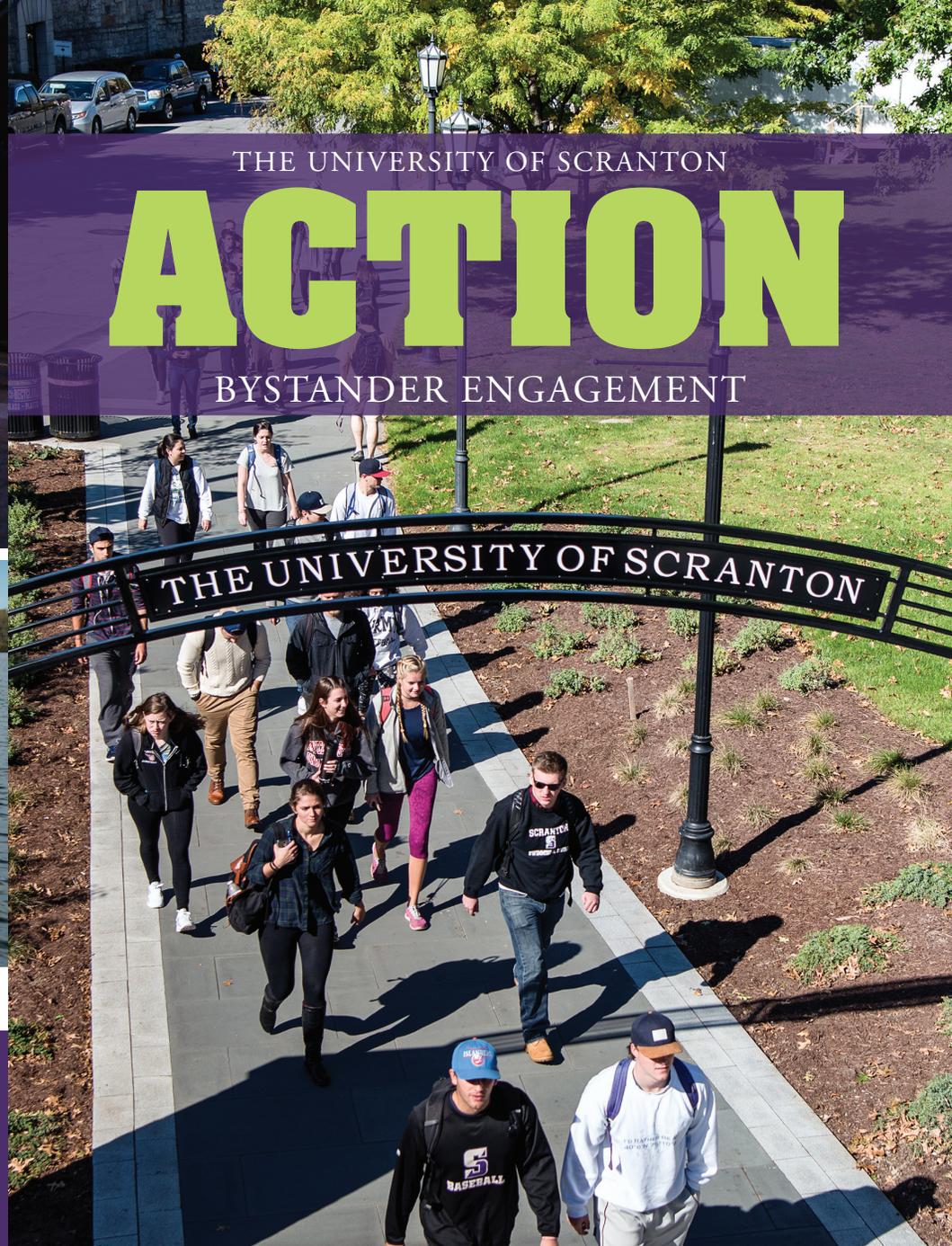




www.scranton.edu/care

The University of Scranton is committed to providing a safe and nondiscriminatory employment and educational environment. The University does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment.

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THE UNIVERSITY OF SCRANTON

ACTION

BYSTANDER ENGAGEMENT

Developed and facilitated by the Jane Kopas Women's Center
as part of the Division of Student Formation & Campus Life
Supported by the Governor's It's On Us PA Grant Program



WHY ARE WE HERE?

This program seeks to empower students with knowledge and skills to foster a campus community that is safe, healthy, and inclusive.

We are a community that promotes safety and success. In addition to building new relationships of our own, we should strive to support others as they navigate their relationships. Healthy relationships are built on respect, trust, honesty, safety, and assertive communication.

We need everyone's assistance to stop sexual harassment and sexual misconduct. As people "for and with others," it is our responsibility to support our peers. Being an active bystander empowers you to be an ally who acts responsively and safely in situations where someone may need help. By utilizing a variety of bystander engagement techniques, you will be able to assess a problematic situation, offer support to those who you are concerned about, and prevent potentially harmful actions like sexual harassment and sexual misconduct.

Consistent with The University of Scranton's Catholic and Jesuit ideal of cura personalis, this program strives to consider the physical and emotional wellness of the whole person by providing essential information that is instructive and relevant to young adults. Most importantly, this program aims to enhance the safety and well-being of our whole community.

BYSTANDER ENGAGEMENT

What is a Bystander?

A bystander is a potential ally who has the ability to prevent, diffuse, report, or decrease behaviors or actions that could lead to sexual misconduct or relationship violence.

What is Bystander Engagement?

Bystander engagement is when a person uses tools and strategies to safely intervene, interrupt, and take responsibility in potentially harmful situations. Bystander engagement occurs when community members recognize sexual harassment and sexual misconduct as issues and take action when they witness potentially harmful situations.

Why Does This Matter?

“There are **321,500** persons (age 12 or older) who experience rape and sexual assault each year in the United States” (Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, National Crime Victimization Survey, 2010-2014 (2015)).

“Every **98** seconds a person in America perpetrates a sexual assault” (Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, National Crime Victimization Survey, 2010-2014 (2015)).

The presence of a bystander makes a completed rape **44%** less likely (Clay-Warner, J. (2002). Avoiding rape: The effects of protective actions and situational factors on rape outcome. *Violence and Victims*, 17 (6), 691 – 705.).

“**7.5 million** people were stalked in one year in the U.S.” (Centers for Disease Control and Prevention. (2014). Prevalence and characteristics of sexual violence, stalking, and intimate partner violence victimization-national intimate partner and sexual violence survey, United States, 2011. *Morbidity and Mortality Weekly Report*. 63 (8), 1-18.)

What Can I Do to Help End Sexual Harassment and Sexual Misconduct?

Take simple steps to become an active bystander:

- Notice the situation and be aware of your surroundings.
- Interpret it as a problem. Ask yourself, “Do I believe someone needs help?”
- Feel responsible to act. Educate yourself on what to do.
- Intervene safely. Keeping yourself safe while taking action is key.

Encourage Safety for Yourself and Others

- Have a plan. Talk to your friends about your plans and intentions before you socialize.
- Watch out for others. If you are concerned about someone, offer your support.
- Diffuse situations. If you see a friend coming on too strong to someone who may be incapacitated or unable to make a consensual decision, interrupt, distract, or redirect the situation. If you do not feel comfortable doing so, get someone else to step in.
- Trust your instincts. If a situation does not feel right to you, trust your instinct. If possible, remove yourself and others from the situation.

Information is based on Bystander Intervention research being completed at the University of New Hampshire (Bringing in the Bystander®).

Sometimes when we see risky situations we choose not to engage because we are not sure what to do or if it is our place to do something. However, in order to foster a safe and strong community we should engage.

We should engage because:

- Caring about other people’s wellbeing is important.
- Positive role modeling creates a culture that deters harmful behavior, including sexual harassment and sexual misconduct.
- Supporting individuals or groups who have experienced sexual harassment and sexual misconduct builds a stronger community.
- Stepping in could decrease harm or prevent further harm.

If you witness concerning or non-consensual behaviors or actions like the examples listed below, you have the opportunity to safely engage or intervene.

- Verbal or psychological abuse.
- Online bullying.
- Harassment on the street or at a social gathering.
- When a “no” is not respected.
- Joking about women and/or other marginalized identities.
- Violence, threats of violence, harm, self-harm.

SEXUAL HARASSMENT AND SEXUAL MISCONDUCT – WHAT ARE THEY?

Sexual harassment and sexual misconduct include a wide range of non-consensual behavior, none of which are tolerated in our University community. Many of these behaviors also constitute crimes. Please refer to the full definitions in the Sexual Harassment and Sexual Misconduct Policy.

Sexual harassment is unwelcome sexual or gender based behavior that creates an environment that would reasonably be perceived and is perceived by the complainant as hostile or abusive. Sexual assault is the most serious form of sexual harassment. Examples include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature.

Sexual misconduct including, but not limited to sexual assault, sexual exploitation, intimate partner violence, and stalking is prohibited, as defined fully in the Sexual Harassment and Sexual Misconduct Policy.

Sexual assault is any non-consensual attempted or completed sexual intercourse (oral, anal, or vaginal penetration, however slight) with a body part and/or object.

Sexual exploitation is an act or acts attempted or committed by a person for sexual gratification, financial gain, or advancement through the abuse or exploitation of another person’s sexuality. Examples include but are not limited to non-consensual touching, fondling, or kissing, non-consensual voyeurism, non-consensual recording of sexual activity and or a person’s intimate parts, non-consensual dissemination of such recordings, allowing others to view sexual activities without the consent of all of the participants, exposure of one’s body in an indecent or lewd manner, sexual activity in public or semi-public places or exposing another person to a sexually transmitted infection or virus without the other’s knowledge.

Intimate partner violence (including Domestic and Dating Violence) is defined as any act of violence or threatened violence that occurs between individuals who are involved or have been involved in a sexual, domestic, dating, or other intimate relationship.

Stalking is defined as a course (more than once) of conduct directed toward another person that could be reasonably regarded as likely to alarm, harass, or cause fear of harm or injury to that person, or to a third party, such as a roommate or friend. Examples of stalking include following someone or making repeated, unwanted communications (including over social media).

Physical force is not necessary for an act to be sexual harassment or sexual misconduct. It is the **absence of consent** that makes these acts violations of our Sexual Harassment and Sexual Misconduct Policy.

TECHNIQUES AND STRATEGIES FOR ENGAGING

How to engage safely:

| | |
|------------------------------|--|
| “I” Statements | Three parts: 1. State your feelings, 2. Name the behavior, 3. State how you want the person to respond. This focuses on your feelings rather than criticizing the other person. Example: “I feel ____ when you _____. Please don’t do that anymore.” |
| Silent Stare | Remember, you don’t have to speak to communicate. Sometimes a disapproving look can be far more powerful than words. |
| Humor | Reduces the tension of an intervention and makes it easier for the person to hear you. Do not undermine what you say with too much humor. Funny doesn’t mean unimportant. |
| Group Intervention | There is safety and power in numbers. Best used with someone who has a clear pattern of inappropriate behavior where many examples can be presented as evidence of their problem. |
| Bring it Home | Prevents someone from distancing themselves from the impact of their actions. Ex: “I hope no one ever talks to you like that.” Prevents someone from dehumanizing their targets. Ex: “What if someone said your partner deserved to be raped or called your parent a whore?” |
| We’re friends, right? | Reframes the intervention as caring and non-critical. Example: “Hey Sam, as your friend I’ve got to tell you that getting a girl drunk to have sex with her isn’t cool, and you could get in a lot of trouble. Don’t do it.” |
| Distraction | Snaps someone out of their “sexist comfort zone.” Example: Ask a harasser on the street for directions or the time”. Allows a potential target to move away and/or to have other friends intervene. Example; Spill your drink on the person or interrupt and start a conversation with the person. |

Call the police

If you feel you are unable to safely engage before or during an incident, you can still take action afterwards by checking in on the person to see if assistance is needed. A supportive response can make a positive impact. Asking questions about the person’s well-being, acknowledging the experience, offering resources and options, and encouraging self-care is appropriate. It is important to respect the person’s choices and course of action. It is also important to remember that there is more than one way to respond as a bystander and resources are available to help you through this experience as well.



RISK REDUCTION FACTORS

Risk reduction factors are steps people can take to minimize the possibility of sexual misconduct and increase their safety and their sense of empowerment. These risk reduction factors and safety ideas are a choice, not a responsibility. Whether or not someone chooses to use these ideas, sexual misconduct is never the fault of the person who experiences it. We have a right to be in the world without having people hurt us. Remember that sexual activity is a choice, and all people, at any time, are free to choose whether or not to engage.

- Trust your gut and intuition. If you feel threatened, yell or leave the situation if you can do so safely.
- Avoid people who don't listen to you, ignore personal space boundaries, etc.
- Only attend gatherings with friends you trust.
- Know your sexual intentions and limits. Communicate those limits firmly and directly.
- Avoid making sexual decisions when alcohol and/or other drugs are involved.
- Be aware of predatory drugs.

Sexual misconduct can occur despite all precautions. If you experience any sexual harassment or sexual misconduct, it is NOT your fault. The only person responsible for sexual harassment or sexual misconduct is the person who committed it.

SEXUAL HARASSMENT AND SEXUAL MISCONDUCT REPORTING INFORMATION, SUPPORT AND RESOURCES

As a Catholic, Jesuit institution of higher learning, The University of Scranton is committed to providing care and support for students who have experienced sexual harassment or sexual misconduct while remaining mindful of the safety and well-being of the larger University community. Sexual misconduct includes sexual assault, sexual exploitation, intimate partner violence and stalking. Federal laws (i.e., Title IX of the Education Amendments of 1972) require the University to take immediate and appropriate steps upon becoming aware of reports of sexual harassment or sexual misconduct. The University will make every reasonable effort to preserve an individual's privacy in light of this responsibility.

Emergency Services and Immediate Care

The first priority for any individual is personal safety and well-being. In an emergency situation, the University encourages all individuals to seek immediate assistance from **University Police (570-941-7777)**, the **City of Scranton Police Department at 911**, and/or a medical facility. This is the best way to address immediate safety concerns while allowing for the preservation of evidence and an immediate investigative response. If you have experienced sexual misconduct, including sexual assault:

• **Preserve all evidence of the sexual assault or other form of sexual misconduct.**

- Do not bathe, change or dispose of clothing, use the restroom, wash hands, brush teeth, eat or smoke.
- If you are still at the location of the incident, do not clean anything.
- Write down all the details you can recall about the incident and the perpetrator including any information related to previous concerning behavior or history.

• **In cases of sexual assault, seek medical care as soon as possible.** Even if you do not have any visible physical injuries, you may be at risk of acquiring a sexually transmitted infection (women may also be at risk for pregnancy).

- Refer to contact information for local hospitals in this brochure.
- Ask the health care professional to conduct a Sexual Assault Forensic Exam (SAFE).
- If you suspect you were drugged, request collection of a urine or blood sample.

MEDICAL SERVICES

Medical Services in cases of sexual assault or other misconduct are best handled by a hospital when the student seeks assistance as soon as possible and within 72 hours of the incident. Medical treatment and the ability to preserve evidence is available within blocks of the University campus. **You do NOT need to provide health insurance information to the hospital for a Sexual Assault Forensic Exam.**

Geisinger Community Medical Center

1800 Mulberry St.
Scranton, PA 18510
(570) 969-8000

The Regional Hospital of Scranton

746 Jefferson Ave.
Scranton, PA 18510
(570) 348-7951

Moses Taylor Hospital

700 Quincy Ave.
Scranton, PA 18510
(570) 340-2900

If a student visits the hospital for an exam, both the police and Women's Resource Center of Lackawanna County (WRC) should be notified by the hospital. The student may choose whether or not to speak to the police and/or the WRC at the hospital. If the student chooses to speak to the police, he or she still has the option of whether or not to file charges against the person accused. The WRC advocate is confidential and will be able to provide support and information throughout the process.

The University also provides support and assistance through **Student Health Services (570-941-7667)** from 8:30 a.m.-5:00 p.m. Monday through Thursday and Friday 8:30 a.m.-4:30 p.m. during the academic year. Student Health Services is located at the corner of North Webster Avenue and Mulberry Street in the Roche Wellness Center.

REPORTING AN INCIDENT/SITUATION

If you have witnessed or experienced sexual harassment or sexual misconduct, you have several reporting options. It is your decision to participate in a criminal process, the University process, both or neither.

REPORT TO THE POLICE

Sexual assault and other forms of sexual misconduct are not only University policy violations but may also be crimes. You are encouraged, but not required, to report these crimes to the police. If you choose, University officials will assist you in contacting the police.

The University of Scranton Police Department (570) 941-7777

City of Scranton Police (570)348-4134 or 911 for an emergency

REPORT TO THE UNIVERSITY

Sexual harassment and sexual misconduct are prohibited by The University of Scranton and are violations of University policy. In an effort to support individuals as well as the campus community, the reporting options below will initiate a response process by the University. If you wish to speak with someone for confidential support, please see the confidential resources listed in this guide.

Title IX Coordinator

Ms. Jennifer LaPorta
(570) 941-6645
jennifer.laporta@scranton.edu
www.scranton.edu/diversity

The University of Scranton Police Department

(570) 941-7777 (emergency) or
(570) 941-7888 (non-emergency)
www.scranton.edu/police

Deputy Title IX Coordinator (Students)

Ms. Lauren Rivera
(570)941-7680
lauren.rivera@scranton.edu
www.scranton.edu/dos

Online Anonymous Reporting

The University of Scranton Police
Silent Witness Program
www.scranton.edu/silentwitness

The Silent Witness Program should not be used for emergency or crisis situations needing an immediate law enforcement or medical emergency response.

Deputy Title IX Coordinator (Employees)

Ms. Patricia Tetreault
(570)941-7767
patricia.tetreault@scranton.edu
www.scranton.edu/hr

Required Reporter Statement

University policy provides that every employee (except those specifically identified as a "confidential" resource) who receives a report of sexual harassment or sexual misconduct is required to share the report with the Title IX Coordinator. Resident Assistants, Graduate Assistants, and Student Officers are also required reporters. While students are encouraged to directly report information to the designated reporting options listed above, the University recognizes that a student may choose to share information regarding sexual harassment and sexual misconduct with other employees of the University (e.g. a Resident Assistant, faculty member, or coach). The University is committed to ensuring that all reports are shared with the Title IX Coordinator for consistent application of the Sexual Harassment and Sexual Misconduct Policy to all individuals and to allow the University to respond promptly and equitably to eliminate the prohibited conduct, prevent its recurrence and address its effects.

SUPPORT SERVICES AND RESOURCES

Various resources within the University and local community are available for students who have experienced sexual harassment or sexual misconduct of any kind. Regardless of which resource(s) a student chooses to access, the situation will be handled with sensitivity and care to protect the privacy of the student/s involved.

Confidential Resources

A person who desires confidentiality should make contact with one of the confidential resources/support services listed below. Information shared with a confidential resource does not have to be reported to the University, Title IX Coordinator or law enforcement for investigation unless the person disclosing the confidential resources later chooses to engage those resources.

The University of Scranton Counseling Center (570-941-7620) provides confidential counseling services to University students from Mon-Fri 8:30am-4:30pm during the academic year. The Counseling Center is located on the 6th floor O'Hara Hall, at the corner of Linden and Jefferson. Upon request, the Counseling Center will provide counseling as well as referrals to agencies off-campus.

Student Health Services (570-941-7667) provides confidential medical support and assistance to University students from 8:30 a.m.-5:00 p.m. Monday through Thursday and Friday 8:30 a.m.-4:30 p.m. during the academic year. Student Health Services is located at the corner of North Webster Avenue and Mulberry Street in the Roche Wellness Center.

Women's Resource Center of Lackawanna County (570-346-4671) is a confidential, community-based agency serving those who have experienced sexual assault or other sexual misconduct. A counselor/advocate can be reached 24 hours a day. WRC counselors are trained and prepared to offer information regarding The University of Scranton's support, resources and reporting options to those who identify themselves as University of Scranton students.

National Sexual Assault Hotline (800-656-HOPE) is a free, confidential national resource available 24 hours a day by calling or online.rainn.org

Additional Resources and Support Services – Private but Not Confidential

Regardless of which resource(s) a student chooses to access, the situation will be handled with sensitivity and care to protect the privacy of the student/s involved.

Campus Ministries (570-941-7419) is located the DeNaples Center, Suite 200 and offers pastoral support. Students may stop by the office and ask to speak to a priest or campus minister or schedule an appointment. Although Campus Ministries staff are not confidential employees, ordained priests acting in their pastoral capacity are confidential and will not report to the Title IX Coordinator.

The Jane Kopas Women's Center (570-941-6194) is located in the DeNaples Center, Suite 205. The Center is a safe and comfortable gathering place that also provides educational programming, leadership development, resources and referrals.

www.scranton.edu/CARE is a website maintained by the University which provides information and resources for those in our campus community who have experienced or witnessed sexual harassment or sexual misconduct.

The Title IX Coordinator, Jennifer LaPorta, (570-941-6645) is located in the Office of Equity and Diversity. This office located in the Institute of Molecular Biology and Medicine, Suite 100, provides programs, resources, and support. The Title IX Coordinator is available to discuss any questions regarding the Sexual Harassment and Sexual Misconduct Policy, to assist a student in accessing resources and support services and to facilitate the investigation and resolution of reports of conduct that may violate the Sexual Harassment and Sexual Misconduct Policy.

University Police (570-941-7777) are available to coordinate with various resources to provide for the safety and well-being of the person who experienced sexual assault or sexual misconduct. This may include transporting a student to a hospital for medical care, assisting in obtaining a Protection from Abuse Order from the local court, and/or coordinating with appropriate legal authorities including the Lackawanna County District Attorney's Office and the Victim/Witness Unit.

The Dean of Students/Deputy Title IX Coordinator, Lauren Rivera, (570-941-7680) is located in the DeNaples Student Center, Suite 201. The Dean of Students (or designee) meets with students to offer support and resource information, safeguard the larger University community, discuss formal reporting options, and review the Title IX investigation process. The information, resources and support provided by the Dean of Students is outlined in detail in the Sexual Harassment and Sexual Misconduct Policy.

Title IX Coordinator

Jennifer LaPorta, Executive Director
Office of Equity and Diversity
Institute of Molecular Biology and Medicine
570-941-6645
jennifer.laporta@scranton.edu

Deputy Title IX Coordinator - Employees

Patricia Tetreault, Associate Vice President
Human Resources
St. Thomas Hall, Suite 100
(570)941-7767
patricia.tetreault@scranton.edu

Deputy Title IX Coordinator - Students

Lauren Rivera, Dean of Students and Associate Vice Provost
Student Formation and Campus Life
DeNaples Student Center 201
570-941-7680
lauren.rivera@scranton.edu

www.scranton.edu/care

The United States Department of Education's Office for Civil Rights (OCR) enforces Title IX. Information regarding OCR may be found at www.ed.gov/about/offices/list/ocr/index.html