

# PACCT GUIDEBOOK



**The Prevention Advocacy Compliance Clergy Team** is committed to providing ongoing updates, resources, and support to all CWRU community members impacted by sexual violence. This is a non-exhaustive overview, and it is encouraged to seek out more in-depth explanations from the information sources provided throughout the guidebook.

Updated: 02/18/2021

# **PACCT GUIDEBOOK**

## **TABLE OF CONTENTS**

<b>Types of Sexual Harassment</b>	<b>p. 2</b>
<b>Types of Trauma Responses</b>	<b>p. 3</b>
<b>Supportive Services for Students</b>	<b>p. 4</b>
<b>Supportive Services for Staff/Faculty</b>	<b>p. 5</b>
<b>Myths and Facts of Sexual Violence</b>	<b>p. 6</b>
<b>The Basics of Consent</b>	<b>p. 7</b>

**If you are in need of immediate support, please reach out to the resources below.**

**On-Campus Emergencies: 216.368.3333**

**Medical Advice (all hours): 216.368.2450**

**Counselor On-Call (all hours): 216.368.5872**



# TYPES OF SEXUAL HARASSMENT

As an **umbrella term** used by the university, sexual harassment is conduct of a sexual nature or conduct based on sex or gender that is nonconsensual or has the effect of threatening, intimidating, or coercing a person. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

Each act outlined below is included in this umbrella term.

## SEXUAL HARASSMENT

Unwelcomed verbal, written, online and/or physical conduct that in its nature is sexual, sex-based, and/or gender-based.



## QUID PRO QUO HARASSMENT

Unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by a person having power or authority over another when submission to such sexual conduct is made either explicitly or implicitly a term or condition of an individual's work or educational development or performance, or evaluation there of.

## STALKING

Stalking occurs when one person engages in a course of conduct toward another person under circumstances that would cause a person to fear for the person's safety, the safety of others, or suffer substantial emotional distress.



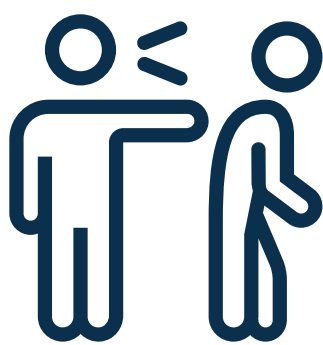
## SEXUAL ASSAULT

Any forcible sexual act directed against another person(s) without their consent, including instances in which the Complainant is incapable of giving consent.

It also includes incest and statutory rape, both considered non-forcible sex offenses.



## DATING VIOLENCE



Violence on the basis of sex committed by a person(s) who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse.

## DOMESTIC VIOLENCE

Violence on the basis of sex committed by a current or former partner with whom the Complainant shares a child in common, cohabits or has cohabited with as an intimate partner, and/or violates protections under the domestic or family violence laws of the State of Ohio.

## INFORMATION SOURCE

<https://case.edu/equity/sexual-harassment-title-ix/sexual-harassment-definitions>

## SEXUAL EXPLOITATION

Taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, such as taking pictures, video, or audio recording of another in a sexual act without the consent of all involved in the activity. Other examples include revenge porn, human trafficking, and engaging in sexual activity while knowingly infected with an STI without disclosing to partner(s).

# TYPES OF TRAUMA RESPONSES

**Everyone reacts differently to the trauma of sexual harassment.**

Any reaction a person has is typical.

During the days, weeks, and months after the incident a person may have a variety of responses.

The examples below outline **some** common responses that a person might experience.

## WHAT IS TRAUMA?

Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.



## THINGS YOU MIGHT FEEL

- |               |                |
|---------------|----------------|
| Numbness      | Guilt          |
| Fatigue       | Distraction    |
| Disconnection | Hypervigilance |
| Disbelief     | Shame          |
| Sadness       | Fear           |
| Helplessness  | Betrayal       |
| Anger         | Isolation      |

## TRAUMATIC EVENTS

Disrupt a sense of control, connection, and meaning

## THINGS YOU MIGHT EXPERIENCE

- Loss of appetite
- Nausea
- Anxiety
- Depression
- Stomach pain
- Sleeplessness
- Sleeping more than usual
- Headaches
- Tiredness
- Hypersexuality
- Other body pain



## CONFIDENTIAL SUPPORT

- University Health & Counseling Services
- Student Advocate for Gender Violence Prevention, Education, & Advocacy
- Employee Assistance Service (Staff/Faculty Only)
- Interreligious Council
- Survivors and Friends Empowerment (SAFE) Hotline
- Cleveland Rape Crisis Center
- Journey Center for Safety and Healing

## NON-CONFIDENTIAL SUPPORT

- Office of Equity
- Office for Inclusion, Diversity, and Equal Opportunity
- Case Western University Police Department
- Flora Stone Mather Center for Women
- Center for International Affairs
- Office of Student Affairs
- Residence Life
- *Friends, Family, & Personal Support*

## INFORMATION

### SOURCE

- <https://case.edu/equity/sexual-harassment-title-ix/resources>
- <https://www.ovwa.org/>
- [https://ncsacw.samhsa.gov/userfiles/files/SAMHSA\\_Trauma.pdf](https://ncsacw.samhsa.gov/userfiles/files/SAMHSA_Trauma.pdf)

## THINGS TO REMEMBER

What happened to you is not your fault.

You are not broken.

It is okay to not feel okay.

Your healing process is unique to you.

# SUPPORTIVE SERVICES FOR STUDENTS

There are many supportive services available to survivors of all types of sexual harassment, including sexual assault. The roles various supportive services fulfill are unique and separate with a common goal: **survivor support**.

The categories below outline these specific roles.

## HOTLINE ADVOCATE

Campus and Community services to provide short-term crisis intervention, safety planning referrals, information, and problem solving support. Rape crisis hotlines are typically available 24/7 and can be accessed by anyone impacted by sexual violence at any time, not just in immediate crisis.



## STUDENT ADVOCATE

On campus service available to provide confidential short-term counseling, support, resources, & advocacy to all undergraduate and graduate students. Available through University Health and Counseling Services.

To set an appointment: 216.368.8639

## CAMPUS HOTLINE

216.368.7777 (24/7 SAFE Line)

## COMMUNITY HOTLINE

216.619.6192 (Cleveland Rape Crisis Center 24/7 call or text line)

## HOSPITAL ADVOCATE

Specially trained advocates to assist survivors through the forensic exam and trauma of sexual violence, advocate for the survivor's needs & rights, and help determine follow-up resources. They may also provide short-term support to the loved ones present at the hospital.

Typically, hospital protocol requires Forensic Nurse Examiners to contact the hospital advocate. Survivors can request an advocate if one has not already been contacted.



## FORENSIC NURSE EXAMINERS

Forensic Nurse Examiners (FNE), more commonly referred to as Sexual Assault Nurse Examiners (SANE), are registered nurses who have completed specialized education and clinical preparation in the medical forensic care of the patient who has experienced sexual assault or abuse.

## COMMUNITY FNE PROGRAMS

University Hospitals Cleveland Medical Center  
11100 Euclid Avenue  
Cleveland, OH 44106  
To speak with a FNE hospital advocate,  
call: 216.844.3743

Hillcrest Hospital  
6780 Mayfield Road, North Campus  
Mayfield Heights, OH 44124  
To speak with a FNE hospital advocate,  
call: 440.312.7890

## INFORMATION SOURCE

<https://case.edu/studentlife/healthcounseling/counseling-services/advocate>  
[www.forensicnurses.org](http://www.forensicnurses.org)  
<https://case.edu/studentlife/dean/interreligious-council>  
<https://clevelandrapecrisis.org/>  
<https://oasv.liamcrest.com/>

## RELIGIOUS ADVOCATE

On campus service available to anyone impacted by sexual violence seeking religious and/or spiritual guidance. Available through the Interfaith Center. Ask to speak with a clergy person.

Call: 216.421.9614

# SUPPORTIVE SERVICES FOR STAFF & FACULTY

There are many supportive services available to survivors of all types of sexual harassment, including sexual assault. The roles various supportive services fulfill are unique and separate with a common goal: **survivor support**.

The categories below outline these specific roles.

## HOTLINE ADVOCATE

Campus and Community services to provide short-term crisis intervention, safety planning referrals, information, and problem solving support. Rape crisis hotlines are typically available 24/7 and can be accessed by anyone impacted by sexual violence at any time, not just in immediate crisis.



## EMPLOYEE ASSISTANCE & WORK/LIFE PROGRAM

Impact Solutions is the university's Employee Assistance and Work/Life Program. IMPACT Solutions provides free, confidential counseling and referrals to benefits-eligible faculty and staff, as well as their family members and household members.

## CAMPUS HOTLINE

800.227.6007 (24/7 Impact Solutions)

## COMMUNITY HOTLINE

216.619.6192 (Cleveland Rape Crisis Center 24/7 call or text line)

## HOSPITAL ADVOCATE



Specially trained advocates to assist survivors through the forensic exam and trauma of sexual violence, advocate for the survivor's needs & rights, and help determine follow-up resources. They may also provide short-term support to the loved ones present at the hospital.

Typically, hospital protocol requires Forensic Nurse Examiners to contact the hospital advocate. Survivors can request an advocate if one has not already been contacted.

## FORENSIC NURSE EXAMINERS

Forensic Nurse Examiners (FNE), more commonly referred to as Sexual Assault Nurse Examiners (SANE), are registered nurses who have completed specialized education and clinical preparation in the medical forensic care of the patient who has experienced sexual assault or abuse.

## COMMUNITY FNE PROGRAMS

University Hospitals Cleveland Medical Center  
11100 Euclid Avenue  
Cleveland, OH 44106  
To speak with a FNE hospital advocate,  
call: 216.844.3743

Hillcrest Hospital  
6780 Mayfield Road, North Campus  
Mayfield Heights, OH 44124  
To speak with a FNE hospital advocate,  
call: 440.312.7890

## INFORMATION SOURCE

<https://case.edu/hr/university-policies/university-wide-expectations-and-services/employee-assistance-and-work-life-program-eap>  
<https://case.edu/hr/worklife/employee-assistance-worklife-program>  
[www.forensicnurses.org](http://www.forensicnurses.org)  
<https://clevelandrapecrisis.org/>  
<https://oaesv.liamcrest.com/>

## ACCESSIBILITY & GENERAL RESOURCES

Cleveland Rape Crisis Center is a free resource for any staff, faculty, and community member seeking preventive and responsive resources to support themselves and others who may be impacted by sexual violence.

<https://clevelandrapecrisis.org/resources/resource-library/>

# MYTHS AND FACTS OF SEXUAL VIOLENCE

One of the ways the CWRU community can disrupt the culture of violence is by **increasing knowledge** around sexual violence. Accurate information about sexual violence can help us better **understand the experience** of survivors and **debunk misinformation** that can perpetuate shame and stigma. Below are some common myths and the facts that debunk them.

## MYTH

A person who wears revealing clothing, drinks heavily, or walks by themselves is to blame if they are sexually harassed or assaulted.

## FACT

Sexual assault is NEVER the survivor's fault. Sexual violence is caused by a perpetrator who chooses to harm another person.

## MYTH

Most sexual violence is committed by a stranger to the survivor.

## FACT

About 85% of sexual assault crimes are committed by someone the victim knows— an acquaintance, friend, friend of a friend, dating or intimate partner.

## MYTH

The term "sexual violence" is only applicable if a perpetrator has physically violated a survivor through sexual means.

## FACT

Perpetrators of sexual assault harm survivors in other ways, such as sharing intimate images or videos, stalking, harassing, pushing or hitting. These all considered acts of sexual violence.

## MYTH

The only people impacted by sexual violence are cis women.

## FACT

Anyone can be sexually harassed or assaulted. Perpetrators target adults, teens, and children of all ages regardless of gender identity or sexual orientation.

## IMPORTANT REMINDER

SEXUAL VIOLENCE IS A SYSTEMIC ISSUE, ROOTED IN POWER AND CONTROL. A PERPETRATOR OF SEXUAL VIOLENCE IS **NOT** SEEKING SEXUAL SATISFACTION BUT RATHER USING GENDER AND/OR SEX-RELATED TOOLS OF THE DOMINANT SYSTEM TO VIOLENTLY TAKE A SURVIVOR'S AGENCY AND AUTONOMY.

THOSE WHO HOLD MINORITIZED IDENTITIES IN OUR DOMINANT SYSTEM ARE OFTEN TARGETED BECAUSE THEY ALREADY HOLD LESS POWER AND CONTROL.

# THE BASICS OF CONSENT

Consent is **knowing, voluntary, and clear** permission by word or action to engage in sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other(s) has consented before engaging in the activity.

<p><b>If someone is...</b></p> <p>in a physical, romantic, and/or emotional relationship</p>	<p><b>Consent is...</b></p> <p><i>is necessary</i> whenever any person wants to engage in any type of sexual activity.</p> <p>An agreement to a relationship is not an agreement to anything a person wants in the relationship, including sex.</p>
<p><b>If someone is...</b></p> <p>pressuring a partner(s) to engage in sexual activities they aren't comfortable with</p>	<p><b>Consent is...</b></p> <p><i>not possible.</i></p> <p>Coercion takes away a person's ability to act freely and enthusiastically.</p>
<p><b>If someone is...</b></p> <p>in a substantial position of power in the relationship, such as professional responsibility for their partner's academic performance, job performance, or professional security</p>	<p><b>Consent is...</b></p> <p>difficult to assess, may be deemed not possible, and may be construed as coercive.</p> <p>Power imbalances make giving and receiving consent difficult, inequitable, and often unethical.</p>
<p><b>If someone is...</b></p> <p>incapacitated due to a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs</p>	<p><b>Consent is...</b></p> <p><i>is not possible.</i></p> <p>It is necessary that all people engaging in any sexual activity are informed, acting freely, and have the choice to stop at any time.</p>

**CONSENT IS SAFER: SPECIFIC, ACTING FREELY, FULLY CONSCIOUS, ENTHUSIASTIC, REVERSIBLE**

