

How to Support Students Who Have Experienced Sexual Violation

As a faculty member you may find yourself at the front lines of sexual violation. As an authority figure, you have an important job when students seek your help. Put forth by the Department of Sociology, the following is an informal outline designed to help faculty navigate student experiences with sexual violence and understand formal reporting procedures.

FACULTY ACTION PLAN FOR STUDENT SEXUAL VIOLATION

1. First, the most valuable role that faculty can play initially is providing a **space** where the student **feels safe emotionally and physically** while in your office.
2. Second, discern whether the student requires **medical help** (medical resources are provided below). As faculty, it is important that you help the student make connections to medical personnel and you may choose to accompany the student to one of the listed emergency rooms or help the student to reach out to a trusted friend/family member/confidant who would be willing to accompany the student.
3. Third, determine that the student is **safe** when s/he leaves your office. If s/he voices that s/he is scared to leave your office, then it becomes important for you to ascertain the source of the threat. And, the faculty must call **campus police** in order to isolate the student from the threat. (**Public Safety: 718-862-7240**)
4. Steps 2 and 3 bring to the forefront a critical issue: **CONFIDENTIALITY**.
 - a. **Faculty CANNOT offer confidentiality!** Here, *even if you do not report the name of the student*, faculty must **report** the incident to the Title IX Coordinator (**Vicki Cowan: 718-862-7392**) as outlined by the [Jeanne Clery Act](#).
 - b. If the student requires immediate medical assistance or feels imminent danger, then faculty must **report** the incident to our Title IX Coordinator (**Vicki Cowan: 718-862-7392**), *including the identity of the student*.
 - c. If the faculty has determined with the student that s/he does not require immediate medical attention or will continue to feel safe after leaving your office, then please support **victim agency** by notifying the student - before s/he shares his/her full story - that you are not a confidential source and that you must at the very least report the incident to the campus Title IX Coordinator without the name of the student. Here, explain to the student the difference between “**confidential**” versus “**non-confidential**” sources. The primary difference is that confidential sources – like staff counselors, i.e. licensed psychologists at campus counseling centers – are not required to report to the institution’s Title IX officers – like Vicki Cowan – while non-confidential sources – like faculty, peer counselors, and Brothers and Sisters – are required to report the incident, often including identities and event details to institutional Title IX officers. A caveat: **Staff counselors who are licensed psychologists at campus counseling centers must give up confidentiality when there is risk to the safety of the community, safety of the student, safety of other students, where there is a reasonable belief of further harm, or if the student was assaulted at age 17 or younger.**
5. If the student still wishes to share his/her story with you, then please provide the student with a **non-judgmental and empathetic space** for the student to speak. At this point, your job as a faculty member is to **listen** and **not judge**. That is, if the student chooses to tell his/her story to you after understanding that you are not a confidential source as faculty, then it is best to listen and help the student get to the right people but not take a side in the matter.
6. Your next step with the student should be to connect the student to a **campus counselor**. Please offer **Counseling Center (718-862-7394, Miguel Hall 5th Floor)** information and then offer the student support by offering use of your telephone to make the appointment or even walking him/her to the Center.
7. From here, you must file an **incident report** with our **Title IX Coordinator (Vicki Cowan: 718-862-7392)**, including identities and details.
8. In informing the seven steps outlined above, the Department of Sociology puts forth the following student-faculty designed model, **Understand-Listen-Respect-Validate-Report**, and a list of resources to help students.

Authored by Dr. R Badruddoja, Department of Sociology, Manhattan College, Fall 2014
“Understand-Listen-Respect-Validate/Support-Report” Model developed by Jasmyn A. Chacko,
Syracuse University, Summer 2014

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How to Support Students Who Have Experienced Sexual Violation

Understand-Listen-Respect-Validate/Support-Report

- 1) **Understand**
 - a) Before you can assist a victim, you must understand MC's "[Title IX and Non-Discrimination Notice](#)," including the definitions of sex and gender-based misconduct, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and consent.
 - b) You should also have an understanding of the SaVE Act (Campus Sexual Violence Act provision, Section 304), which is part of VAWA 2013 (Violence Against Women Reauthorization Act): [Violence Against Women Act \(VAWA\) Reauthorization & The Campus Sexual Violation \(SaVE\) Act](#)
- 2) **Listen**
 - a) Please remember to explain the difference between confidential versus non-confidential resources.
 - b) Be an attentive listener and do not judge. It is possible that the student was intoxicated or under the influence of drugs while the incident occurred. This is neither the time nor place to criticize the victim's decisions. It is never the victim's fault. There is no acceptable reason to rape.
 - i) MC's [notice](#) states, "An individual's consumption of alcohol or other drugs never places them at fault for being sexually assaulted or victimized by any other form of gender-based misconduct."
 - c) Do not ask intrusive questions unless absolutely necessary. Allow the victim to reveal his/her story at his/her own pace. Take into account that they will most likely have to repeat this story multiple times, which can be a traumatizing experience.
- 3) **Respect**
 - a) It is not easy for the student to come to you and trust that you will be helpful. Hence, respecting the student's story will allow him/her to feel safe. Otherwise, the student will feel even more betrayed and they will not feel comfortable seeking additional help.
 - b) Do not believe in the stereotypes. Sexual assault is not always brutal or through the use of force. Manipulation, coercion, and taking advantage of someone's incapacitation are methods of raping. "Awkward, drunken college sex" should not be an excuse. Hence, even if you are unsure whether the student's experience is considered as sex and gender-based misconduct, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and without consent, you should treat it with a level of urgency.
- 4) **Validate**
 - a) Validate the victim's feelings by assuring that s/he is not to blame and that there is no wrong or right way to feel. Sexually violating experiences of any kind can be extremely confusing. Students need to know that they are not alone and that their emotional responses are normal.
 - b) Assure the student that this is a safe space for him/her to tell his/her story. Remember, however, that you are not qualified to counsel and you cannot offer confidentiality. Here, encourage the student to go to MC's Counseling Center (718-862-7446).
 - c) Provide the student with a list of resources so that the student knows that emotional, medical, institutional, and legal help are available (see below).
 - d) Finally, ask him/her if s/he would like for you to play a role in this journey. If yes, then provide your support to the student as s/he begins the process of recovery (and potentially, the judicial process). Some of the ways in which we can provide support is to offer to walk him/her to the Counseling Center, check in with the student periodically, etc.
- 5) **Report (Misconduct)**
 - a) **FACULTY CANNOT OFFER CONFIDENTIALITY TO STUDENTS!**
 - i) All members of the College community, including students, staff, faculty, vendors, and visitors who experience, witness, or hear about gender-based misconduct, including sexual harassment and sexual assault, are required immediately to contact the college's Title IX Coordinator, Vicki Cowan, in person at 305 Memorial Hall, by phone at (718) 862-7392, or by email at vicki.cowan@manhattan.edu, or reach out to one of the [deputy Title IX coordinators](#).

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RESOURCES TO SUPPORT STUDENT EXPERIENCE WITH SEXUAL VIOLATION

FACULTY RESOURCES

Manhattan College's "[Title IX and Non-Discrimination Notice](#)"

[Faculty Against Rape \(FAR\)](#) & FAR's "[Support Survivors](#)"

[Jeanne Clery Act](#)

[Violence Against Women Act \(VAWA\) Reauthorization](#)

[The Campus Sexual Violation \(SaVE\) Act](#)

[End Rape On Campus \(EROC\)](#)

EMOTIONAL SUPPORT

MC Counseling Center (718-862-7394, Miguel Hall 5th Floor)

Dr. Christin Nedumchira, *Staff Psychologist* (christin.nedumchira@manhattan.edu or 718-862-7446)

Dr. Terence P. Hannigan, *Director* (terence.hannigan@manhattan.edu or 718-862-7975)

MEDICAL SUPPORT

MC Health Services (718-862-7217, Alumni Hall 104, Stephanie)

Amy Dall, *Nurse Practitioner* (Mon to Fri, 9 a.m. – 4.30 p.m.)

Dr. Carl Franzetti, *Medical Doctor of Riverdale Family Practice* (Mon and Wed, call for hours)

Local Hospitals & Urgent Care (physical health & [forensic evidence](#))

Closest Hospitals to Campus (24/7)

Allen Pavilion NY Presbyterian Hospital, 5141 Broadway @ 220th Street, NY, NY 10034 (212-932-4000)

St. Joseph Medical Center, 127 South Broadway, Yonkers, NY 10707 (914-378-7000)

Closest Urgent Care to Campus

Riverdale Urgent Care, 5665 Riverdale Avenue, Riverdale, NY 10471 (347-913-4242)

Sexual Assault Nurse Examiner (SANE) or Sexual Assault Forensic Examiner (SAFE)

To find a local hospital or healthcare facility that is equipped to collect forensic evidence, contact the National Sexual Assault Hotline (800-656-HOPE/4673).

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Also see [After Hours Urgent Care & Emergency Facilities](#)

INSTITUTIONAL SUPPORT

Residence Life (718-862-7438, Thomas Hall 5th Floor) (often a point of entry)

Andrew Weingarten, *Director of Residence Life* (andrew.weingarten@manhattan.edu or 718-862-7438)

Public Safety (718-862-7240, Jasper Hall 1st Floor) (another point of entry)

Juan E. Cerezo, *Director of Public Safety* (juan.cerezo@manhattan.edu or 718-862-7240)

Campus Officers (another possible first point of contact) (718-862-7333)

Human Resources: Title IX Office (Memorial Hall 305)

Vicki M. Cowan, *Title IX Coordinator* (vicki.cowan@manhattan.edu or 718-862-7392)

LEGAL SUPPORT

(Contact in order to press charges)

Student Life (Thomas Hall 5th Floor)

Dr. Michael Carey, *Deputy Title IX Coordinator* (michael.carey@manhattan.edu or 718-862-7999)

NYPD 50th Precinct (718-543-5700/34, 3450 Kingsbridge Avenue, Bronx, NY 10463)

Mindy Ramos and Steven Cordero, *Community Affairs Officers* (718-543-5978)

OFF-CAMPUS HELP

Safe Horizon: 1-800-621-HOPE/4673

Rape, Sexual Assault & Incest Hotline: 212-227-3000/866-689-HELP/4357

Crime Victims Hotline: 866-689-HELP/4357

Domestic Violence Hotline: 800- 621-HOPE/4673

TDD phone number for all hotlines: 866-604-5350

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