

CWRU Policy Snapshot

"If you find it in your heart to care for somebody else, you will have succeeded."

- Maya Angelou

SEXUAL MISCONDUCT IS EVERYONE'S ISSUE

We can all stop sexual misconduct and help those affected by violence. Speak up when you hear attitudes that support or glorify sexual misconduct and make it clear that it is not tolerated. You may also hear it referred to as rape, sexual assault, intimate partner violence and many other terms.

- About 1 in 5 women is sexually assaulted during her college career, making it likely that each of us know someone affected by sexual assault.¹
- In the United States, we don't talk about it often, but men can be victims of rape. As many as 1 in 16 men are sexually assaulted during their college career.¹
- Statistics indicate higher prevalence of domestic violence for Asian and Asian-American women than for other demographics. Yet, these women are the least likely to report assault.
- 21% of TGQN (transgender, genderqueer, nonconforming) college students have been sexually assaulted.⁴

SEXUAL HARASSMENT

Nearly two-thirds of college students experience sexual harassment, and less than 10% of these students tell a college or university employee.³ Sexual harassment can be defined as any unwelcome verbal or nonverbal sexual advance, requests for sexual favors, other verbal or physical conduct of a sexual nature, and/or conduct directed at an individual(s) because of gender when:

- Submission to the harassment is made either explicitly or implicitly, a term or condition of an individual's employment or student status; or
- Submission to or rejection of such conduct is used as the basis for decisions affecting that individual with regard to employment (raises, job, work assignments, discipline, etc.) or to student status (grades, references, assignments, etc.); or
- Such conduct has the purpose or effect of unreasonable interference with an individual's work performance or educational experience or creates an intimidating, hostile or offensive work and/or educational environment. Such conduct generally involves more than one incident and must be severe or pervasive.

References

1. "Facts about Sexual Violence." (2015): n. pag. National Sexual Violence Resource Center.
2. Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization — National Intimate Partner and Sexual Violence Survey, United States, 2011." Centers for Disease Control and Prevention, 05 Sept. 2014..
3. Hill, C., & Silva, E. (2005). Drawing the line: Sexual harassment on campus.
4. David Cantor, Bonnie Fisher, Susan Chibnall, Reanna Townsend, et. al. Association of American Universities (AAU), Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct (September 21,

WHAT IS TITLE IX (9)?

Title IX protects any person from sex-based discrimination, regardless of their real or perceived sex, gender identity, and/or gender expression.

- Women, men and gender non-conforming students, faculty, and staff are protected from any sex-based discrimination, harassment or violence.
- Gender-based discrimination in university sponsored events is prohibited.

Myth: There is nothing we can do to prevent sexual violence.

Truth: There are many ways you can help prevent sexual violence including intervening as a bystander to protect someone who may be at risk.

No one can do **everything**, but everyone can do **something**. Learn more about how to be an active bystander through CWRU's Green Dot program.

STALKING

Stalking is a pattern of unwelcome, persistent attention and contact and may constitute harassment or sexual harassment. An estimated 15% of women and an estimated 6% of men have experienced stalking during their lifetimes.² Stalking can include, but is not limited to:

- Following the victim
- Intrusive communication by phone, texting and email
- Threats to victim and the victim's friends, roommates, family and pets
- Unwelcome gifts
- Unwelcome online contact

To protect yourself online, never share your password or any personal information, such as your name, address, phone number, personal photos or class schedule with someone you don't know. About once a month, search for yourself online and see what pops up.

Before you have a conversation, be aware that most CWRU community members are private resources, and are required to report any incidents to the university.

Confidential resources are not required to initiate university action.

CONSENT

Consent means is the equal approval— given freely, willingly and knowingly— of each participant to desired sexual involvement. Consent is an affirmative, conscious decision— indicated clearly by words or actions— to engage in mutually accepted sexual contact. A person forced to engage in sexual contact by force, threat of force, or coercion has not consented to contact.

BEHAVIORS THAT FALL UNDER SEXUAL MISCONDUCT

Any non-consensual physical contact of a sexual nature, whether by an acquaintance or by a stranger, is non-consensual sexual contact. Physical resistance need not occur to fulfill the definition. In Ohio, consent can never be given under the age of sixteen.

Non-consensual sexual contact includes, but is not limited to, the following:

- Non-consensual sexual contact or activity (includes by force, threat, intimidation or coercion)
- Non-consensual sexual intercourse (includes by force, threat or coercion)
- Sexual exploitation

WHAT ABOUT INTIMATE PARTNER VIOLENCE?

Intimate partner violence is abuse that occurs between people in a close romantic or sexual relationship. This includes current and former spouses and dating partners. Intimate partner violence includes acts of physical aggression, psychological abuse, forced intercourse and other forms of sexual coercion, and various controlling behaviors such as isolating a person from family and friends or restricting access to information or assistance. 31% of women and 27% of men report experiencing physical violence by an intimate partner during their lifetime.²

Confidential

Non-confidential



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Want to talk? Have questions? Call the SAFE Line: 216.368.7777
The SAFE Line is open 24/7 for confidential conversations.

Visit case.edu/title-ix for full campus policies, more resources and ways to get involved.



EST. 1826
think beyond the possible™

Supporting our community

"I am here and so are you.
And we matter. We can
change things."

- Ella Baker

BUILDING COMMUNITY

Our community is an important part of the college experience- it may be even more important than you realize. While fewer than five percent of rapes are reported to law enforcement, about two-thirds of rape victims tell someone about the incident. Most often, that someone is a friend of the victim. Make yourself aware of how to help both yourself and others in case of sexual assault.

HOW TO BE AN ACTIVE BYSTANDER

Think about how powerful our community can be! If everyone chose to take one simple action to prevent violence, we could drastically reduce the number of incidents on our campus. There are lots of ways you can help prevent violence, both reactively and proactively, no matter what your personal comfort level is. Here are some ways you can be an active bystander. Can you think of any others that would work for you?

BE PROACTIVE and promote a healthy culture that doesn't stand for violence.

- Contribute your time. Join an organization that works to prevent violence.
- Talk to your friends about power-based personal violence and our role in prevention.
- Acknowledge how sexism, homophobia, racism, classism, and religious discrimination are connected.
- Don't be afraid to have tough conversations.

BE DIRECT and do something.

- Speak up when you witness unacceptable behaviors.
- Help community members get out of an unsafe situation. For example, step in to walk someone home.
- Check in with a friend if you're worried about

DISTRACT from the situation.

- Ask a question to derail a potentially unsafe situation.
- Be creative in your approach. Drop your cup or tell someone their car is being towed.

DELEGATE to someone else.

- Call campus security or the local police.
- Tell someone else, such as a friend, an RA, a bartender, or anyone else who might be able to intervene.

SUPPORT members of our community.

- Support comes in many forms! Be present for others, and help them find professional, confidential support if they need it.

DO YOU HAVE WHAT IT TAKES TO BE A GOOD COMMUNITY MEMBER?

- Do you treat others the way they expect to be treated?
- Are you trustworthy and do you act with integrity?
- Would you say something to your friends if you heard them degrading someone?
- Do you make sure others are safe at parties and that they get home safely afterwards?
- Do you know when to seek help and refer your friend to support resources?
- Would you do what you could to help someone in a high-risk situation?
- Do you know how to be an active bystander - a "Green Dot?"

HOW TO HELP A FRIEND WHO HAS EXPERIENCED VIOLENCE

USE THE BASAR METHOD:

- **Believe them.** Listen to them, and don't ask "why" questions.
- **Affirm them.** Reassure them that they are not alone and it is not their fault.
- **Support them in their choices** – empower them to control decisions like reporting, prosecuting, and counseling.
- **Advocate** that they seek the services they are comfortable with. Present them with options.
- **Refer** your friend to on- and off-campus resources if and when they are ready.

THESE PHRASES MIGHT BE USEFUL:

- "No one deserves to be assaulted."
- "This is not your fault."
- "How can I help you right now?"
- "You have a right to feel that way."

UNIVERSITY RESPONSE

The university strongly encourages persons who have experienced sexual misconduct to report the incident, to seek assistance, and to pursue conduct action for their own protection and that of the entire campus community.



an everyday feminism comic. Visit them at www.everydayfeminism.com

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Healthy Relationships

WHAT IS A HEALTHY RELATIONSHIP?

Think about the important people in your life. They might be family members, friends, romantic partners, your roommate or people you meet through clubs and organizations. In all of your relationships, it's important that you have mutual respect and boundaries you're comfortable with, and clearly communicate your expectations for the relationship. Remember, your values are important, and it is OK to prioritize your culture and beliefs over "fitting in."

Here are some ways to tell that your relationship is healthy:

- This relationship makes me feel positive.
- We appreciate each other's positive qualities.
- I can be myself in this relationship.
- We listen to each other non-judgmentally.
- We respect each other's privacy and boundaries.
- This relationship enhances my life.
- There is room for negotiation and compromise in this relationship.
- I feel comfortable speaking up for my needs and desires.

If you need to have a confidential conversation, call the SAFE line, the Student Advocate for Gender Violence Prevention and Response, University Counseling or University Health Services.



an everyday feminism comic. Visit them at www.everydayfeminism.com

KNOW YOUR NEEDS AND EXPRESS THEM CLEARLY

If you're not used to it, communicating your needs to the people in your life can feel like a challenge. However, telling others what you need - explaining directly, out loud - will help others understand you better. You might also find that taking some time to identify what you need and want helps you feel more confident having these conversations.

To get a better idea of what you need in relationships, try asking yourself the following questions:

- What are my values? How can my relationships reflect my values? Do I have certain values that are important for me to share in relationships?
- How do I need to communicate? How do I make myself heard in a relationship? How can I listen to the needs of others? What does compromise mean to me?
- What are my boundaries? What makes me comfortable in relationships? What makes me uncomfortable, and how can I express this?
- What are my expectations of this relationship? What role do I see this person playing in my life, and what role do I see myself playing in their life? How much time do I want, or need, to spend with this person?
- What makes me feel healthy? How can my relationships play a role in helping me sustain a lifestyle that is healthy for me?
- What are my strengths? What support do I need in order to feel like I can be my best self? How can my relationships highlight my strengths? How can I appreciate the strengths of others?

Myth: Intimate partner violence only includes physical abuse in different-gender relationships.

Truth: Intimate partner violence can include physical, as well as psychological, emotional, and verbal abuse between people of all genders. All are harmful, and all are unacceptable.

Myth: Intimate partner violence is not your concern. It is a personal problem between people in a relationship.

Truth: Violence impacts everyone. If you see or hear about abusive or disrespectful behavior, say something or talk with someone you trust. Remember, there are ways to be an active bystander (a "Green Dot") that fit within your own personal level of comfort.

Myth: Intimate partner violence is caused by alcohol abuse.

Truth: Alcohol is often used as an excuse for violent behavior. In reality, stopping the drinking does not necessarily stop the violence. Violent behavior is a choice.

"What lies behind us and what lies before us are small matters compared to what lies within us."

- Ralph Waldo Emerson

IDENTIFYING UNHEALTHY RELATIONSHIP TRAITS

Intimate partner violence is abuse that occurs between people in a close relationship. This includes current and former spouses and dating partners. Intimate partner violence includes acts of physical aggression, psychological abuse, forced intercourse and other forms of sexual coercion, and various controlling behaviors such as isolating a person from family and friends or restricting access to information or assistance.

It is important that we recognize the signs of a healthy relationship, so we can begin to identify when a relationship is unhealthy, both for ourselves and for the members of our community.

THE REALITY OF POWER-BASED PERSONAL VIOLENCE IN RELATIONSHIPS

In the United States:

- An estimated 21% of people have experienced stalking during their lifetimes.
- An estimated 9% of women have experienced rape by an intimate partner, and 16% of women have experienced other forms of sexual violence by an intimate partner.
- For men, 0.5% report experiencing rape by an intimate partner, and 9.5% have reported other forms of sexual violence by an intimate partner.
- an estimated 59% of people report experiencing physical violence by an intimate partner during their lifetime.

Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization — National Intimate Partner and Sexual Violence Survey, United States, 2011. Centers for Disease Control and Prevention. 05 Sept. 2014.

What other myths have you heard about dating, relationships and sex?

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Let's talk about communication

"Kind words can be short, and easy to speak, but their echoes are truly endless."

- Mother Theresa

COMMUNICATE ABOUT SEX & PHYSICAL INTIMACY

We all have different communication styles, influenced by our own unique worldviews and experiences. Think about how the family you grew up in, your cultural background, your values and beliefs, and your personality type have shaped the way you interact and communicate with the world around you.

CONSENT AND HEALTHY COMMUNICATION

We here at CWRU define consent as the equal approval— given freely, willingly and knowingly— of each participant to desire sexual involvement. In other words, consent means saying "Yes! I'm comfortable participating in this activity." Consent isn't about the absence of a "no;" it means your partner says an enthusiastic "YES!" Consent and sexual relationships require healthy communication, every step of the way.

STYLE MATTERS

Bringing together two or more people also means bringing together different communication styles. Before you start a relationship, consider the list of questions to the right. They'll help guide your conversations with your partner(s) and help you both figure out what you're looking for.

ASK YOURSELF

- Do you know what you value in yourself and others?
- What does 'respect' mean to you?
- Can you speak about your feelings comfortably and also listen to the feelings of others?
- Can you articulate your personal boundaries?
- How much time do you have for a relationship?
- What type of relationship are you comfortable with right now?



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TALK ABOUT SEX BEFORE

- Chat with your partner(s), and see what you're both comfortable with.
- Set some boundaries, and make sure you're on the same page.
- Come up with a fun, non-sexual safe word (example: "waffles") to bring the action to a halt if you're uncomfortable with something.

TALK ABOUT SEX DURING

- Even if there was affirmation before, make sure it's still okay.
- It doesn't have to be clinical: "Is this okay with you?" or "Do you want me to keep going?" are perfectly acceptable check-ins.
- Give your partner(s) feedback. Don't be afraid to tell them when things are good and you want more!

TALK ABOUT SEX AFTER

- Communication is an ongoing process! Talk about what you enjoyed, what you would like to try, and so on.
- Don't make assumptions. Just because something happened one time doesn't necessarily mean your partner(s) will want to do it again. Talk frequently about what you are comfortable.

Confidential Support Resources

- SAFE Line**
216.368.7777
- Student Advocate**
216.368.0985
- University Counseling Services**
216.368.5872
- University Health Service**
216.368.2450
- Interreligious Counsel**
216.421.9614

WHAT DOESN'T COUNT AS CONSENT

- "No." ▪ "Not now." ▪ "I don't want to." ▪ "I'm not sure."
- "Fine, if you want to." ▪ "Stop!" ▪ Silence
- Incapacitation due to the voluntary use of drugs or alcohol
- "Um... I guess" ▪ A shrug

WHAT IF I DIDN'T CONSENT

Go to a safe place. If you want to report the matter, contact the **CWRU Police at 216.368.3333**. If you prefer a confidential conversation, call the **SAFE Line at 216.368.7777**. The person on the phone will talk to you and help you discuss what you would like to do next.

You can also call any of the resources to the left to talk. They are confidential resources that will not tell anyone else unless you are in immediate danger of hurting yourself or others.

Can you think of other things that wouldn't count as consent?

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