

IT'S A PROBLEM WE ALL NEED TO ADDRESS.

*Bridgewater College takes seriously all reports of sexual misconduct.
As faculty and staff, your relationship with students puts you in a unique position.*

WHAT MUST BE REPORTED? *The following types of misconduct are prohibited under the Bridgewater College Sexual Misconduct Policy and must be reported. It is not your responsibility to determine which type of misconduct it is. If it sounds like any type of misconduct, then you must report. You serve as a bridge for students to connect to the available resources. It is not your responsibility to serve as either a counselor or investigator.*

Non-consensual sexual intercourse | Stalking | Non-consensual sexual contact
Sexual exploitation | Domestic violence | Dating violence | Sexual harassment

WHEN MUST I REPORT? *There is no time limit on reporting, but reports should be made as soon as possible after you become aware of a possible violation of the Policy.*

Do your best to ensure that the student knows that you have an obligation to report **before** they disclose an incident to you.

IF A STUDENT DISCLOSES A POSSIBLE ACT OF SEXUAL MISCONDUCT TO YOU:

- 1 Listen with empathy.** This is the single most important thing you can do. Let the student know they are not to blame for the incident.
- 2 Support and respect the student.** Offer to go with them to seek out the available resources on campus. Avoid making promises that you are not able to keep.
- 3 Know where to refer the student for further help.** See available resources below.

If a student voluntarily discloses that they have experienced sexual misconduct, know that this person likely trusts you, and it is important for you to provide support and reassurance as they make decisions about what to do. Survivors of sexual misconduct can be significantly affected throughout their recovery by the actions and attitudes of the people in their support system. You can provide support in your willingness to listen with a nonjudgmental attitude.

INFORM THE STUDENT OF YOUR ROLE AS A MANDATED REPORTER.

▶ **Do say,** "I'm sorry to interrupt you, but I want you to be informed about your choices regarding what you tell and to whom this information is reported. I am required to report what you tell me to Student Life. I'm happy to talk with you, but if you want this information to be kept confidential, you should talk with Counseling Services, Health Services or the Chaplain."

DON'T DEFINE THEIR EXPERIENCE FOR THEM.

▶ **Don't say,** "Well, it sounds to me like you were raped!"

DO LET THE SURVIVOR KNOW THAT YOU CARE, using a calm and compassionate tone.

▶ **Do say** something like, "I'm so sorry that you are going through this."

DON'T OVERLY EXPRESS YOUR OWN FEELINGS about what happened to them.

▶ **Don't say,** "It's outrageous that you've had to experience this!"

Remember: if we react with shock and outrage we may silence survivors. Survivors will often shift away from identifying and discussing their own needs to responding to our reaction. If met with an overly emotional response, survivors may feel like they have to take care of us.

WHO MUST REPORT? *Responsible employees are required to report any possible sexual misconduct; Bridgewater College defines responsible employees as follows:*

Faculty members | International Education Coordinator | Athletic Coaches
Student Life staff members, to include Area Coordinators and student
Resident Advisors | Campus Police and Safety | Title IX Coordinators

WHERE DO I REPORT? *Reports should be made to one of the Title IX Coordinators or to Campus Police.*

- ▶ Heidi Hoover, Title IX Coordinator: 540-828-8063
- ▶ Jean Willi, Deputy Title IX Coordinator: 540-828-5400
- ▶ Campus Police: 540-828-5609

DO USE THE WORDS THE SURVIVOR USES to describe their experience. If they say rape, don't interrogate them about what they mean. If they say "taken advantage of" or "violated," use those words, or other general terms such as "harm."

▶ **Do say** something like, "I am so sorry that person harmed you."

SERVE AS A BRIDGE TO CAMPUS AND COMMUNITY SUPPORT AND RESOURCES.

- ▶ **Don't say,** "I'll be there for you in whatever way you need."
- ▶ **Do say,** "We have campus and community resources to help support you."

AFTER FULFILLING YOUR OBLIGATION TO REPORT, KEEP THE STUDENT'S INFORMATION PRIVATE.

If the topic of a student's performance comes up in department meetings, provide the minimum information you can in order to support the student.

- ▶ **Don't say,** "Since she was raped, she's been struggling in my class."
- ▶ **Do say,** "She is in the midst of a significant crisis."

POLICIES AND PROCEDURES

For more information on the policies that prohibit harassment, including sexual misconduct, please refer to *The Eagle* student handbook on MyBC.

AVAILABLE RESOURCES/SUPPORT:

Confidential on-campus reporting options—

- ▶ Counseling Center: 540-828-5402
- ▶ Health Services: 540-828-5384
- ▶ College Chaplain: 540-828-5383

Official on-campus reporting options—

Title IX Coordinators:

- ▶ Heidi Hoover: 540-828-8063
 - ▶ Jean Willi: 540-828-5400
- Campus Police: 540-828-5609*

Off-campus resources—

- ▶ Town of Bridgewater Police Department: 540-828-2611
- ▶ Collins Center Crisis Hotline: 540-434-2272
- ▶ Sentara RMH Medical Center: 540-689-1000

SEXUAL MISCONDUCT DEFINITIONS AND TERMS*

Sexual Misconduct is a broad term encompassing sexual exploitation, sexual harassment, dating violence, domestic violence, stalking, non-consensual sexual contact, and non-consensual sexual intercourse. Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual Misconduct may be committed by anyone, regardless of sex, gender, or identity, and it can occur between people of the same or different sex.

Effective Consent is clear, knowing, informed, mutual and voluntary, and can be withdrawn at any time. Consent is active, not passive. Silence in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable, clear permission regarding willingness to engage in (and the conditions of) sexual activity. Consent to any one form of sexual activity cannot automatically imply consent to any other form of sexual activity. Previous relationships or prior consent cannot imply consent to any future sexual act. Consent cannot be gained by force and/or incapacitation. In order to give effective consent, one must be of legal age.

Non-Consensual Sexual Contact means Sexual Intercourse that occurs without Effective Consent. “Sexual Intercourse” means penetration no matter how slight, of (1) the vagina or anus of a person by any body part of another person or by an object, or (2) the mouth or any other body orifice of a person by a sex organ of another person.

Non-Consensual Sexual Intercourse means Sexual Intercourse that occurs without Effective Consent. “Sexual Intercourse” means penetration (anal, oral or vaginal) by a penis, tongue, finger, or an inanimate object.

Sexual Exploitation means taking sexual advantage of another person without Effective Consent and includes, without limitation, causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over such person; causing the prostitution of another person; recording, photographing, or transmitting identifiable images of private sexual activity and/or intimate parts (including genitalia, groin, breast or buttocks) of another person; allowing third parties to observe private sexual acts; engaging in voyeurism; distributing intimate or sexual information about another person; and/or knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV.

Sexual Harassment means unwelcome conduct of a sexual nature which unreasonably interferes with a person’s college employment, academic performance or participation in college programs or activities or creates a working, learning, program, or activity environment that a reasonable person would find intimidating, hostile or offensive. Sexual Harassment may include, for example, unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual

nature, including acts of sexual violence. In evaluating any complaint of sexual harassment the perceived offensiveness of a particular expression, standing alone, is not sufficient by itself to constitute sexual harassment. The conduct in question must be objectively intimidating, hostile or offensive and interferes with a person’s right to equally participate in programs and activities of the College.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to either fear for the person’s safety or the safety of others, or suffer substantial emotional distress. For the purpose of this definition—

- (i) “Course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
- (ii) “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require or involve medical or other professional treatment or counseling.
- (iii) “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the Complainant.

Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not, however, include acts covered under the definition of Domestic Violence.

Domestic Violence means a felony or misdemeanor crime of violence committed—

- (i) By a current or former spouse or intimate partner of the Complainant;
- (ii) By a person with whom the Complainant shares a child in common;
- (iii) By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
- (iv) By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
- (v) By any other person against an adult or youth who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.