Resource Center UCLA Community Service Officer Evening Escort Program <ul style="list-style-type: none"> 310-794-WALK

Thank you ...
<p>*Please take a moment to help provide us feedback on our presentation today.</p>

How Effective was the Workshop in Helping you to:
<p>Know about the warning signs of Stalking?</p> <ul style="list-style-type: none"> A. Mostly Ineffective B. Somewhat Ineffective C. Somewhat Effective D. Mostly Effective

How Effective was the Workshop in Helping you to:
<p>Increase your awareness of strategies to prevent Stalking on campus?</p> <ul style="list-style-type: none"> A. Mostly Ineffective B. Somewhat Ineffective C. Somewhat Effective D. Mostly Effective

How Effective was the Workshop in Helping you to:
<p>Know about the resources and reporting options available to respond to Stalking?</p> <ul style="list-style-type: none"> A. Mostly Ineffective B. Somewhat Ineffective C. Somewhat Effective D. Mostly Effective

How Effective was the Workshop in Helping you to:

Identify strategies of how to intervene and increase one's safety?

- A. Mostly Ineffective
- B. Somewhat Ineffective
- C. Somewhat Effective
- D. Mostly Effective

CARE
Campus Assault Resources & Education

CARE to STAND to Support Survivors

UCLA Counseling and Psychological Services

What are the expectations of a student leader in regard to responding to survivors?

- You are aware of and alert for signs that a student may be in distress.
- You are listeners; however, we do not expect you to know all the answers to other students' problems!
- You help students clarify their problems or situations and work toward a solution, if one is identified.
- You are knowledgeable about on-campus resources and reporting options.

For Your Review

- How to Help Other Bruins
- Confidential Resources for Students
- Reporting Options for Students
- CARE services and How to Refer



Prevention

The Impact of Sexual Violence and Stalking: **Signs of Distress**

- | | |
|---|---|
| <ul style="list-style-type: none">• Numbness• Shock• Denial/Disbelief• Self Doubt• Self Blame• Sadness/Tearfulness• Withdrawal• Feeling Dirty• Flashbacks• Nightmares• Anxious Thoughts | <ul style="list-style-type: none">• Frequent headaches• Poor sexual desire• Frequent urination• Heartburn, stomach pain, nausea• "Overreaction to petty annoyances"• Dry mouth, problems swallowing/old/sweaty hands, feet• Obsessive or compulsive behavior• Difficulty in making decisions• Increased number of minor accidents• Increased or decreased appetite |
|---|---|

Signs of a Student in Distress

Sudden or noticeable changes in:

- Physical appearance, hygiene – disheveled, fatigued
- Social interactions, especially withdrawal
- Emotions or mood
- Class attendance, grades, work performance
- Sleep patterns, appetite or weight
- Physical complaints (headaches, stomachaches)
- Alcohol or other substance use

Get Involved: Helping Survivors



How to Get Involved

- If unsure, ask more questions,
 - "How have you been doing lately?"
 - "Help me better understand where you are coming from"
- If unsure, consult with others
 - Ask others if they are concerned about the student
 - Ask for help from UCLA personnel in your community

Helping Others: Why your 1st response matters...

For Victims

- Victims who receive positive support have better psychological outcomes and heal faster.
- Those who encounter negative reactions have greater risk of depression, anxiety, suicidality, or unhealthy coping strategies

For Reporting

- Victims who perceive that they are not being believed or that they are being treated negatively are less likely to participate in the reporting process

Talk to the Concerning Student

1. Foster a safe, non-judgmental, and private environment
2. Promise Privacy, NOT CONFIDENTIALITY
3. Inquire about student's well-being; show you care
4. Paraphrase/Summarize
 - Paraphrase what the student has said when there are opportunities or breaks in the student's story
5. Validate feelings, **NEVER blame the victim**
6. Offer referrals
7. Check-in / follow-up
8. Watch for continued changes

Barriers to Appropriate Response: **Rape Myths**

Rape myths:

false beliefs used mainly to shift the blame of rape from perpetrators to victims

- S/he asked for it
- S/he didn't mean to
- It wasn't really rape
- S/he lied

Help others in distress: Challenge Your “Rape Myth” Assumptions

Belief	Myth	Reality
This was just regrettable sex	It wasn't really Rape	Go to the law: Could s/he give consent?
S/he's lying	S/he lied	False reports are very low
S/he should have known since she ...	S/he asked for it	You don't know what they knew
S/he was drunk too. S/he didn't realize...	S/he didn't mean to	Alcohol is not a defense
Boys will be boys	He didn't mean to	Ignorance, development and/or intoxication are not a defense

Respond & Refer

- Refer to confidential resources
- Encourage reporting options
- **Respond Carefully**
 - What you say matters ..A Lot!
 - With regard to questions, **less is always more...**

Role Play: Hook up?

Your friend Jack recently joined a student fraternity. He calls you one night after drinking and hanging out late with the guys. He said that afterward, his friend Tom knocked on his door and entered with some more drinks. In the morning, Jack woke up to a splitting headache and realized that Tom was in bed with him. When Jack asked what happened, Tom threatened that if he told anybody, he'd “out” him. Jack is scared and doesn't know what to do.

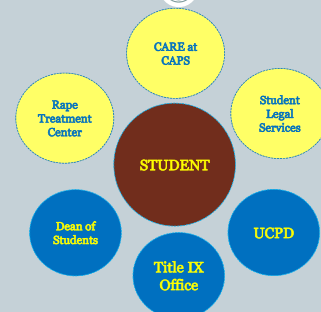
Role Play: Abuse?

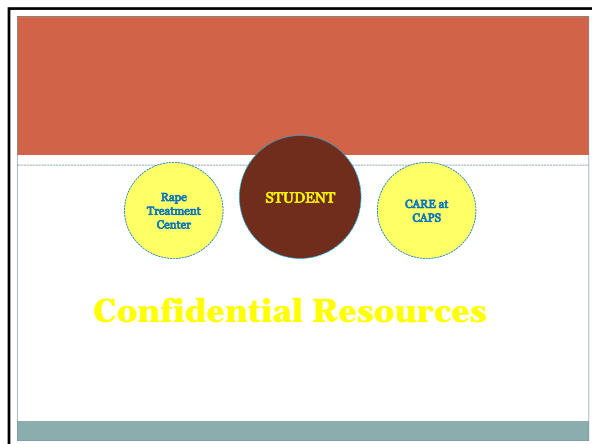
Your newly out lesbian friend Rhonda has been dating her girlfriend, Sam, for two months. When you met her she wasn't friendly to you and only focused on Rhonda, but Rhonda was so happy you decided to look past it. Recently, Rhonda hasn't been answering your texts or calls, hasn't attended any of your study group sessions and when you finally run into her she looks nervous. She apologizes for being distant and explains it makes Sam more comfortable that they spend all of their free time together, emphasizing the word *all*. She also tells you Sam doesn't trust her to be alone with other women or friends on Facebook, which is why she hasn't gone to any study group sessions or been responding to message boards. Rhonda mentions that Sam gave her an ultimatum that if she goes home this break their relationship will be over. Rhonda expresses desire to really make things work since this is her first lesbian relationship and she really loves her, but promised her little brother she would go home for the holidays.

Role Play: Consent?

A new member in your student organization, Amelie, approaches you after a party she attended a couple nights before that your organization threw. She tells you that she got very intoxicated and left the party with a Junior in your organization, who she was interested in. The next morning, she woke up at his place, confused. He smiled and offered her a ride home. She is visibly upset and murmurs that she didn't intend to go that far. When you ask what she said, she shakes her head and comments, “I'm so stupid, I should have known not to drink that much and go home with him.”

Confidential Resources & Reporting Options





CARE

Campus Assault Resources & Education

- **CARE at CAPS** is a **confidential** place for survivors of sexual assault, dating violence and stalking to get support, consultation and have a safe place to talk.
- **CAPS Urgent Services, Student Advocacy, And Psychological And Psychiatric Treatment** If Needed.
- Referrals
- Collaboration with Student Care Manager/Advocate
- We also offer other education and prevention services to the campus community at large.

UCLA Counseling and Psychological Services
A Department of Student Affairs

- Short Term Counseling & Psychotherapy
- Introduction through Brief Screening
- Urgent Services
- Limited Couples Counseling
- Psychiatric Consultation & Medication
- Group Therapy
- Wellness Skills Groups
- Workshops, Training & Web Resources

CAPS On-Line Resources

- ▶ www.CAPS.ucla.edu
- ▶ Online mental health screening for
 - Depression
 - Anxiety Disorders
 - Eating Disorders
 - Post-Traumatic Stress Disorder
 - Alcohol & Substance Use Disorders
- ▶ Online brochures and links for self-help resources
- ▶ Links for Faculty, Staff & Parents

Eligibility & Fees

- Prepaid for students with SHIP
- \$15 per session without SHIP
- Medications covered by SHIP

Additional Treatment Resources

- Referrals for more intensive or extensive treatment, covered by SHIP
- Referrals for intensive treatment of addictions, covered by SHIP
- Low-fee referrals to community clinicians, NOT covered by SHIP
- Pre-authorization for out-of-area services may be partially covered by SHIP

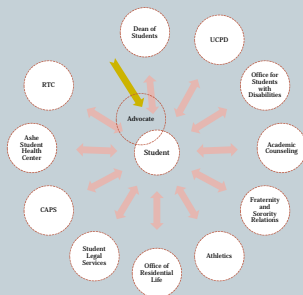
How to Refer the Student to CAPS

- Walk a student over to CAPS
 - Urgent services available during the hours of 8am-5pm M-F
- Call **with** them to make an appointment
 - It is okay for them to make the appt two weeks away if appropriate and if they feel better then can cancel it the day before (<24 hour cancellations = \$20 fee)
- If they will not call or come in, continue to check in and continue to encourage them to get help. One referral is often not enough

Students reluctant to seek counseling

- **Validate their concerns**
- **Ask about specific barriers or challenges to seeking counseling**
- **Common barriers**
 - Lack of education about services (cost, hours, sessions)
 - Stigma (I am not crazy, etc)
 - People may see me in the building
- **Address barriers honestly and realistically**
 - 1 in 6 students use our services
 - SHIP pays for the services
 - It is common to feel embarrassed but we can go together, etc...

Advocacy The Coordinated Community Response



Advocacy

What does this look like on UCLA's Campus?

- Housing
- Academic
- Accompaniment to appointments as needed for support
- Referrals to campus Resources (CAPS, Dean of Students, Academic Advising, Financial Aid, Student Legal Services)

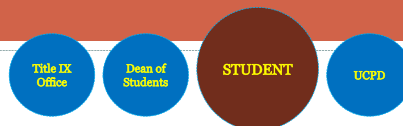
How can the Advocate support students off campus?

- Accompaniment to appointments with law enforcement, court and other community resources
- Referrals to community resources

Student Care Managers/Advocates

- Kiara Lee (310)794-7299
klee@saonet.ucla.edu
- Mark Veldkamp (310)825-7291
mveldkamp@saonet.ucla.edu
- Karen Minero (310)825-0628
kminero@saonet.ucla.edu

Reporting Options



Filing a Title IX/Sexual Harassment Office or Dean of Students Complaint

Dean of Students
(310-825-3871)
<http://www.deanstudents.ucla.edu>

Title IX and Sexual
Harassment Office
(310-206-3417)
www.sexualharassment.ucla.edu

University Reporting Options:

- Avoidance of Contact (no report)—Advocate can facilitate this
- Anonymous Report with name of accused
- File formal complaint and initiate student conduct process (potential suspension or dismissal of accused student)
- Possible consequences:
 - Suspension
 - Expulsion
 - May be discernible on academic record
 - Mandated counseling

Filing *Criminal* Charges: UCPD

- UCPD (310-825-1491)

Legal and Criminal Reporting Options

- File police report with UCPD or local police department and begin criminal investigation
- File Restraining Order through local court
- Further charges pressed in civil/criminal court
 - Criminal charges for sexual assault, which is a felony in CA
 - Potential life-long registration as a sex offender

Other Resources

- ASHE Student Health & Wellness Center
- Office for Student's with Disabilities (OSD)
- LGBT Resource Center
- UCLA Community Service Officer Evening Escort Program
 - 310-794-WALK

Thank You

- Next , we will be asking you to evaluate this presentation. Please respond to the following four questions using the “clicker” technology.

How Effective was the workshop in helping you to:

Understand the functions of CARE at CAPS?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

How Effective was the workshop in helping you to:

Understand the on and off campus reporting
options for sexual assault, domestic violence, etc.?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

How Effective was the workshop in helping you to:



Understand confidential resources on campus?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

How Effective was the workshop in helping you to:



Understand how rape myths play a role in response to victims/survivors?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

How Effective was the workshop in helping you to:



Understand how to refer a fellow student to CAPS services?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

Please evaluate today's workshop presenter:



The presenters overall effectiveness in conveying information to you?

1. Mostly Ineffective
2. Somewhat Ineffective
3. Somewhat effective
4. Mostly effective

After today's workshop, would you be more or less likely to:



To seek additional services at CAPS, if needed?

1. Definitely Less Likely
2. Somewhat Less Likely
3. No Change
4. Somewhat More Likely
5. Definitely More Likely



THE PLEDGE

This pledge is a personal commitment to help keep women and men safe from sexual assault.

It is a promise not to be a bystander to the problem, but to be a part of the solution.

I PLEDGE

To **RECOGNIZE** that non-consensual sex is sexual assault.

To **IDENTIFY** situations in which sexual assault may occur.

To **INTERVENE** in situations where consent has not or cannot be given.

To **CREATE** an environment in which sexual assault is unacceptable and survivors are supported.

Videos

UCLA Title IX PSA

<https://www.youtube.com/watch?v=mFuqTI-1W7k>

What is Consent?

<https://www.youtube.com/watch?v=kJOKRYbgDh8>

Who Are You? (The Club Scene)

<https://www.youtube.com/watch?v=9zr1oxEbdsw>

Where is the Line?

https://www.youtube.com/watch?v=dNvt_zSilkg

It's On Us UCLA Student Athletes

http://www.uclabruins.com/mediaPortal/player.dbml?SPSID=753611&SPID=127708&DB_LANG=C&DB_OEM_ID=30500&id=3512129

These videos are shown in workshops, on the campus TV channel, and at movie nights. The videos provide information related to sexual harassment, bystander intervention, and campus resources.

The Undetected Rapist

<http://vimeo.com/73388289>

“The Undetected Rapist” is a video used during the “Train the Educator” workshop that highlights the thought process of sociopathic sexual offenders and the communities they hide in. Not intended for all students. Viewer discretion advised.

Online Education

[Campus Life Online Education](#) 102

An online interactive presentation is being implemented, which the leadership of each student organization will be required to complete as a part of the UCLA student organization registration process. This includes student organizations as well as club sports

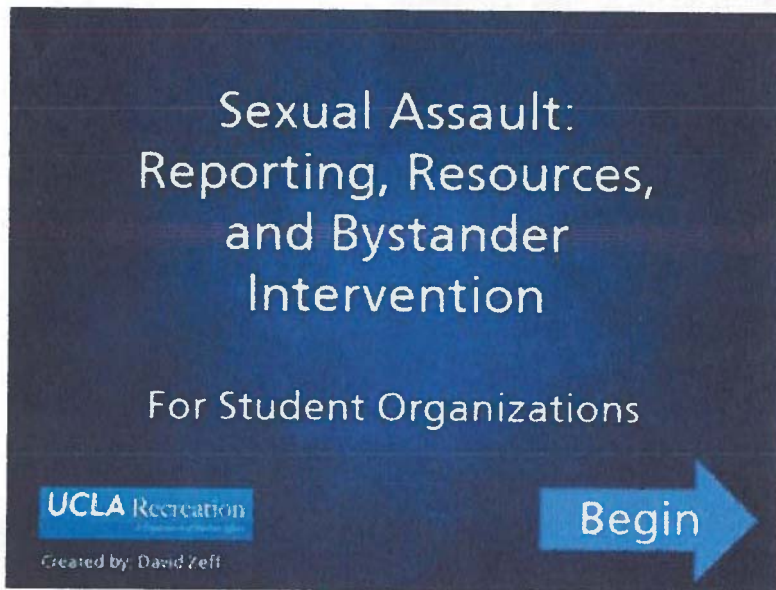
[Think About It](#)..... 102

“Think About It” is an online program provided to new students during orientation with a component on the policies as well as prevention of sexual violence. Holds were placed on student accounts if the presentation was not completed.

Sexual Assault Training Module for Student Organizations

1. Introduction Questions and Video

1.1 Sexual Assault: Reporting, Resources, and Bystander Intervention



Think About It 2635 pts 8

SEXUAL VIOLENCE > Introduction

RESOURCES ASK MENU EXIT

INTRODUCTION

THINK ABOUT SEXUAL VIOLENCE

Jen's friend was right: the situation was serious. Jen passed out in Alex's bed and woke up without any clothes on. Alex's IM conversation with Tom indicates that he knows he did something wrong. Where exactly did Alex mess up?

Sexual violence is a real problem on college campuses. While alcohol does not make someone commit a crime, it can break down barriers that keep people from crossing boundaries.

COMING UP:

- Defining Sexual Violence
- Consent
- Coercion
- Helping a Friend

PROLOGUE SEX IN COLLEGE PARTYING SMART SEXUAL VIOLENCE EPILOGUE HEALTHY RELATIONSHIPS

Sexual Violence

« BACK 2/28 NEXT »

CREATED IN COLLABORATION

CAMPUSCLARITY Inspired Student Learning UNIVERSITY OF SAN FRANCISCO Division of Student Life

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Staff Training

Train the Educator	104
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“Train the Educator – It’s On Us to Stand” is a training program for UCLA Student Affairs employees that provide the information and resources necessary to facilitate student education on sexual harassment and sexual violence.

Responsible Employees	113
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Responsible employees in the student affairs organization (including Residential Life staff) received training in fall quarter consistent with their role and responsibility in responding to, and reporting, incidents of sexual harassment and sexual violence. This training was also offered to advisors and counselors in academic departments.

Train the Educator

CARE
Campus Assault Resources & Education

Providing Context

- ▶ High Profile Cases (Pen State)
- ▶ Office of Civil Rights- ~60 federal cases
- ▶ White House Task Force- Jan 2014
- ▶ CA State Legislature and the Audit (Jan 2014)
- ▶ UC-System Wide Response
 - ▶ Prevention
 - ▶ Education
 - ▶ Advocacy
 - ▶ Response & Reporting



The Undetected Rapist

▶ The 5 %

Perpetrators

- ▶ Most perpetrators are men, regardless of the gender of the victim/survivor
- ▶ Approximately 5% of men commit over 95% of the assaults (McWhorter, et al, 2009)
 - ▶ 95% of all rapes committed by serial rapists
 - ▶ Serial offenders averaged 6 rapes
- ▶ In a study of serial rapists, 76 men committed 439 rapes and attempted rapes
 - ▶ These men also committed 49 sexual assaults, 66 acts of physical abuse of children, 277 acts of sexual abuse of children, and 214 acts of batterers (a total 1,045 offenses or approx. 14 offenses each)
 - ▶ In addition, 44 other men were classified as "single act rapists" accounting for an additional 44 rapes

Let's Focus on
the 95%

GROUP THINK & RAPE CULTURE

Rape Culture

- ▶ **Rape culture** is a phrase used to describe a culture in which rape is pervasive and normalized due to societal attitudes about gender, sex, and sexuality.
 - ▶ Victim blaming
 - ▶ Sexual objectification
 - ▶ Trivializing rape,
 - ▶ Denial of widespread rape, or refusing to acknowledge the harm of certain forms of sexual violence that do not conform to certain stereotypes of stranger or violent rape.
 - ▶ Entire countries have also been alleged to be rape cultures

The Student Movement



To STAND

UCLA SEXUAL VIOLENCE STUDENT EDUCATION

Agenda

- ▶ Definitions of Sexual Violence
 - ▶ Includes Myths & Facts & Role of Alcohol in Assaults
- ▶ The UCLA Code of Conduct
- ▶ How to help other Bruins
- ▶ Confidential Resources for Students
- ▶ Reporting Options for Students
- ▶ CARE services

Sexual Violence: Everyone's Problem

- ▶ 1 in 5 college-aged women (ages 18-24) is likely to experience a sexual assault
 - ▶ Most sexual assaults on college campuses take place in first three months of college
 - ▶ 75-80% of rapes take place in freshman or sophomore year
- ▶ 1 in 6 men will have experienced a sexual assault in his life time
- ▶ 1 in 5 couples will experience an incident of intimate partner violence, rates are similar in LGBT community+
- ▶ 13% of college-aged women are stalked
 - ▶ 4 in 5 college women know their stalker (42% are ex-partners, 24% are classmates)

What is Sexual Assault?

- Any sexual contact without consent
 - Including unwanted **sexual touching** or contact for the purpose of sexual arousal
- Situations where the victim **cannot consent, including, due to intoxication or mental incapacity**
- **Rape** involves sexual intercourse or other forms of sexual penetration. This act may be carried out by physical force, coercion, abuse of authority, or against a person who is incapable of valid consent (unconscious, incapacitated, or below the legal age)

Experiences of Sexual Assault

Sexual Assault by Stranger (15% of assaults)	Sexual Assault by Acquaintance (Majority of assaults)	Sexual Assault in a relationship (Likely underreported)
Don't know the person	May know the person, possibly friend, or friend of a friend	May be dating someone or committed relationship
Forced sex by violence or threat	Forced OR unwanted sex	May be forced or a violation of boundaries
May never see them again	Could be alcohol/drug related * Alcohol is #1 "date rape drug"	May be repeated
May never go there again	Usually in familiar surroundings	May care about them or love them
	May see the person again/often	May continue to remain in the relationship

Intimate Partner Violence (IPV) and Stalking (See Handout)

- ▶ **Intimate Partner Violence (IPV):** additional terms include:
 - ▶ Domestic and/or Dating Violence
- ▶ **Stalking:**
 - ▶ Follow you and show up where ever you are
 - ▶ Send unwanted gifts, letters, cards or emails
 - ▶ Damage to property
 - ▶ Monitoring your phone and computer use
 - ▶ Using technology to track where you go
 - ▶ Threaten you, family, friends or pets

UCLA Student Conduct Code 102.08 Effective Consent

- ▶ words or actions that show a knowing and voluntary agreement to engage in mutually agreed-upon sexual activity
- ▶ Cannot be gained by
 - ▶ force
 - ▶ ignoring or acting in spite of the objections of another
 - ▶ taking advantage of the incapacitation of another, where the accused student knows or reasonably should have known of such incapacitation
 - ▶ Is absent when the activity in question exceeds the scope of "Effective Consent" previously given (film clip #2)

Consent?
Youtube.com, campus clarity consent

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

CONSENT

- ▶ **Consent is:**
 - ▶ **Informed:** An affirmative, unambiguous, and conscious decision
 - ▶ **Voluntary:** Given without coercion, threats, or intimidation
 - ▶ **Revocable:** Consent to some forms of sexual activity does not apply to consent to other forms of sexual activity. It must be ongoing and can be revoked at any time

Consent and Incapacitation

- ▶ *Over 85% of Sexual Assaults on college campuses involve alcohol or other drugs*
- ▶ **Consent cannot be given when a person is incapacitated.** A person cannot consent if s/he is unconscious or coming in and out of consciousness.
- ▶ **ALCOHOL IS NOT A DEFENSE**

Incapacitation

- ▶ **Incapacitation** is defined as the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts.
- ▶ The factors to be considered when determining whether consent was given include whether **the accused knew, or whether a reasonable person should have known, that the complainant was incapacitated.**

True Bruins **STAND**
Be an "Upstander" instead of a Bystander

- ▶ Survey the Situation
- ▶ Take Note of Red Flags
- ▶ Assume Responsibility
- ▶ Negotiate Options
- ▶ Do Something (3 Ds)

Bystander video: Youtube Who are you, bystander intervention



Do Something

Direct: Tell your friend that you are concerned; directly challenge the behavior

Distract: Make an excuse, use humor, etc.

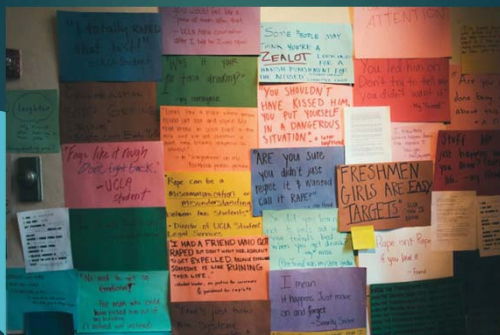
Delegate: Get others involved:

- The second person to stand up is more important than the first, they set the trend and make change possible!
- Get friends, campus safety, escort services, safe-rides, UCPD or other law enforcement

Be an Active "Upstander"



Helping Survivors



The Impact of Sexual Violence and Stalking: Signs of Distress

- ▶ Numbness
- ▶ Shock
- ▶ Denial/Disbelief
- ▶ Self Doubt
- ▶ Self Blame
- ▶ Sadness/Tearfulness
- ▶ Withdrawal
- ▶ Feeling Dirty
- ▶ Flashbacks
- ▶ Nightmares
- ▶ Anxious Thoughts
- ▶ Frequent headaches
- ▶ Change in sexual desire
- ▶ Frequent urination
- ▶ Heartburn, stomach pain, nausea
- ▶ "Overreaction to petty annoyances"
- ▶ Dry mouth, problems swallowing/old/sweaty hands, feet
- ▶ Obsessive or compulsive behavior
- ▶ Difficulty in making decisions
- ▶ Increased number of minor accidents
- ▶ Increased or decreased appetite

Helping Others: Why your 1st response matters...

For Victims

- ▶ Victims who receive positive support have better psychological outcomes and heal faster.
- ▶ Those who encounter negative reactions have greater risk of depression, anxiety, suicidality, or unhealthy coping strategies

For Reporting

- ▶ Victims who perceive that they are not being believed or that they are being treated negatively are less likely to participate in the reporting process

Rape culture is perpetuated by Rape Myths

False beliefs used mainly to shift the blame of rape from perpetrators to victims

- ▶ She asked for it
- ▶ He didn't mean to
- ▶ It wasn't really rape
- ▶ She lied

Help others in distress: Challenge Your "Rape Myth" Assumptions

Belief	Myth	Response
This was just regrettable sex	It wasn't really Rape	Go to the law: Could he/she give consent?
She's lying	She lied	False reports are very low
She should have known since she ...	She asked for it	You don't know what they knew
HE was drunk too, HE didn't realize...	He didn't mean to	Alcohol is not a defense
Boys will be boys	He didn't mean to	Ignorance, development and/or intoxication are not a defense

Help others in distress: Challenge Your "Rape Myth" Assumptions

Belief	Myth	Response
This was just regrettable sex	It wasn't really Rape	Go to the law: Could he/she give consent?
She's lying	She lied	False reports are very low
She should have known since she ...	She asked for it	You don't know what they knew
HE was drunk too, HE didn't realize...	He didn't mean to	Alcohol is not a defense
Boys will be boys	He didn't mean to	Ignorance, development and/or intoxication are not a defense

Questions: Often interpreted as statements

Questions

- ▶ How much did you have to drink?
- ▶ Did you say no?
- ▶ Was he aggressive or violent?
- ▶ Where were your friends?
- ▶ Why did you continue to see him?
- ▶ Why didn't you report earlier?

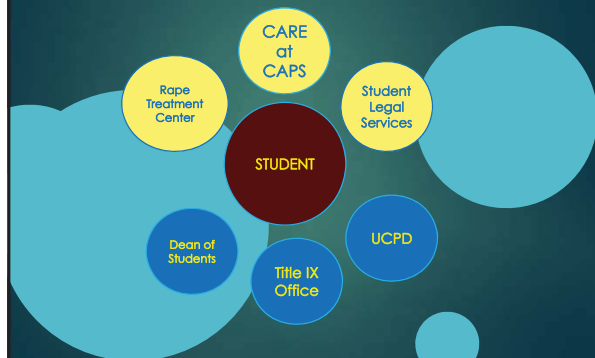
Statements

- ▶ You drank too much
- ▶ You didn't say no, you were not clear
- ▶ If he was not "violent" it was not rape
- ▶ You wanted to be alone with this guy
- ▶ You continued to see him, therefore you must have consented. Now you are angry for some reason
- ▶ You are lying, you have another motivation for reporting

What should you say?

- ▶ **Validate their feelings**
 - ▶ Express the sentiment that I believe you or I am with you, and/or I support you....
- ▶ Offer Confidential Resources
- ▶ Encourage Reporting Options
- ▶ Less is more with regard to questions

Confidential Resources & Reporting Options



Reporting Options



Reporting Options: Title IX Complaints

- ▶ *Title IX is a law passed in 1972 that requires gender equity for boys and girls in every educational program that receives federal funding.*
- ▶ Sexual harassment in education includes any unwanted and unwelcome sexual behavior that significantly interferes with a student's access to educational opportunities.
- ▶ The Supreme Court has confirmed that schools have an obligation to prevent and address harassment against students.

UCLA Title IX/ Sexual Harassment Office

- ▶ UCLA's Title IX office provides:
 - ▶ Information about campus policies and procedures to any interested person.
 - ▶ Individual consultations for persons who need information about possible sexual harassment and options for resolving concerns on campus.
 - ▶ You can file a complaint against staff, faculty and/or administration as well

Filing a Title IX/ Dean of Students Complaint

Dean of Students
(310-825-3871)
<http://www.deanofstudents.ucla.edu>

Title IX Office
(310-206-3417)
www.sexualharassment.ucla.edu

University Reporting Options:

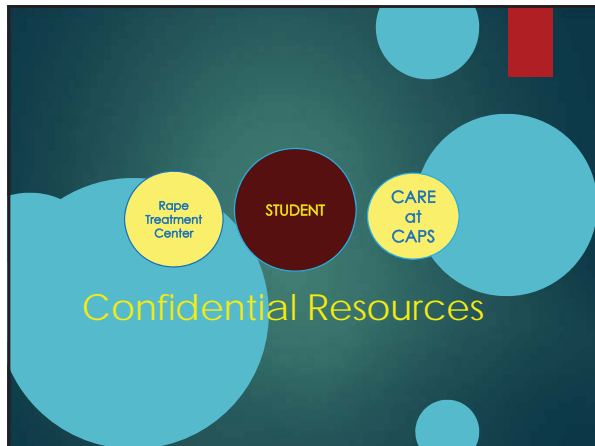
- Avoidance of Contact (no report)—Advocate can facilitate this
- Anonymous Report with name of accused
- File formal complaint and initiate student conduct process (potential suspension or dismissal of accused student)
- Possible consequences:
 - ▶ Suspension
 - ▶ Expulsion
 - ▶ May be discernible on academic record
 - ▶ Mandated counseling

Filing Criminal Charges: UCPD

- ▶ UCPD (310-825-1491)

Legal and Criminal Reporting Options

- File police report with UCPD or local police department and begin criminal investigation
- File Restraining Order through local court
- Further charges pressed in civil/criminal court
 - Criminal charges for sexual assault, which is a felony in CA
 - Potential life-long registration as a sex offender



CARE
Campus Assault Resources & Education

- **CARE AT CAPS**
- **CARE at CAPS** is a **confidential** place for survivors of sexual assault, dating violence and stalking to get support, consultation and have a safe place to talk.
- **CAPS Urgent Services, Student Advocacy, And Psychological And Psychiatric Treatment** If Needed.
- We also offer other education and prevention services to the campus community at large.

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Advocacy

Student Care Managers/Advocates

Karen Minero 310-825-0628
Mark Veldkamp 310-825-7291
Kiara Lee 310-794-7299
klee@ucla.edu

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UCLA The Counseling Center
Counseling & Psychological Services
A Department of Student Affairs

► **Location**


- John Wooden Center West

► **Hours**

- Monday-Thurs 8am-8pm, Fridays 9-5pm

► **Confidentiality**

► **Eligibility and Fees**



UCLA The Counseling Center
Counseling & Psychological Services
A Department of Student Affairs

► **Services Offered**

- Short-Term Individual Therapy (10 session limit/year)
- Group Therapy
- Wellness Skills Workshops
- Walk-In Sessions
- Psychiatry



Eligibility & Fees

- Registered students, annually
- FREE for students with SHIP
- \$15 per session without SHIP
- Medications covered by SHIP

To make an appointment

- **Walk In to schedule an appointment**
 - M-Thurs 8am-4pm,
 - F 9-5pm
- **Come in directly Urgent matters**

Crisis Referrals

- For immediate, life-threatening emergencies on campus, call the UCPD or 911
- For urgent situations, Monday thru Friday 10-4:30, call CAPS and ask for an urgent consultation with the On Call Clinician
- For emergencies after hours, call the LA Suicide Prevention Center Crisis Hotline 310-391-1253
- 24-Hour hotline (310) 825-0768



Get Involved: Prevention

Its On Us

- ▶ Its On Us Video

Get Involved & Take Action CARE Educations & Trainings

Education

- Workshops by Request
- Self help
- *Awareness Events*

Empowerment

- *CARE Certificate Trainings* offered quarterly

Action

- *Student Involvement is Critical*

Frequently Asked Questions

- ▶ What about the False Reports?
- ▶ Why do we focus so much on alcohol rather than the perpetrator?
- ▶ What about men who are assaulted, and men who STAND against sexual violence?
- ▶ What is the Yes means Yes legislation?
- ▶ How do we provide this information to more students?
- ▶ How can I get involved?

Responsible Employees: Resources and Reporting Options for Sexual Violence, Dating & Domestic Violence, and Stalking



Definitions and Examples

The University of California's Sexual Harassment and Sexual Violence policy, in accordance with VAWA, has very specific definitions that relate to sexual offenses or acts of sexual violence.

The definitions included here are:

- Domestic Violence
- Dating Violence
- Sexual Assault
- Stalking
- Consent

Domestic Violence

The term "domestic violence" is defined as:

- Abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, or someone with whom the abuser has a child or is having a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.
- Felony or misdemeanor crimes of violence committed by:
 - Current or former spouse or intimate partner of the victim
 - Person with whom the victim shares a child in common
 - Person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
 - Person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies
 - Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction

Dating Violence

The term "dating violence" is defined as:

- Violence committed by a person:
 - A. Who is or has been in a social relationship of a romantic or intimate nature with the victim; **and**
 - B. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship
 - ii. The type of relationship
 - iii. The frequency of interaction between the persons involved in the relationship

Sexual Assault

The term "sexual assault" is defined as:

- Engaging in physical sexual activity **without the consent** of the other person
- An act of sexual assault may involve:
 - Physical force, violence, threat, or intimidation
 - Ignoring the objections of the other person
 - Causing the other person's intoxication or incapacitation through the use of drugs or alcohol
 - Taking advantage of the other person's incapacitation, including his or her voluntary intoxication, his or her state of intimidation, or other inability to consent

Stalking

The term "stalking" is defined as:

- Behavior in which a person repeatedly engages in conduct directed at a specific person that places that person in reasonable fear of his or her safety or the safety of others.

Consent

Consent is:

- Informed:
 - Consisting of an **affirmative**, unambiguous, conscious decision by each participant to engage in mutually agreed-upon sexual activity.
- Voluntary:
 - Given without coercion, force, threats, or intimidation
 - Positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will.
- Revocable:
 - Consent to some form of sexual activity does not imply consent to other forms of sexual activity.
 - Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent has been revoked, sexual activity must stop immediately.

Consent

Consent is given when a person is not:

- Incapacitated:
 - Physical and/or mental inability to make informed, rational judgments
 - States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts
 - Where alcohol or drugs are involved, incapacitation is defined with respect to how the alcohol or other drugs consumed impacts a person's:
 - decision-making capacity
 - awareness of consequences
 - ability to make fully informed judgments

A person cannot give consent if he or she is:

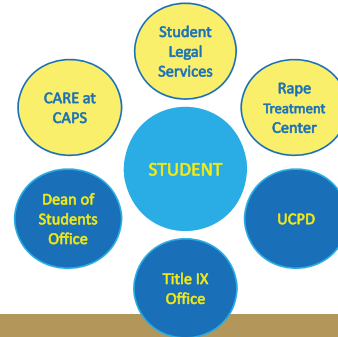
- Unconscious or coming in and out of consciousness
- Under the threat of violence, bodily injury, or other forms of coercion, or if his/her understanding of the act is affected by a physical or mental impairment

Consent

Other considerations with regard to consent include:

- Silence does not equal consent
- Lack of verbal resistance does not constitute consent
- Lack of physical resistance does not constitute consent
- Consent is not indefinite; consent may be withdrawn at any time, and at that time all sexual activity must cease unless or until additional consent is given
- Minors and incapacitated persons cannot give consent
- Whether the accused knew, or a reasonable person should have known, that the complainant was incapacitated

Confidential Resources & Reporting Options



Confidential Campus Resources

The following confidential campus resources are available:

- Counseling Services (CARE at CAPS)
- Student Legal Services
- Rape Treatment Center at UCLA Santa Monica Hospital



Campus Accommodations

Depending on the circumstances and if reasonably available, victims may also request assistance with changing their:

- Academic situation
- Living situation
- Transportation situation
- Employment situation

Regardless of whether he or she chooses to report the sexual offense or act of sexual violence to campus or local law enforcement.

Reporting Options

In addition, victims of sexual violence are also encouraged to report this to the campus:

- Title IX Office
- Office of the Dean of Students
- UCPD

If you receive a report of sexual violence, you are encouraged to reach out to any of these resources for guidance and assistance.

Title IX
Office

Dean of
Students
Office

UCPD

Disciplinary Actions and Sanctions

The following disciplinary actions and sanctions may be imposed, as appropriate, if a person is found to have committed a sexual offense or an act of sexual violence:

- Suspension
- Dismissal
- Termination of employment

Perpetrators of crimes may also be subject to criminal prosecution.

Responding to a Victim

A sexual offense or an act of sexual violence can be very frightening and disorienting.

Often, victims do not know where to turn or how to reach out for assistance and help.

If someone reports to you that they have been involved in a sexual offense or an act of sexual violence, encourage them to:

- Find a safe place
- Seek medical attention
- Get support
 - CARE @ CAPS, Student Legal Services, Rape Treatment Center
- Options to Report the offense
 - Title IX, Dean of Students, UCPD

CARE
Campus Assault Resources & Education

You are a Responsible Employee!

- Do not ask any questions about what happened.
- Refer the student to confidential resources
- Inform the student of reporting options
- Write down the student's name (and anything else they tell you). Email dgeller@saonet.ucla.edu with this information and a statement that you referred the student to confidential resources.

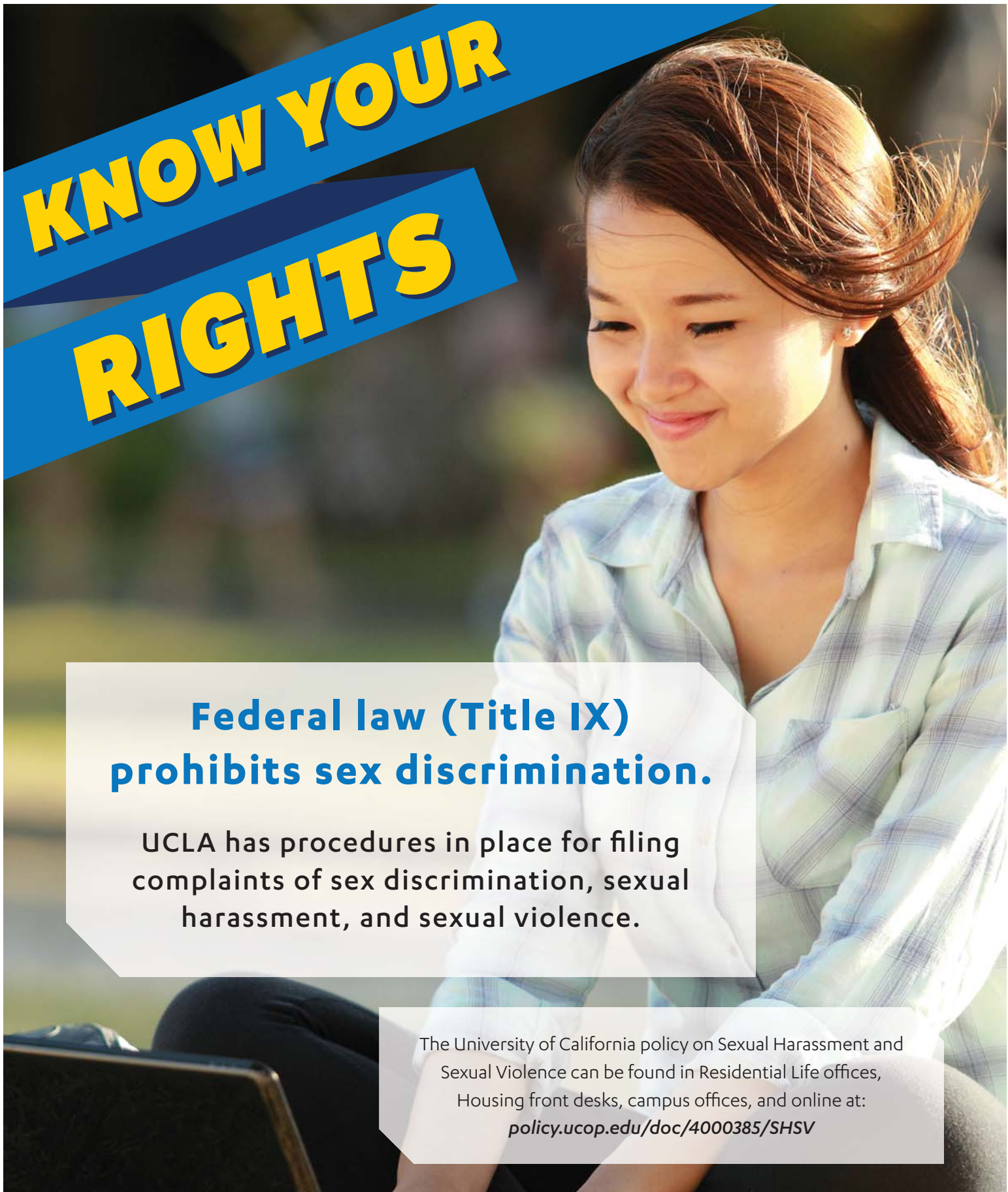
What will happen?

- DOS will send the student a follow-up letter about confidential resources and reporting options
- If the student reports, we will do a formal investigation.
- If the student does not report and you gave us the (unsolicited by you) name of the assailant, we will do an *informal* investigation

University Policy on Sexual Harassment and Sexual Violence

Know Your Rights (Policy)	117
UC Policy on Sexual Harassment and Sexual Violence	118

The University's policy on sexual harassment and notice of nondiscrimination is posted (in hard copy) in the residence halls and campus administrative offices, including, but not limited to, the Office of the Dean of Students, academic offices, UCPD, CAPS, and Athletics. Flyers identifying where the policy can be found are also posted throughout the residential communities and campus offices.



KNOW YOUR RIGHTS

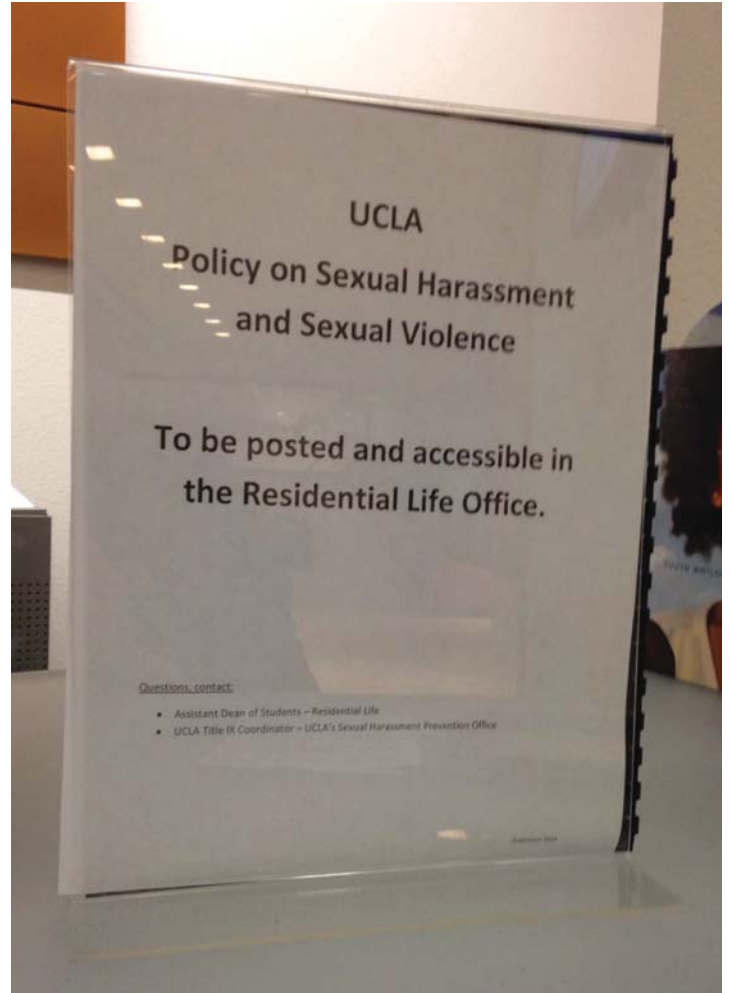
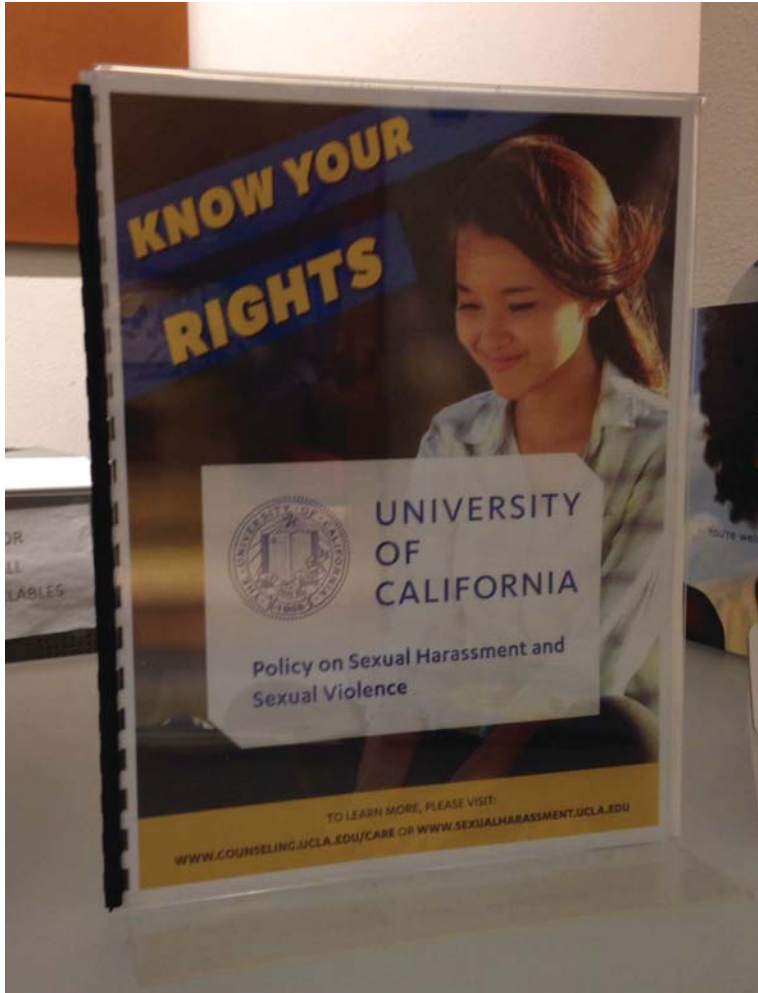
Federal law (Title IX) prohibits sex discrimination.

UCLA has procedures in place for filing complaints of sex discrimination, sexual harassment, and sexual violence.

The University of California policy on Sexual Harassment and Sexual Violence can be found in Residential Life offices, Housing front desks, campus offices, and online at:
policy.ucop.edu/doc/4000385/SHSV

TO LEARN MORE, PLEASE VISIT:

WWW.COUNSELING.UCLA.EDU/CARE OR WWW.SEXUALHARASSMENT.UCLA.EDU



KNOW YOUR RIGHTS



UNIVERSITY OF CALIFORNIA

Policy on Sexual Harassment and Sexual Violence

TO LEARN MORE, PLEASE VISIT:

WWW.COUNSELING.UCLA.EDU/CARE OR WWW.SEXUALHARASSMENT.UCLA.EDU



Sexual Harassment and Sexual Violence

[Para la traducción en Español, oprima aquí](#)

[中國版本，請按這裡](#)

Academic Officer:	Vice Provost – Academic Personnel
Academic Office:	AP – Academic Personnel
Student Officer:	VP – Student Affairs
Student Office:	SA – Student Affairs
Staff Officer:	VP – Human Resources
Staff Office:	HR – Human Resources
Issuance Date:	02/25/2014
Effective Date:	02/25/2014
Scope:	This policy applies to all University employees and students

	Academic	Student	Staff
Contact:	Janet Lockwood	Eric Heng	Jeannene Whalen
Email:	janet.lockwood@ucop.edu	eric.heng@ucop.edu	jeannene.whalen@ucop.edu
Phone #:	(510) 987-9499	(510) 987-0239	(510) 987-0853

I. POLICY SUMMARY

The University of California is committed to creating and maintaining a community where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of harassment, exploitation, or intimidation. Every member of the community should be aware that the University prohibits sexual harassment and sexual violence, and that such behavior violates both law and University policy. The University will respond promptly and effectively to reports of sexual harassment and sexual violence, and will take appropriate action to prevent, to correct, and when necessary, to discipline behavior that violates this policy on Sexual Harassment and Sexual Violence (hereafter referred to as *Policy*).

This *Policy* applies to all University of California employees and students at its campuses, the Lawrence Berkeley National Laboratory, the Medical Centers, the Office of the President, Agriculture and Natural Resources, and its University programs and activities. This *Policy* furthers the University's commitment to compliance with the law and to the highest standards of ethical conduct as outlined in the University's Statement of Ethical Values and Standards of Ethical Conduct.

II. DEFINITIONS

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment is conduct that explicitly or implicitly affects a person's employment or education or interferes with a person's work or educational performance or creates an environment such that a reasonable person would find the conduct intimidating, hostile, or offensive. Sexual harassment includes sexual violence (see definition below). The University will respond to reports of any such conduct in accordance with the *Policy*.

Sexual harassment may include incidents between any members of the University community, including faculty and other academic appointees, staff, student employees, students, coaches, residents, interns, and non-student or non-employee participants in University programs (e.g., vendors, contractors, visitors, and patients). Sexual harassment may occur in hierarchical relationships, between peers, or between individuals of the same sex or opposite sex. To determine whether the reported conduct constitutes sexual harassment, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

Consistent with the University of California Policies Applying to Campus Activities, Organizations, and Students, Policy 100.00 on Student Conduct and Discipline, Section 102.09, harassment of one student by another student is defined as unwelcome conduct of a sexual nature that is so severe and/or pervasive, and objectively offensive, and that so substantially impairs a person's access to University programs or activities that the person is effectively denied equal access to the University's resources and opportunities.

Sexual Violence is defined as physical sexual acts engaged without the consent of the other person or when the other person is unable to consent to the activity. Sexual violence includes sexual assault, rape, battery, and sexual coercion; domestic violence; dating violence; and stalking.

Domestic Violence is defined as abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.

Dating Violence is defined as abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

Sexual Assault occurs when physical sexual activity is engaged without the consent of the other person or when the other person is unable to consent to the activity. The activity or conduct may include physical force, violence, threat, or intimidation, ignoring the objections of the other person, causing the other person's intoxication or incapacitation through the use of drugs or alcohol, or taking advantage of the other person's incapacitation (including voluntary intoxication).

Consent is *informed*. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity.

Consent is *voluntary*. It must be given without coercion, force, threats, or intimidation. Consent means positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will.

Consent is *revocable*. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutual consent to engage in sexual activity. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately.

Consent cannot be given when a person is *incapacitated*. A person cannot consent if s/he is unconscious or coming in and out of consciousness. A person cannot consent if s/he is under the threat of violence, bodily injury or other forms of coercion. A person cannot consent if his/her understanding of the act is affected by a physical or mental impairment.

For purposes of this *Policy*, the age of consent is consistent with California Penal Code Section 261.5.

Incapacitation is defined as the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts. Where alcohol or drugs are involved, incapacitation is defined with respect to how the alcohol or other drugs consumed affects a person's decision-making capacity, awareness of consequences, and ability to make fully informed judgments. Being intoxicated by drugs or alcohol does not diminish one's responsibility to obtain consent. The factors to be considered when determining whether consent was given include whether the accused knew, or whether a reasonable person should have known, that the complainant was incapacitated.

Stalking is behavior in which a person repeatedly engages in conduct directed at a specific person that places that person in reasonable fear of his or her safety or the safety of others.

Executive Officer: The University President, Chancellor, Lawrence Berkeley National Laboratory Director, or Vice President of Agricultural and Natural Resources.

III. POLICY TEXT

A. General

The University prohibits sexual harassment and sexual violence. Such behavior violates both law and University policy. The University will respond promptly and effectively to reports of sexual harassment and sexual violence and will take appropriate action to prevent, to correct, and when necessary, to discipline behavior that violates this *Policy*.

B. Prohibited Acts

This *Policy* prohibits sexual harassment and sexual violence as defined in Section II. Conduct by an employee that is sexual harassment or sexual violence in violation of this *Policy* is considered to be outside the course and scope of employment.

C. Consensual Relationships

This *Policy* covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of the University community are subject to other University policies. For example, policies governing faculty-student relationships are detailed in The Faculty Code of Conduct.¹ Locations may have local policies pertaining to consensual relationships. While romantic relationships between members of the University community may begin as consensual, they may evolve into situations that lead to charges of sexual harassment or sexual violence.

D. Gender Identity, Gender Expression, or Sexual Orientation Discrimination

Harassment that is not sexual in nature but is based on gender, gender identity, gender expression, sex- or gender-stereotyping, or sexual orientation also is prohibited by the University's nondiscrimination policies² if it denies or limits a person's ability to participate in or benefit from University educational programs, employment, or services. While discrimination based on these factors may be distinguished from sexual harassment, these types of discrimination may contribute to the creation of a hostile work or academic environment. Thus, in determining whether a hostile environment due to sexual harassment exists, the University may take into account acts of

¹ The Faculty Code of Conduct may be found in the [Academic Personnel Manual \(APM\) Section 015](#).

² [University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment](#); [Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices](#); [Academic Personnel Manual \(APM\) Section 035, Affirmative Action and Nondiscrimination in Employment](#); [Personnel Policies for Staff Members 12, Nondiscrimination in Employment](#); [University of California Policies Applying to Campus Activities, Organizations, and Students](#); and [Nondiscrimination Policy Statement for University of California Publications Regarding Student-Related Matters](#).

discrimination based on gender, gender identity, gender expression, sex- or gender-stereotyping, or sexual orientation.

E. Retaliation

This *Policy* prohibits retaliation against a person who reports sexual harassment or sexual violence, assists someone with a report of sexual harassment or sexual violence, or participates in any manner in an investigation or resolution of a sexual harassment or sexual violence report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

F. Dissemination of the Policy, Educational Programs, and Employee Training

As part of the University's commitment to providing a working and learning environment free from sexual harassment and sexual violence, this *Policy* shall be disseminated widely to the University community through publications, websites, new employee orientations, student orientations, and other appropriate channels of communication. The locations shall make preventive educational materials available to all members of the University community to promote compliance with this *Policy* and familiarity with local procedures. The locations shall designate University employees responsible for reporting sexual harassment and sexual violence and make available prevention training to designated employees. In addition, the University will provide annual training to investigators and hearing officers. Each location shall post a copy of this *Policy* in a prominent place on its website(See Section V. Procedures).

G. Reporting Sexual Harassment or Sexual Violence

Any member of the University community may report conduct that may constitute sexual harassment or sexual violence to any supervisor, manager, or Title IX Officer (Sexual Harassment Officer). Supervisors, managers, and other designated employees are responsible for promptly forwarding such reports to the Title IX Officer (Sexual Harassment Officer) or other local official designated to review and investigate sexual harassment and sexual violence complaints. Any manager, supervisor, or designated employee responsible for reporting or responding to sexual harassment or sexual violence who knew about the incident and took no action to stop it or failed to report the prohibited act may be subject to disciplinary action.

Each location shall identify confidential resources with whom members of the University community can consult for advice and information regarding making a report of sexual harassment or sexual violence. Requests regarding the confidentiality of reports of sexual harassment or sexual violence will be considered in determining an appropriate response; however, such requests will be considered in the dual contexts of the University's obligation to ensure a working and learning environment free from sexual harassment and sexual violence and the due process rights of the accused to be informed of the allegations and their source. See Section V.E and F for more information regarding confidentiality and privacy. Also, an individual may file a complaint or grievance alleging sexual harassment or sexual violence under the applicable University complaint resolution or grievance procedure (*Section V. Procedures; Appendix I: University Complaint Resolution and Grievance Procedures*).

H. Response to Reports of Sexual Harassment or Sexual Violence

The locations shall provide prompt and effective response to reports of sexual harassment or sexual violence, which may include Early Resolution, Formal Investigation, and/or targeted prevention training or educational programs. See Section V, Procedures for more information.

If an individual reports to the University that the individual has been a victim of domestic violence, dating violence, sexual assault, or stalking, s/he shall be provided with a written explanation of the individual's rights and options whether the offense occurred on- or off-campus or on any University location.

Upon a finding of sexual harassment or sexual violence, the University may offer remedies to the individual or individuals harmed by the harassment and/or violence consistent with applicable complaint resolution and grievance procedures (*Appendix I: University Complaint Resolution and Grievance Procedures*). Such remedies may include counseling, an opportunity to repeat course work without penalty, changes to student housing assignments, or other appropriate interventions, such as changes in academic, living, transportation, or working situations.

Any member of the University community who is found to have engaged in sexual harassment or sexual violence is subject to disciplinary action including dismissal in accordance with the applicable University disciplinary procedure (*Appendix II: University Disciplinary Procedures*) or other University policy. Generally, disciplinary action will be recommended when the conduct is sufficiently severe, persistent, or pervasive that it alters the conditions of employment or limits the opportunity to participate in or benefit from educational programs.

I. Free Speech and Academic Freedom

As participants in a public university, the faculty and other academic appointees, staff, and students of the University of California enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution and Article I, Section I of the California Constitution. This *Policy* is intended to protect members of the University community from discrimination, not to regulate protected speech. This *Policy* shall be implemented in a manner that recognizes the importance of rights to freedom of speech and expression. The University also has a compelling interest in free inquiry and the collective search for knowledge and thus recognizes principles of academic freedom as a special area of protected speech. Consistent with these principles, no provision of this *Policy* shall be interpreted to prohibit conduct that is legitimately related to the course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic, or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

J. Additional Enforcement Information

The federal Equal Employment Opportunity Commission (EEOC) and the California Department of Fair Employment and Housing (DFEH) investigate complaints of unlawful harassment, including sexual violence, in employment. The U.S. Department of Education Office for Civil Rights (OCR) investigates complaints of unlawful harassment and sexual violence by students in educational programs or activities. These agencies may serve as neutral fact finders and attempt to facilitate the voluntary resolution of disputes with the parties. For more information, contact the nearest office of the EEOC, DFEH or OCR.

IV. COMPLIANCE / RESPONSIBILITIES

A. Implementation of the Policy

Responsible Officers have the authority to develop procedures or other supplementary information to support the implementation of this *Policy*. Responsible Officers may apply appropriate and consistent interpretations to clarify the *Policy* provided that the interpretations do not result in substantive changes to the *Policy*.

The Executive Officer at each location is authorized to establish and is responsible for local procedures to implement the *Policy*. Local procedures must be consistent with the *Policy*. Exceptions to procedures required by the *Policy* must be approved by the Executive Officer.

Executive Officers and Responsible Officers are authorized to determine responsibilities and authorities at secondary administrative levels to establish local procedures necessary to implement the *Policy*.

B. Revisions to the Policy

The President approves the *Policy* and has the authority to approve revisions upon recommendation by the Responsible Officers.

The Responsible Officers have the authority to initiate revisions to the *Policy* consistent with approval authorities and applicable Bylaws, Standing Orders, and Policies of The Regents.

The UC Provost and Executive Vice President, and the Executive Vice President – Business Operations have the authority to ensure that the *Policy* is reviewed regularly and updated in a manner that is consistent with other University policies.

C. Approval of Actions

Actions within the *Policy* must be approved in accordance with local procedures.

D. Compliance with the Policy

The Executive Officer at each location will designate the local management office responsible for monitoring, enforcing, and reporting *Policy* compliance.

The Senior Vice President – Chief Compliance and Audit Officer will periodically audit and monitor compliance with the *Policy*.

E. Noncompliance with the Policy

Noncompliance with the *Policy* is managed in accordance with the [Policy on Student Conduct and Discipline](#), Personnel Policies for Staff Members 61, 62, 63, 64, 65, and 67 pertaining to disciplinary and separation matters, and in accordance with other University policies, including but not limited to, [The Faculty Code of Conduct \(APM - 015\)](#) and [University Policy on Faculty Conduct and the Administration of Discipline \(APM - 016\)](#), [Non-Senate Academic Appointees/Corrective Action and Dismissal \(APM - 150\)](#) or, as applicable, collective bargaining agreements. Reference Section VI and Appendices I and II.

V. PROCEDURES

A. Location Responsibilities

In accordance with state and federal law, the locations shall:

- Offer sexual harassment prevention training and education to the University community, and consistent with California Government Code 12950.1, provide sexual harassment prevention training and education to each supervisory employee;
- Offer prevention education programs to all incoming students and new employees, and ongoing prevention and awareness campaigns to the University community, to promote awareness of rape and acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, including the definition of consent, options for bystander intervention, and risk reduction awareness information;
- Offer annual training on issues related to sexual violence, as defined in this *Policy*, for individuals conducting formal investigations of reports or conducting hearings;
- Provide all members of the University community with a process for reporting sexual harassment or sexual violence in accordance with the *Policy*;
- Identify on- and off-campus resources for reporting sexual harassment or sexual violence, including law enforcement, medical, and victim support services;
- Provide prompt and effective response to reports of sexual harassment, sexual violence, or reports of retaliation related to reports of sexual harassment or sexual violence in accordance with the *Policy*;
- Provide written notification as outlined in Section V.B.1 of the *Policy*; and

- Designate trained individuals, including, or other than, the Title IX Officer (Sexual Harassment Officer) to serve as resources for members of the University community who have questions or concerns regarding behavior that may be sexual harassment or sexual violence.

1. *Title IX Officer (Sexual Harassment Officer)*

Each location shall designate a single Title IX Officer (Sexual Harassment Officer). The names and contact information for the Title IX Officer (Sexual Harassment Officer) and any designated trained sexual harassment or sexual violence advisors shall be posted with the *Policy* and local procedures on the location's website and be readily accessible to the University community. The responsibilities of the Title IX Officer (Sexual Harassment Officer) include, but may not be limited to, the duties listed below:

- (a) Coordinate with other responsible units to ensure that local sexual harassment and sexual violence prevention education and training programs are offered and provided as required by the *Policy*;
- (b) Disseminate the *Policy* widely to the University community;
- (c) Provide educational materials to promote compliance with the *Policy* and familiarity with local reporting procedures;
- (d) Train University employees responsible for reporting or responding to reports of sexual harassment;
- (e) Provide prompt and effective response to reports of sexual harassment or sexual violence in accordance with the *Policy*;
- (f) Maintain records of reports of sexual harassment and sexual violence at the location and actions taken in response to reports, including records of investigations, voluntary resolutions, and disciplinary action, as appropriate; and
- (g) Identify and address any patterns or systemic problems that arise during the review of sexual harassment and sexual violence complaints.

B. Procedures for Reporting and Responding to Reports of Sexual Harassment or Sexual Violence

All members of the University community are encouraged to contact the Title IX Officer (Sexual Harassment Officer) if they observe or encounter conduct that may be subject to the *Policy*. This includes conduct by employees, students, or third parties. Reports of sexual harassment or sexual violence may be brought to the Title IX Officer (Sexual Harassment Officer), or to any manager, supervisor, or other designated employee responsible for responding to reports of sexual harassment or sexual violence. If the person to whom harassment normally would be reported is the individual accused of

harassment, reports may be made to another manager, supervisor, or designated employee. Managers, supervisors, and designated employees are required to notify the Title IX Officer (Sexual Harassment Officer) or other appropriate official designated to review and investigate sexual harassment complaints when a report is received.

Reports of sexual harassment or sexual violence should be brought forward as soon as possible after the alleged conduct occurs. While there is no stated timeframe for reporting, prompt reporting will better enable the University to respond to the report, determine the issues, and provide an appropriate remedy and/or action. All incidents should be reported even if a significant amount of time has passed. However, delaying a report may impede the University's ability to conduct an investigation and/or to take appropriate remedial actions.

1. Required Notifications For Reports of Sexual Violence

The University will provide a written explanation of available rights and options, including procedures to follow, when the University receives a report that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on- or off-campus or in connection with any University program. The written information shall include:

- (a) to whom the alleged offense should be reported;
- (b) options for reporting to law enforcement and campus authorities, including the option to notify local or on-campus law enforcement authorities; the right to be assisted by campus authorities in notifying law enforcement authorities if the complainant so chooses and the right to decline to notify such authorities;
- (c) the rights of complainants regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal or civil courts and the University's responsibilities regarding such orders;
- (d) the importance of preserving evidence as may be necessary to prove criminal domestic violence, dating violence, sexual assault, or stalking, or to obtain a protection order;
- (e) existing campus and community services available for victims including counseling, health, mental health, victim advocacy, legal assistance, and other services;
- (f) options for, and available assistance to, change academic, living, transportation, and working situations, if requested by the complainant and if reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement;
- (g) Any applicable procedures for institutional disciplinary action.

2. Options for Resolution

Individuals reporting sexual harassment or sexual violence shall be informed about options for resolving potential violations of the *Policy*. These options shall include procedures for Early Resolution, procedures for Formal Investigation, and filing complaints or grievances under applicable University complaint resolution or grievance procedures. Individuals making reports also shall be informed about policies applying to confidentiality of reports under this *Policy* (see Section V.G below). Locations shall respond to the greatest extent possible to reports of sexual harassment and sexual violence brought anonymously or brought by third parties not directly involved in the asserted offenses. However, the response to such reports may be limited if information contained in the report cannot be verified by independent facts.

Individuals reporting sexual harassment and sexual violence shall be informed about the range of possible outcomes of the report, including interim protections, remedies for the individual harmed by the incident, and disciplinary actions that might be taken against the accused as a result of the report, including information about the procedures leading to such outcomes.

An individual who is subjected to retaliation (e.g., threats, intimidation, reprisals, or adverse employment or educational actions) for having made a report of sexual harassment or sexual violence in good faith, who assisted someone with a report of sexual harassment or sexual violence, or who participated in any manner in an investigation or resolution of a report of sexual harassment or sexual violence, may make a report of retaliation under these procedures. The report of retaliation shall be subject to the procedures in Section V.B.3 and Section V.B.4 below.

3. Procedures for Early Resolution

The goal of Early Resolution is to resolve concerns at the earliest stage possible with the cooperation of all parties involved. Locations are encouraged to utilize Early Resolution options when the parties desire to resolve the situation cooperatively and/or when a Formal Investigation is not likely to lead to a satisfactory outcome. Participation in the Early Resolution process is voluntary. Early Resolution may include an inquiry into the facts, but typically does not include a formal investigation. Means for Early Resolution shall be flexible and encompass a full range of possible appropriate outcomes. Early Resolution includes options such as mediating an agreement between the parties, separating the parties, referring the parties to counseling programs, negotiating an agreement for disciplinary action, conducting targeted preventive educational and training programs, or providing remedies for the individual harmed by the offense. Early Resolution also includes options such as discussions with the parties, making recommendations for resolution, and conducting a follow-up review after a period of time to assure that the resolution has been implemented effectively. Early Resolution may be appropriate for responding to anonymous reports and/or third party

reports. Steps taken to encourage Early Resolution and agreements reached through Early Resolution efforts should be documented.

While the University encourages Early Resolution of a complaint, the University does not require that parties participate in Early Resolution prior to the University's decision to initiate a Formal Investigation. Some reports of sexual harassment or sexual violence may not be appropriate for mediation but may require a Formal Investigation at the discretion of the Title IX Officer (Sexual Harassment Officer) or other appropriate official designated to review and investigate sexual harassment complaints. The University will not compel a complainant to engage in mediation. Mediation, even if voluntary, may not be used in cases involving sexual violence.

4. Procedures for Formal Investigation

In cases where Early Resolution is inappropriate or in cases where Early Resolution is unsuccessful, the location may conduct a Formal Investigation. In such cases, the individual making the report may be encouraged to file a written request for Formal Investigation. The wishes of the individual making the request shall be considered, but are not determinative, in the decision to initiate a Formal Investigation of a report of sexual harassment or sexual violence. In cases where there is no written request, the Title IX Officer (Sexual Harassment Officer) or other appropriate official designated to review and investigate sexual harassment complaints, potentially in consultation with the administration, may initiate a Formal Investigation after making a preliminary inquiry into the facts.

In cases where a complainant states he or she does not want to pursue a Formal Investigation, the Title IX Officer (Sexual Harassment Officer) should inform the complainant that the ability to investigate may be limited. When determining whether to go forward with a Formal Investigation, the Title IX Officer (Sexual Harassment Officer) may consider: 1) the seriousness of the allegation, 2) in the case of a student complainant, the age of the student, 3) whether there have been other complaints or reports against the accused, and 4) the rights of the accused individual to receive information about the complainant and the allegations if formal proceedings with sanctions may result from the investigation. Even if a complainant does not want to pursue an investigation, under some circumstances, the Title IX Officer (Sexual Harassment Officer) may have an obligation to investigate a complaint, such as when there is a risk to the campus community if the accused remains on campus. The complainant should be made aware of this independent obligation to investigate the complaint.

- (a) In order to provide a prompt, fair, and impartial investigation and resolution, any Formal Investigation of reports of sexual harassment and/or sexual violence shall incorporate the following standards:

- i. The individual(s) accused of conduct violating the *Policy* shall be provided a copy of the written request for Formal Investigation or otherwise given a full and complete written statement of the allegations, and a copy of the *Policy*; and
 - ii. The individual(s) conducting the investigation shall be familiar with the *Policy*, have training or experience in conducting investigations, and as relevant to the investigation, be familiar with policies and procedures specific to students, staff, faculty, academic appointees, and visitors. For cases involving allegations of sexual violence, the individual(s) conducting the investigation must receive annual training on issues related to sexual violence. Such training includes how to conduct an investigation that protects the safety of the complainants and promotes accountability.
- (b) If the alleged conduct is also the subject of a criminal investigation, the campus may not wait for the conclusion of the criminal investigation to begin an investigation pursuant to this *Policy*. However, a campus may need to coordinate its fact-finding efforts with the police investigation. Once notified that the police department has completed its gathering of evidence (not the ultimate outcome of the investigation or the filing of any criminal charges), the campus must promptly resume and complete its fact-finding for the sexual harassment or sexual violence investigation.
- (c) The investigation generally shall include interviews with the parties if available, interviews with other witnesses as needed, and a review of relevant documents as appropriate. Disclosure of facts to parties and witnesses shall be limited to what is reasonably necessary to conduct a fair and thorough investigation. Participants in an investigation shall be advised that maintaining confidentiality is essential to protect the integrity of the investigation.
- (d) The investigator shall apply a preponderance of evidence standard to determine whether there has been a violation of this *Policy*.
- (e) Upon request, the complainant and the accused may each have a representative present when he or she is interviewed, and at any subsequent proceeding or related meeting. Other witnesses may have a representative present at the discretion of the investigator or as required by applicable University policy or collective bargaining agreement.
- (f) At any time during the investigation, the investigator may recommend that interim protections or remedies for the parties or witnesses be provided by appropriate University officials. These protections or remedies may include separating the parties, placing limitations on contact between the parties, or making alternative working or student housing arrangements. Failure to comply with the terms of interim protections may be considered a separate violation of this *Policy*.

- (g) The investigation shall be completed as promptly as possible and in most cases within 60 working days of the date the request for formal investigation was filed. This deadline may be extended on approval by a designated University official.
- (h) Generally, an investigation results in a written report that at a minimum includes a statement of the allegations and issues, the positions of the parties, a summary of the evidence, findings of fact, and a determination by the investigator whether this *Policy* has been violated. The report also may contain a recommendation for actions to resolve the complaint, including preventive educational programs, remedies for the complainant, and a referral to disciplinary procedures as appropriate. The report is submitted to a designated University official with authority to implement the actions necessary to resolve the complaint. The report may be used as evidence in other related procedures, such as subsequent complaints, grievances and/or disciplinary actions.
- (i) The complainant shall be informed if there were findings made that the *Policy* was or was not violated and of actions taken to resolve the complaint, if any, that are directly related to the complainant, such as an order that the accused not contact the complainant. In accordance with University policies protecting individuals' privacy, the complainant may generally be notified that the matter has been referred for disciplinary action, but shall not be informed of the details of the recommended disciplinary action without the consent of the accused, consistent with Section V.E.
- (j) The complainant and the accused may request a copy of the investigative report pursuant to University policy governing privacy and access to personal information.³ However, in accordance with University policy, the report shall be redacted to protect the privacy of personal and confidential information regarding all individuals other than the individual requesting the report.
- (k) At the conclusion of any disciplinary proceeding arising from an allegation of domestic violence, dating violence, sexual assault or stalking, the complainant and the accused will be simultaneously informed in writing of:
 - i. The outcome of any University disciplinary proceeding;
 - ii. The University's procedures for appealing the results of the proceeding;
 - iii. Any change to the results that occur prior to the time that such results become final; and
 - iv. When results become final.

³ [UC Business and Finance Bulletin RMP-8, Legal Requirements on Privacy of and Access to Information.](#)

C. Complaints or Grievances Involving Allegations of Sexual Harassment or Sexual Violence

An individual who believes he or she has been subjected to sexual harassment or sexual violence may file a complaint or grievance pursuant to the applicable complaint resolution or grievance procedure listed in *Appendix I: University Complaint Resolution and Grievance Procedures*. Such complaint or grievance may be filed either instead of or in addition to making a report of sexual harassment to the Title IX Officer (Sexual Harassment Officer) or other appropriate official designated to review and investigate sexual harassment and sexual violence complaints under this *Policy*. A complaint or grievance alleging sexual harassment or sexual violence must meet all the requirements under the applicable complaint resolution or grievance procedure, including time limits for filing.

If a complaint or grievance alleging sexual harassment or sexual violence is filed in addition to a report made to the Title IX Officer (Sexual Harassment Officer) or other appropriate official designated to review and investigate sexual harassment complaints under this *Policy*, the complaint or grievance shall be held in abeyance subject to the requirements of any applicable complaint resolution or grievance procedure, pending the outcome of the Early Resolution or Formal Investigation procedures. If the individual wishes to proceed with the complaint or grievance, the Early Resolution or Formal Investigation shall constitute the first step or steps of the applicable complaint resolution or grievance procedure.

An individual who has made a report of sexual harassment or sexual violence also may file a complaint or grievance alleging that the actions taken in response to the report of sexual harassment or sexual violence did not follow *Policy*. Such a complaint or grievance may not be filed to address a disciplinary sanction imposed upon the accused. Any complaint or grievance regarding the resolution of a report of sexual harassment or sexual violence must be filed in a timely manner. The time period for filing begins on the date the individual was notified of the outcome of the sexual harassment or sexual violence investigation or other resolution process pursuant to this *Policy*, and/or of the actions taken by the administration in response to the report of sexual harassment or sexual violence, whichever is later.

D. Remedies and Referral to Disciplinary Procedures

Findings of *Policy* violations may be considered to determine remedies for individuals harmed by the sexual harassment or sexual violence and shall be referred to applicable local disciplinary procedures (*Appendix II*). Procedures under this *Policy* shall be coordinated with applicable local complaint resolution, grievance, and disciplinary procedures to avoid duplication in the fact-finding process whenever possible. Violations of the *Policy* may include engaging in sexual harassment or sexual violence, retaliating against a complainant reporting sexual harassment or sexual violence, or violating interim protections. Investigative reports made pursuant to this *Policy* may be used as evidence in subsequent complaint resolution, grievance, and disciplinary proceedings as permitted by the applicable procedures.

E. Privacy

The University shall protect the privacy of individuals involved in a report of sexual harassment or sexual violence to the extent permitted by law and University *Policy*. A report of sexual harassment or sexual violence may result in the gathering of extremely sensitive information about individuals in the University community. While such information is considered confidential, University policy regarding access to public records and disclosure of personal information may require disclosure of certain information concerning a report of sexual harassment or sexual violence. In such cases, every effort shall be made to redact the records in order to protect the privacy of individuals. An individual who has made a report of sexual harassment or sexual violence may be advised of sanctions imposed against the accused when the individual needs to be aware of the sanction in order for it to be fully effective (such as restrictions on communication or contact with the individual who made the report). In addition, when the offense involves a crime of violence or a non-forcible sex offense, the Family Educational Rights and Privacy Act permits disclosure to the complainant the final results of a disciplinary proceeding against the alleged accused, regardless of whether the University concluded that a violation was committed. Information regarding disciplinary action taken against the accused shall not be disclosed without the accused's consent, unless permitted by law as noted above, or unless it is necessary to ensure compliance with the action or the safety of individuals.

F. Confidentiality of Reports of Sexual Harassment and Sexual Violence

Each location shall identify confidential resources with whom members of the University community can consult for advice and information regarding making a report of sexual harassment or sexual violence. These resources provide individuals who may be interested in bringing a report of sexual harassment or sexual violence with a safe place to discuss their concerns and learn about the procedures and potential outcomes involved. These resources shall be posted on the location's website. Confidential resources include campus ombudspersons and/or licensed counselors in employee assistance programs or student counseling centers. Individuals who consult with confidential resources shall be advised that their discussions in these settings are not considered reports of sexual harassment or sexual violence and that without additional action by the individual, the discussions will not result in any action by the University to resolve their concerns.

The locations shall notify the University community that certain University employees, such as the Title IX Officer (Sexual Harassment Officer), managers, supervisors, and other designated employees have an obligation to respond to reports of sexual harassment or sexual violence, even if the individual making the report requests that no action be taken. An individual's requests regarding the confidentiality of reports of sexual harassment or sexual violence will be considered in determining an appropriate response; however, such requests will be considered in the dual contexts of the University's legal obligation to ensure a working and learning environment free from sexual harassment and sexual violence and the due process rights of the accused to be informed of the allegations and their source. Some level of disclosure may be

necessary to ensure a complete and fair investigation, although the University will comply with requests for confidentiality to the extent possible.

G. Retention of Records Regarding Reports of Sexual Harassment and Sexual Violence

The office of the Title IX Officer (Sexual Harassment Officer) is responsible for maintaining records relating to sexual harassment and sexual violence reports, investigations, and resolutions. Records shall be maintained in accordance with University records policies. All records pertaining to pending litigation or a request for records shall be maintained in accordance with instructions from legal counsel.

VI. RELATED INFORMATION

- [Violence Against Women Reauthorization Act \(VAWA\) of 2013](#)
- [University of California Statement of Ethical Values](#)
- [Standards of Ethical Conduct](#)
- [Academic Personnel Manual \(APM\) Section 015](#), The Faculty Code of Conduct (referenced in Section III.D, footnote 1)
- [Academic Personnel Manual \(APM\) Section 016, University Policy on Faculty Conduct and the Administration of Discipline](#) (referenced in Section III.D, footnote 1)
- [Academic Personnel Manual \(APM\) Section 035, Affirmative Action and Nondiscrimination in Employment](#) (referenced in Section III.D, footnote 2)
- Academic Personnel Manual (APM) Section 150, Non-Senate Academic Appointees/Corrective Action and Dismissal
- [Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices](#) (referenced in Section III.D, footnote 2)
- [Nondiscrimination Policy Statement for University of California Publications Regarding Student-Related Matters](#) (referenced in Section III.D, footnote 2)
- [Personnel Policies for Staff Members 12 \(Nondiscrimination in Employment\)](#) (referenced in Section III.D, footnote 2)
- [Policy on Student Conduct and Discipline](#)
- [Student-Related Policy Applying to Nondiscrimination on the Basis of Sex](#)
- [University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment](#) (referenced in Section III.D, footnote 2)
- [UC Business and Finance Bulletin RMP-8, Legal Requirements on Privacy of and Access to Information](#)
- [University of California Policies Applying to Campus Activities, Organizations, and Students](#) (referenced in Section III.D, footnote 2)
- [Business and Finance Bulletin RMP-2: Records Retention and Disposition: Principles, Processes, and Guidelines](#)

VII. FREQUENTLY ASKED QUESTIONS

[to be developed]

VIII. REVISION HISTORY

This policy was reformatted into the standard University of California policy template effective 02/25/2014.

Future revisions to this policy will be circulated under standard procedures for Presidential Policies; in the case of this policy, the review will include circulation under the standard Academic Personnel Manual (APM) process, with final authority resting with the President.

As a result of the issuance of this policy, the following documents are rescinded as of the effective date of this policy and are no longer applicable:

- University of California Policy on Sexual Harassment, dated February 10, 2006
- University of California Procedures for Responding to Reports of Sexual Harassment, dated December 14, 2004
- University of California Policy on Sexual Harassment and Complaint Resolution Procedures, dated April 23, 1992
- University of California Policy on Sexual Harassment and complaint Resolution Procedures, dated March 10, 1986

APPENDIX I: University Complaint Resolution and Grievance Procedures

Applicable complaint resolution and grievance procedures for members of the University community:

Academic Personnel:

Members of the Academic Senate

[Senate Bylaw 335](#)

Non-Senate Academic Appointees

[APM - 140](#)

Exclusively Represented Academic Appointees

Applicable collective bargaining agreement

Students:

[Policies Applying to Campus Activities, Organizations and Students, Section 110.00](#)

Staff Personnel:

Senior Managers

[PPSM II-70](#)

Managers and Senior Professionals,
Salary Grades VIII and IX

[PPSM 71](#)

Managers and Senior Professionals,
Salary Grades I – VII; and
Professional and Support Staff

[PPSM 70](#)

Exclusively Represented Staff Personnel

Applicable collective bargaining agreement

Lawrence Berkeley National Laboratory Employees

[Applicable Laboratory policy](#)

All:

The [University of California Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities \(Whistleblower Policy\)](#) and the [University of California Policy for Protection of Whistleblowers from Retaliation and Guidelines for Reviewing Retaliation Complaints \(Whistleblower Protection Policy\)](#), which govern the reporting and investigation of violations of state or federal laws or regulations and University policy, including sexual harassment.

APPENDIX II: University Disciplinary Procedures

Applicable disciplinary action procedures if a report of sexual harassment or sexual violence results in a recommendation for disciplinary action:

- A. [The Faculty Code of Conduct \(APM - 015\)](#) as approved by the Assembly of the Academic Senate and by The Regents outlines ethical and professional standards which University faculty are expected to observe. It also identifies various forms of unacceptable behavior which are applicable in cases of sexual harassment or sexual violence. Because the forms of unacceptable behavior listed in *The Faculty Code of Conduct* are interpreted to apply to sexual harassment or sexual violence, a violation of the University's *Policy on Sexual Harassment and Sexual Violence* constitutes a violation of the *Faculty Code of Conduct*. The [University Policy on Faculty Conduct and the Administration of Discipline \(APM - 016\)](#), as approved by the Assembly of the Academic Senate and by The Regents, outlines sanctions and disciplinary procedures for faculty.
- B. Provisions of the policy on [Non-Senate Academic Appointees/Corrective Action and Dismissal \(APM - 150\)](#) (applicable to non-exclusively represented academic appointees) and collective bargaining agreements (applicable to exclusively represented academic appointees) provide for corrective action or dismissal for conduct which violates University policy.
- C. The [Policies Applying to Campus Activities, Organizations, and Students](#) sets forth in Section 100.00 the types of student misconduct that are subject to discipline and the types of disciplinary actions that may be imposed for violation of University policies or campus procedures.
- D. Provisions of the [Personnel Policies for Staff Members](#), and the Lawrence Berkeley National Laboratory personnel policies (applicable to non-exclusively represented staff employees), and collective bargaining agreements (applicable to exclusively represented staff employees) prohibit conduct which violates University policy with respect to sexual harassment or sexual violence and provide for disciplinary action for violation of University policy.