

Information for Faculty and Staff: Sexual Assault, Relationship Violence, and Stalking

www.fredonia.edu/sexualassault

This resource is intended for faculty, staff, and others who work directly with students at Fredonia. As a faculty or staff member, your relationships with students put you in a unique position to offer guidance and help. Often you may be the first person whom victims disclose their experiences. By educating yourself and following some simple guidelines, you can confidently respond to students who are experiencing relationship violence, sexual assault, sexual harassment, or stalking. The University has a duty to promptly address complaints of sex discrimination, including sexual harassment and sexual violence, to limit the effects of the discrimination, and to prevent its recurrence.

- **Sexual assault** is any sexual contact made without consent. Consent is a clear yes, not the absence of a no. If a person is incapacitated or impaired because of alcohol or other drug use, they are unable to give consent.
- **Dating or domestic violence** refers to an ongoing pattern of controlling and abusive behaviors that individuals use against their intimate partners. These behaviors include physical, sexual, or emotional attacks and/or economic control.
- **Sexual harassment** is unwelcome conduct of a sexual nature that is sufficiently severe, persistent or pervasive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from a program or activity.
- **Stalking** is repeated harassment that causes the victim fear. Examples of harassment include approaching the victim, sending the victim unwanted items, or repeatedly contacting the victim through email or text.

If a student discloses to you:

Listen with empathy. Listening is the single most important thing that you can do. No one deserves to be the victim of violence, regardless of the circumstances. Let the victim know they are not to blame for the assault. Avoid asking questions that imply fault, such as *"How much were you drinking?"* or *"Why didn't you call the police?"* Instead, say something simple and kind, like: *"I'm sorry that this happened to you."* or *"Thank you for telling me."*

Support and respect their decisions. Victims are often met with disbelief when they tell someone. They may be hesitant to trust others with their story. Many victims do not immediately file a report with law enforcement. This is okay. Remember, you are not an investigator; you are someone the victim trusts. Avoid telling the victim what they "should" or "must" do. One of the most important things you can do is help the victim take back the power they have lost. Try phrases like: *"What kind of help do you need?"* or *"When you are ready, there is help available."*

Know where to refer the victim for further help. There are many offices on the campus and in the community that specialize in these issues. You are not expected to be an expert on sexual assault, dating violence or stalking; however, you can direct the victim to people who are experts and can provide advocacy and support. You can refer students to the Prevention, Advocacy, and Wellness Services (PAWS) program of Counseling Services, which provides advocacy and support for survivors. Ask questions, like: *"Are you interested in talking to an advocate or counselor?"* or *"Would you like to see a nurse or doctor?"*

Contact Information: Julie Bezek, PAWS Coordinator, Counseling Center, LoGrasso Hall, 716-673-3424.

Reporting Obligation: All Fredonia employees* are required by federal guidance to report any disclosures of sexual violence to the Title IX Coordinator. This includes names of the student(s) involved (if known), relevant facts, date, time and location. Disclosures to the Title IX coordinator will be kept as private as possible. The Title IX Coordinator will contact the victim to ensure that information regarding resources, reporting options, and student and employee rights are provided. *Exempt employees include: licensed physician and clinical staff in the Student Health Center, licensed therapists/counselors/advocates in Student Counseling Services, and any clergy.

Contact Information: Office of Diversity, Equity, & Inclusion (Title IX Coordinator), Fenton Hall Room 143, (716) 673-3358.

Follow up with the student. Let the student know that you take any disclosure seriously and that you care about their well-being. Retaliation against any participants in the process – accused, victim, witness, and reporting individuals is prohibited. You could begin the conversation with: *"I was thinking about the conversation we had the other day. How are you doing?"*

Sexual Assault, Relationship Violence, and Stalking Resources:

Prevention, Advocacy, and Wellness Services (PAWS) – Counseling Center: Provides advocacy and support for Fredonia students who are survivors of sexual assault, relationship violence, and stalking. PAWS can answer questions, provide students with available options, offer emotional support, and make referrals to appropriate resources. Services are free and confidential. The PAWS office is located in LoGrasso Hall; appointments can be made in person, by calling the office at (716) 673-3424, or emailing the PAWS coordinator at Julie.Bezek@fredonia.edu. The PAWS office is open M-F, 8:00 am - 4:00 pm.

The Anew Center: Provides a 24/7 helpline for survivors of sexual assault and relationship violence (1-800-252-8748). The helpline can answer questions, provide referrals or send a victim advocate to meet with a survivor. Services are free and confidential.

Health Center: Can provide treatment for injuries, emergency contraception, testing for STDS/HIV, and referrals to providers for additional services. *Contact Information:* LoGrasso Hall, (716)673-3131.

Brooks Memorial Hospital: The hospital can provide medical treatment to survivors of sexual assault including treatment of injuries, STD testing and treatment, the morning after pill, and basic evidence collection (also known as 'rape kits'). Advocates from The Anew Center can be contacted to provide advocacy services. *Contact Information:* 529 Central Avenue – Dunkirk, (716)366-1111.

Emergency contraception (EC) is available the Health Center (LoGrasso Hall) for \$10.00. It is also available at area pharmacies for \$40-\$50.

University Police

Gregory Hall, (716) 673-3333

University Police are specially trained to identify and respond to the special needs of students who have experienced sexual violence. Victims who want to file a police report can contact the University Police (assaults that occurred on-campus).

Title IX Coordinator - Office of Diversity, Equity, & Inclusion

Fenton Hall Room 143, (716) 673-3358

The Title IX Coordinator is specifically trained to offer support for anyone regarding an incident of sexual violence. The coordinator can assist in decision making related to filing criminal or on campus judicial charges, and would serve in the capacity of an investigator related to an on campus hearing process. The coordinator is a neutral role who also maintains statistical information related to reported sexual violence.

Student Conduct

S212 Williams Center, (716) 673-4726

The Office of Student Conduct adjudicates cases for students who are charged with violations of the Students Rights and Responsibilities (Code of Conduct). Students may discuss issues of sexual assault, partner violence, stalking or other acts of misconduct by scheduling a meeting with the Director of Student Conduct at (716) 673-3271.

Fredonia Village Police

Temple Street, Fredonia, NY, (716) 679-1531

The Fredonia Police Department can assist students who have experienced sexual assault, partner violence, and/or stalking off campus.