

Announcing the Student and Presidential Committee on Sexual Assault 2014 Recommendations

October 24, 2014

Dear Members of the Dartmouth Community,

In 2010, President of Dartmouth College Jim Yong Kim instituted the Student Presidential Committee on Sexual Assault to address the issue of sexual assault on the Dartmouth campus. Since then the students of SPCSA have held community symposiums, conducted research and released yearly recommendations to advocate for policy, education and cultural changes within our community. We also monitor the changes happening across campus. In the past year, SPCSA has noted several important changes happening across campus, including:

- ◆ [Updated and improved the previous COS Sexual Misconduct Policy](#) that adopts an investigative model and delineating specific acts of sexual misconduct sanctioned by separation from the College.
- ◆ Addition of a full time [Title IX coordinator and Clery Act compliance officer](#), Heather Lindkvist, who has the resources and authority to systematically address sexual violence at Dartmouth.
- ◆ Commitment to hiring a full time confidential counselor for the SAAP program through Dick's House.
- ◆ Announcement of additional staff: the Healthy Relationship and Sexual Respect specialist and Assistant Director for Violence Prevention.
- ◆ Leadership in this national issue demonstrated by President Hanlon, in particular by hosting the [Summit on Sexual Assault](#) in July 2014.

However, there is much more work to be done. The SPCSA has built our 2014 Recommendations from research and community feedback gathered at the April 2014 Symposium. The following recommendations represent the views of the larger Dartmouth community and have been shaped by the expertise of committee members of the last four years. Please read them and consider how you can play a role in ending sexual violence.

Signed,

Sophia Pedlow, **Chair**

Carla Sung Ah Yoon, **Vice Chair**

The Student and Presidential Committee on Sexual Assault 2014

Murylo Batista '15 ◆ Mackenzie Boss '15 ◆ Rachel Funk '15 ◆
Sutton Higgins '15 ◆ Jake Levine '15 ◆ Sophia Pedlow '15 ◆ Matt Ross '15
Carla Sung Ah Yoon '15 ◆ Hank Balaban '16 ◆ Casidhe-Nicole Bethancourt '16
John Damianos '16 ◆ Lily Fagin '16 ◆ Shagun Herur '16 ◆
Shanet Hinds '16 ◆ Victoria Nevel '16 ◆ Francis Slaughter '16 ◆
Gabby Bozarth '17 ◆ Jeremiah Douchee '17 ◆ Katherine McAvoy '17

PREVENTION

1. Release institutional data on sexual violence at Dartmouth. 2013

WHY: Institution-specific data give students and administrators a quantitative view of campus climate. Data on sexual violence include (but are not limited to): number of disclosures, number of reports (police and College), type of offenses, and location of offenses. These data assist students in making safe choices and allow administrators to critically examine problematic behaviors and social spaces on campus.

HOW: Release raw data concerning sexual assault including: First-year survey and subsequent follow up, residential life surveys, data from the Haven. Examples of publicly available institution data include the Clery statistics in the [Annual Campus Security and Fire Safety Report](#) and the [2014 Dartmouth College Health Survey](#).

WHO: *Office of Institutional Research: Alicia Betsinger, Office of Student Health Promotion and Wellness: Amanda Childress, Title IX Coordinator: Heather Lindkvist, Office of the President: President Phil Hanlon, Board of Trustees: Bill Helman*

2. Partner with students when developing and implementing programs intended to have social impact and work towards better strategic integration of existing programs. 2014

WHY: Social influence campaigns (such as Dartmouth Bystander Initiative) will not be successful unless reflective of Dartmouth's specific culture and shaped with the involvement of students who know this culture best.

HOW: Start by working with students to figure it out. Support the students who work on this issue through student jobs and internships. Examples include Yale University's Communication and Consent Educator program, which employs students to partner on the design and implementation of first year and continuing education on positive sexual and social climates.

WHO: *Students, Student Health Promotion and Wellness: Amanda Childress, Dean of the College Office: Dean Inge-Lise Ameer, Title IX Coordinator: Heather Lindkvist, Office of the President: President Phil Hanlon*

3. Revise student organizations' constitutions to explicitly raise standards of conduct and enforce accountability on perpetrators of sexual assault. 2012

WHY: Sending a message of intolerance towards sexual violence creates a positive campus norm and deters offenders.

HOW: Every student organization, particularly those with physical spaces, should institute clear expectations of member behavior. SPCSA recommends that student organizations draft or re-draft constitutional documents which set standards of conduct that prohibit acts of sexual violence and detail the organizational consequences if members are found to be in violation. Examples include the Greek Leadership Council Sexual Misconduct Policy June 2013. Contact SPCSA for assistance amending yours.

WHO: *Presidents of Student Organizations, Student Assembly: Casey Dennis '15, Council on Student Organizations: Anna Hall*

4. Support the movement of Dartmouth's Greek life to become co-educational, when necessary by dissociating from national Greek organizations to become local Undergraduate Societies. 2014

WHY: A safer, more balanced power dynamic on campus can only be achieved when students of all genders, races, sexualities, and socioeconomic backgrounds have equal access to dominant campus social space, which is currently Greek life. Begin this change by ending the sex segregation of social organizations. Many fraternities and sororities are limited by national affiliations from making changes necessary to become more accessible to people of diverse identities therefore nationally dissociating will sometimes be necessary.

HOW: Dissect this idea with your peers. Deliberate it in your chapter. Redesign the Dartmouth undergraduate social system. Support Greek chapters to dissociate from national organizations that impose gender restrictions on membership. Support the transition structurally by accepting liability for local Dartmouth organizations.

WHO: *Students, Alumni, Faculty Staff and Leadership of the College. Specifically: Presidents of Greek Chapters, Inter-Fraternity Council: Wilson Chockley, Panhellenic Council: Rachel Funk, Greek Leadership Council: Alistair Glover, Advisors to Greek Chapters, Greek Letter Organizations and Societies: Wes Schaub, Office of the President: President Phil Hanlon, Board of Trustees: Bill Helman*

5. Support national sororities financially and structurally in their movement to become local. 2013

WHY: Community members believe that a more balanced gender dynamic on campus can be achieved through increasing women's ownership of campus social spaces. The process to become local is a complicated and expensive one. National sororities need the support of the student body, their members, their alumni and the College in order to successfully complete the movement.

HOW: The College can accept liability for local Dartmouth organizations in order to provide structural and financial support. If a national sorority wishes to go local, leadership, alumni or faculty of the College could provide advisors to help handle the logistical details involved in the transition. The student body can take leadership on this issue by deliberating the issues of gender imbalanced social spaces in their chapters and the impact on our campus.

WHO: *Students, Alumni, Faculty Staff and Leadership of the College. Specifically: Sorority Presidents, PanHellenic Council: Rachel Funk, Greek Leadership Council: Alistair Glover, Greek Letter Organizations and Societies: Wes Schaub, Office of the President: President Phil Hanlon, Board of Trustees: Bill Helman*

6. Conduct an external campus climate survey and release public results. 2014

WHY: Students, staff, faculty and alumni of the College need to understand reality for students on this campus in order to decide what improvements will be impactful.

HOW: Conduct a comprehensive campus climate survey and make the raw data publicly available.

WHO: *Title IX Coordinator: Heather Lindkvist, Office of Institutional Research: Alicia Betsinger, Office of the President: President Phil Hanlon, Board of Trustees: Bill Helman*

7. Ban Bored@Baker on Dartmouth public and secure servers and encode this violation in the Standards of Conduct. 2014

WHY: Bored@Baker sends a message of intolerance of communities, online and otherwise, that perpetuate cyberbullying and violence by explicitly targeting individuals and identities notably women, people of color and LGBTQIA. SPCSA recommends banning Bored@Baker from Dartmouth's sever.

WHO: *Office of General Counsel: Robert Donin, Office of the President: President Phil Hanlon, Board of Trustees: Bill Helman*

8. Consistently deliver firm messages to the community on the intolerance of violent crimes at Dartmouth, in particular sexual violence. 2013

WHY: Vocal leadership makes a difference to the culture of silence, in which survivors do not feel supported to report assaults, perpetrators are not warned of real consequences, and community members not clear on standards of behavior.

HOW: Speak openly about the continuous efforts made to end sexual violence, and the support needed from faculty, students, staff and alumni.

WHO: *Students, Staff, Faculty and Leadership of the College*

EDUCATION

9. Design and implement robust education programs for students on the promotion of healthy relationships, healthy communication, sex, and sexualities. 2013

WHY: Promoting healthy behavior on campus is necessary to lay a framework for creating a respectful and knowledgeable student body. It is a misconception that informing students of sexual violence and what constitutes inappropriate and punishable behavior is enough for students to know what is healthy and how to build successful relationships.

HOW: Develop a healthy relationships program to be offered for students. The program should be designed strategically with similar programs such as DBI, MAV, Sex Signals, and Haven.

WHO: *Student Health Promotion and Wellness: Amanda Childress and Ben Bradley, Students, Title IX Coordinator: Heather Lindkvist, Dean of the College Office: Dean Inge-Lise Ameer, Office of the President: President Phil Hanlon*

10. Design and implement a robust education program for seniors on workplace harassment, relationship and marital abuse, and post-college gender-based violence. 2014

WHY: Dartmouth's current prevention education around sexual violence is tailored to the college environment and not suitable for helping students face the forms of sexual and gender-based harassment, violence, and abuse after graduation, especially as it plays out in long-term relationships, the work environment, and street and stranger interactions. The College would demonstrate a new level of commitment to prevention by offering this training.

HOW: The program, offered during senior year, should be designed strategically with similar programs such as DBI, MAV, Sex Signals, and Haven.

WHO: *Student Health Promotion and Wellness: Amanda Childress and Ben Bradley, Office of Professional Development: Roger Woolsey, Title IX Coordinator: Heather Lindkvist, Dean of the College Office: Dean Inge-Lise Ameer, Office of the President: President Phil Hanlon*

11. Expand the Physical Education requirement to include holistic health and wellness programs or education programs such as SAPA, Sexpert, EDPA, and DAPA training or equivalent peer advising programs. 2014

WHY: Incentivize and reward students wish to learn about mental wellness and support their community through programs on holistic health, wellness, and peer advising. Currently, Learning at Dartmouth and Dartmouth on Purpose also gives PE credits. Expanding the PE credit to all programs on holistic health demonstrates a college-wide commitment to healthy lifestyles, self-reflection, introspection and social awareness.

WHO: *Office of the President: President Hanlon, Office of the Provost: Carolyn Dever, Dean of the College Office: Dean Inge-Lise Ameer, Board of Trustees: Bill Helman*

12. Require First Responder Training for all Campus Security Authorities (CSAs) and those with significant contact with students, including first year advisors, undergraduate advisors (UGAs), athletic coaches and Deans. 2013

WHY: First Responder Training is an essential tool that teaches individuals how to respond to all forms of trauma. Research shows that the behavior of the first responder has a significant impact on how the survivor of the trauma will go forward. Negative interactions with first responders harm the survivor, potentially discouraging them to further disclose or access resources. It is imperative that mentors be trained to respond appropriately to such disclosures.

HOW: Include First Responder Training as part of termly UGA training. Work through DCAL to offer frequent trainings for faculty and staff. Make First Responder Training a mandatory part of a new faculty and staff orientation. Contact SAAP@dartmouth.edu.

WHO: *Dartmouth Center for the Advancement of Learning: Lisa Baldez, Office of Residential Education: Mike Wooten, Department of Safety and Security: Harry Kinne, Dean of the College Office: Inge-Lise Ameer, Athletics: Harry Sheehy, Office of the President: Phil Hanlon*

13. Educate yourselves on the prevalence of sexual violence on college campuses across the country and at Dartmouth in particular. 2013

WHY: An educated community can better support survivors, deter perpetrators and together work against a culture of silence.

HOW: Attend annual events pertaining to students' experiences of sexual violence, such as the White Ribbon Campaign, Speak Out, Take Back the Night, and SPCSA's Annual Symposium. Visit the Centre for Gender and Student Engagement. Take courses in the Women and Gender Studies Department.

WHO: *Students, Parents, Alumni, Faculty, Staff and Leadership of the College*

14. Seek out First Responder training through the Sexual Assault Awareness Program (SAAP) and the Dartmouth Center for the Advancement of Learning (DCAL). 2013

WHY: Know what to say to a friend, student or stranger who discloses to you.

HOW: Contact SAAP@dartmouth.edu to schedule training.

WHO: *Students, Faculty, Staff and Leadership of the College*

15. Continue Termly Campus Updates from the Administration to the students outlining the ways that the College is changing to address sexual assault. 2012

WHY: If students know the resources they can find help sooner. Transparency on the action the College is taking inspires trust.

HOW: Continue the commitment of the Dean of the College and President to send at minimum one email update to campus including input from SPCSA. Work with students such as SPCSA and SAPAs to ensure structure and resource changes are communicated in an accessible way to students.

WHO: *Student Health Promotion and Wellness: Amanda Childress, Office of the President: President Phil Hanlon, Dean of the College Office: Dean Inge-Lise Ameer, Title IX Coordinator: Heather Lindkvist*

RESPONSE

16. Provide financial support covering full costs of long-term counseling and psychiatric care for survivors of sexual violence. 2014

WHY: Currently, the Counseling & Human Development at Dick's House provides short-term counseling and psychiatric services to the undergraduate and graduate population with a session-limit/short term counseling model.

HOW: While SPCSA recognizes that CHD tries to accommodate students with trauma, we recommend that CHD institutes a policy that provides sessions or covers the full cost for long-term counseling with a community provider to survivors of sexual violence while they are a student of the College.

WHO: *Dicks House Counseling & Human Development: Heather Earle, Board of Trustees: Bill Helman*

17. Formalize and publicize a Varsity and Club Athletics policy that bans students found responsible of sexual misconduct from participating in Dartmouth athletics.

2014

WHY: Varsity student-athletes and club teams that travel represent Dartmouth College. Representing Dartmouth as a student-athlete is perceived as a privilege and perceived as a sign of leadership. Allowing known perpetrators of sexual violence to represent the College establishes a harmful norm on campus that sexual violence is permitted.

HOW: Create a codified policy in the Athletic Department that bans students found responsible of sexual misconduct from further participation in Dartmouth-sponsored athletics. Communicate this policy verbally and in writing on a termly basis to ensure coaches, support staff and student athletes understand it. *Note that sexual misconduct encompasses a spectrum of harmful behaviors ranging from sexual harassment to rape.

WHO: *Executive Associate AD for Varsity Sports: Brian Austen, Athletic Director: Harry Sheehy, Associate Athletic Director for Club Sports & Intramurals: Joann Brislin, Coaches, Student-Athletes, Dartmouth Peak Performance: Drew Galbraith*

18. Partner with WISE to provide on-campus survivor support groups or provide transportation for students seeking services or survivor support groups with WISE in Lebanon. 2014

WHY: WISE is a valuable off-campus resource in Lebanon for students who feel uncomfortable disclosing on campus at Dartmouth. WISE also provides survivor support groups which Dartmouth does not provide. Limited public transportation from Hanover to Lebanon currently prevents many survivors from seeking services from WISE.

HOW: Partner with WISE to devise ways of either providing survivor support groups on campus led by WISE or ways of providing students with safe transportation to WISE in Lebanon similar to Safe Ride. Publicize the availability of safe transportation to WISE on SAAP website.

WHO: *Department of Safety and Security: Harry Kinne, Dicks House Counseling & Human Development: Heather Earle, Student Health Promotion and Wellness: Amanda Childress and Ben Bradley, Title IX Coordinator: Heather Lindkvist, Office of the President: Phil Hanlon*

19. Increase the number, visibility and availability of Sexual Assault Peer Advisors on campus by providing compensation to support their valuable work. 2014

WHY: SAPAs are essential peer resources for students and they are currently low in numbers.

HOW: Compensate SAPA for worked hours similar to the UGA program. Integrate SAPA into residential programming/wellness support programs. For example, each residential building can have one mandated SAPA per building.

Change schedule of SAPA trainings to less popular class periods such as 3A or 3B.

WHO: *Students, Student Health Promotion and Wellness: Amanda Childress and Ben Bradley, Title IX Coordinator: Heather Lindkvist, Office of the President: Phil Hanlon*

20. Provide avenues for confidential and/or public feedback from survivors about the Judicial Sanctioning Panel (sexual assault) and Committee on Standards (sexual harassment) processes. 2014

WHY: Our priority is the survivor. The only way we will know if the processes of the College are to the benefit of the survivor is if they are able to give feedback on their experiences. In particular with the recent change in the Sexual Misconduct policies, the feedback will be essential in determining whether the changes meet survivors' needs. **HOW:** While SPCSA recognizes the JAO does ask for informal feedback, we recommend the JAO institute a formal confidential channel of providing feedback to the JAO as well as an option that allows public feedback. We also recommend JAO provides those who are going through the new judicial process with the option of student advisors who have also gone through the process and are trained to support survivors.

WHO: *Office of Judicial Affairs: Leigh Remy, Title IX Coordinator: Heather Lindkvist, Office of the President: Phil Hanlon*

21. Create structures and require participation in appropriate programs to prepare professors and support students on Off-Campus programs. 2013

WHY: Off-Campus programs serve as an extension of Dartmouth abroad and should be held to the same standards and provide the same support to students. As the main source of support for the wellbeing of students studying abroad, off-campus faculty advisors should be required to complete more extensive first responder training and suicide gatekeeper training.

HOW: Work with the Sexual Assault Awareness Program to develop appropriate programming. Mandate the participation of faculty and/or staff that are leading the program. As an interim measure, consider hiring support staff/grad students who can complete the relevant training.

WHO: *Executive Direction of The Frank J. Guarini Institute for International Education (former Off-Campus Programs Office): John Tansey, Dartmouth Center for the Advancement of Learning: Lisa Baldez, Dean of the Faculty: Dean Mastanduno, Office of the Provost: Carolyn Dever, Office of the President: Phil Hanlon*