

Dear Faculty Member,

In order to enable our students to work on their education and live in a safe environment free from discrimination, sexual assault, and other violence we need your assistance. Indian Hills Community College prohibits sexual and gender-based misconduct in any form, including sexual assault, sexual harassment, gender-based harassment, sexual exploitation, stalking, intimate partner violence, and retaliation. The college responds to all reports of sexual and gender-based misconduct. To review our Sexual and Gender-Based Misconduct Policy please refer to the following link:

<http://www.indianhills.edu/about/policies/sexualmisconduct.php>

A minimum of 1 out of 10 students are sexually assaulted while on a college campus, with additional unreported incidents. A student who experiences gender-based violence typically experiences some effects psychologically, physiologically, socially, or academically. We would like to provide further information that could be helpful for faculty to continue to assist the students when they contact you. It can seem overwhelming to make changes in our society in this area, however, we have already seen more reports here on campus and in society, due to changes in our and society's responses to violations of the Sexual and Gender-based Misconduct Policy and to survivors of gender-based violence.

We understand your lives are tremendously busy and we appreciate your willingness to partner with us to help reduce violence and provide a safe environment for all of our students. We also know students become familiar with you and value your support and therefore often turn to you when they are experiencing life problems. For your convenience, we have compiled this toolkit that explains what to do when a report/disclosure is made, how to connect a student in crisis to the resources we have at IHCC, as well as proactive ways you can make a statement against sexual and gender-based misconduct.

We appreciate all you do to assist students and to provide a safe environment for them to be educated.

Thank you

Responding to Reports

As stated in our Sexual and Gender-Based Misconduct Policy you are a “Responsible Employee” and are required to share knowledge of prohibited conduct under This Policy with a Title IX Coordinator, therefore you are unable to promise confidentiality, but you can assure the student of privacy and that you will only share the information with a Title IX Coordinator. You can also provide the information about confidential resources. These are available in the Sexual and Gender-Based Misconduct Policy and on our IHCC website in the Title IX section. <http://www.indianhills.edu/about/policies/titleix.php>

When a Title IX Coordinator is made aware of the incident, the Title IX Coordinator will contact the student to inquire whether the student would like to make a complaint or receive information about resources. Please refer to the Indian Hills Title IX Flowchart to review the Title IX reporting process. <http://www.indianhills.edu/about/policies/titleix.php>

If you believe there is imminent danger contact Campus Security (641) 683-5300 or 911.

Listening

When responding to reports it is important to respond with respect and empathy and nonthreateningly. Let the individual know you are a “Responsible Employee” and what that entails. Understand they may express and show a variety of emotions or seem emotionless. Acknowledge their emotions and their courage to share. Avoid judgment and sharing your opinion about their actions, along with questioning them about the incident. Avoid minimizing their experience. If you are their current instructor, please work to help them figure out a way to be successful in completing your class. It is also important to know the effects they experience may be immediate and obvious or appear later.

Possible effects include physical problems, anxiety, decreased ability to pay attention, or concentrate. They also might have more absences or tardiness. If you have concerns, please report these to Early Alert https://cm.maxient.com/reportingform.php?IndianHillsCC&layout_id=50 or use the Quick Link on the Faculty and Staff page. Another alternative is to report your concerns to the Care Team. <http://www.indianhills.edu/life/healthwellness/care.php>

Ways to Show Your Support

- Display available resource for survivors of gender based violence.
- Have resources available to give to students.
- Announce and promote campus activities related to gender based information.
- Participate in tabling activities.
- Participate in Lunch and Learns.
- Participate in other campus activities as they are available.
- Organize an activity or project related to gender based violence awareness.
- Use “Don’t Cancel Class” when you have to miss class.

In Class Involvement

In order to assist you in your support for student safety, bystander intervention, and reporting incidents we have compiled a list of ideas you may want to use in the classroom. Some of these are ideas you can often relate to material you are teaching.

- Explain the difference between helpful and hurtful bystanders. Those who get help or intervene vs. those who encourage, join in, or watch passively.
- Discuss the concerns and discomfort people feel when witnessing something they know is wrong. Have students examine how they have reacted in the past.
- Discuss reasons people may choose to avoid being involved or intervening.
- Discuss current events such as #MeToo.
- Discuss the effects of gossip and rumors.
- Discuss what constitutes sexual harassment.
- Discuss high profile incidents that occur on college campuses.

Assignment Ideas for Research and Presentations or Papers

- The location of relevant reporting offices and hours on campus including Student Services, Student Health Services, and Crisis Intervention Services Counselor
- How sexual harassment might occur in their future occupation
- Possible physical effects both short and long term from sexual and gender violence
- Possible psychological effects both short and long term from sexual or gender violence
- Possible legal consequences for committing sexual or gender violence
- Possible treatment programs for sexual offenders
- History of the Violence Against Women Act (VAWA)
- Violence against women perpetuated by media including print, television/movies, and music
- Technology changing sexual harassment and stalking
- Economic concerns related to sexual and gender based misconduct
- Ways to identify sexual or gender based misconduct
- Neurobiological effects of trauma
- Prevention of sexual and gender based violence
- Effects of witnessing sexual or gender based violence on children
- Medical professionals and ideas on assisting a person who has experienced sexual or gender based violence (reporting or in the past)
- Legislation related to gender based violence
- Art supporting sexual or gender violence
- Social marketing for sexual and gender violence prevention
- What to do if you experience sexual or gender violence when interacting with a business
- Training your employees to be appropriate with others
- How to avoid sexual or gender harassment in a field that is primarily a certain gender

Adapted from:

Dept. of Justice and St. John's University