STANDING TOGETHER TO ADVANCE CAMPUS SAFETY:
Sexual Assault Prevention and Response Progress Report

August 22, 2017
Ramapo College is committed to implementing comprehensive educational programs to prevent sexual assault and support survivors. This progress report is being shared in an effort to inform the community of the substantive action taken to advance campus safety and foster a respectful educational environment. While the actions here do not constitute an exhaustive list, they provide an overview of what administration, faculty, staff, student leaders, and community organizations are doing everyday to keep our students safe.

Overview of the Process and Timeline: Stafford Phase II
In recent years Ramapo College conducted a comprehensive review of our existing programs and procedures relevant to sexual assault prevention, alcohol awareness, and bystander intervention with a focus on programming and content development. The results of this evaluation were compiled in the Stafford Phase II Report [1] and released as the second phase of Ramapo:Advance during the 2015-2016 Academic Year.

After its release to the community, Mr. Christopher Romano, Vice President of Enrollment Management and Student Affairs (EMSA), convened a Stafford Phase II committee, which contained identified leads connected to recommendations within the report. The Stafford Phase II committee included the following members:
- Melissa Van Der Wall, Dean of Students (Chair)
- Rick Brown, Director of the Center for Student Involvement
- Joe Connell, Assistant Vice President of Student Success
- Judy Green, Director, Center for Health and Counseling Services
- Vincent Markowski, Director of Public Safety
- Kat McGee, Director of Title IX, ADA and Compliance Training
- Matthew McMahon, Assistant Director of Student Conduct
- David Vernon, Assistant Vice President, Human Resources & Benefits Administration

The committee held its first meeting on October 7, 2015 and then individual meetings occurred within the division of EMSA to discuss action plans as a result of the report. As the end of the fall 2015 semester approached, responsibility for managing the committee and work of Stafford Phase II transitioned to the Dean of Students, Melissa Van Der Wall, who served as Chair through the end of the spring 2017 semester.

This document highlights the progress made by the Stafford Phase II committee in our efforts to prevent and respond to sexual violence within the following four categories:

1. Primary Prevention (Stafford Phase II Recommendations: 1, 4, 10, 11)
2. Ongoing Education and Awareness (Stafford Phase II Recommendations: 1, 2, 3, 4, 5, 7, 9, 12, 13)
3. Training and Compliance (Stafford Phase II Recommendations: 2, 4, 6, 7, 14)
4. Trauma-Informed Response (Stafford Phase II Recommendations: 4, 8, 9, 14, 15, 16)

Inquires about sexual violence prevention and response efforts may be directed to:

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1) PRIMARY PREVENTION ACTIONS
Objective: Build a comprehensive framework across all levels of the Socio-Ecological Model to promote behaviors, attitudes, and beliefs that actively work to prevent sexual violence.

Student Targeted Actions:
An Office of Violence Prevention, to be led by a Prevention Education Coordinator (hereafter “the Coordinator”), was designated in Office C-216 to focus on education and training for students. (Stafford Phase II Recommendation 1) Marie D. Attis-Springs MPA, started her role as the Coordinator in June 2017. Mrs. Attis-Springs focuses on strategic planning for an ongoing, comprehensive, systemic approach to violence prevention. Prior to coming to Ramapo College, Mrs. Attis-Springs held the position of Sexual Assault Services Coordinator and Counselor at Rutgers University-Newark.

Photo Courtesy of Marie D. Attis-Springs

With the hire of the Prevention Education Coordinator, there will be a group of volunteer Consent Educators who will report to the Coordinator. The Consent Educators, also known as Violence Intervention Prevention (VIP) Peer Educators, are anticipated to be selected during the fall 2017 semester. Examples of current work toward this recommendation include the It’s On Us campaign, consent posters, “Yes Means Yes” bulletin boards, and coordinating with the staff in the Women’s Center. (Stafford Phase II Recommendation 12)
Photo Courtesy of the Ramapo College Women’s Center. Student leaders participate in the annual Ramapo College Violence Awareness Week.
President Peter P. Mercer attends an It’s On Us rally.

Campus-wide It’s On Us Campaign: (Stafford Phase II Recommendation 12)
- In fall 2015, the First Year Seminar classes engaged in a competition entitled the “It’s On Us (I.O.U.) Challenge” to introduce and engage the First-Year Students in the nationwide It’s On Us campaign to end sexual assault on college campuses. The I.O.U. Challenge was a competition for the FYS classes to get the students involved in the initiative via social media (see #ItsOnUsRCNJ). (Stafford Phase II Recommendation 5)
- The promotion of the It’s on Us campaign includes two (2) It’s On Us videos produced by the Department of Athletics that were distributed to the campus community via the Ramapo website and the Ramapo Athletics social media accounts.
- In April 2017 the College’s Social Media Strategist broadcasted a series of three It’s On Us videos created by Ramapo College students in recognition of Sexual Assault Awareness Month. (Stafford Phase II Recommendation 5)
- The videos can be accessed here:
  - It's On Us - Ramapo College Roadrunners
  - It's On Us - Ramapo College of New Jersey
  - It's On Us 2017 - Ramapo College
Student leaders gathered to support the It’s On Us Campaign.

Ramapo Stands: three students from the Senior Capstone Project (Julianna Spiezia '17, Victoria Canavan '17, and Lindsay Perrotti '17) crafted a Public Service Announcement (PSA) entitled “Ramapo Stands” about the role of bystanders and tools employed in bystander intervention. (Stafford Phase II Recommendation 12). The student leaders featured in the video each share a different strategy for stepping in to disrupt the potential for violence and support sexual assault survivors. The video was viewed over 8,000 times on Facebook as of July 2017. (Stafford Phase II Recommendation 5).
College Employee Targeted Actions:

Sample language that may be included in faculty syllabi with regard to the prohibition of sexual misconduct in the academic environment, and available resources for survivors is provided to all faculty on an annual basis by the Director of the Faculty Resource Center. *(Stafford Phase II Recommendation 13).* In addition, the Faculty Resource Center provides new faculty, on an annual basis, with basic guidelines to follow if an incident of sexual assault is reported to them.

Annual employee training (including sexual violence reporting requirements under the Clery Act and primary prevention) has been aligned with the outreach and training calendar in the Office of Equity, Diversity, Inclusion and Compliance. *(Stafford Phase II Recommendation 14).*
2) ONGOING EDUCATION AND AWARENESS ACTIONS

Objective: Multiple doses of educational campaigns will increase knowledge of topics relevant to sexual violence and related campus resources.

Student Targeted Actions: this recommendation involves a variety of topic areas and is hereby separated into the following categories: (A) Education and Awareness, (B) Promotions, (C) Risk Reduction, (D) First Year Students.

(A) Education and Awareness programs include:

A social norms campaign directed at men to prevent sexual and intimate partner violence on campus (i.e., Walk a Mile in Her Shoes, Real Men of Ramapo Calendar, contributions of male athletes to the It’s On Us and Ramapo Stands video campaigns, Men versus Assault Roundtable, etc.). (Stafford Phase II Recommendation 12).

Over 100 students participated in The Walk A Mile In Her Shoes event.
The Office of Fraternity and Sorority Life sponsored an Emerging Greek Leaders program that featured trainings with over 150 new Greek students related to alcohol, sexual assault, Title IX, and a variety of other topics. (Stafford Phase II Recommendation 12).


Faculty, staff and students discuss affirmative consent.
Anti-violence educational programs included: Take Back the Night, A Day to End Rape Culture, the Clothesline Project, November 2016 SGA Title IX Forum, From Ashes to Angel’s Dust: A Journey Through Womanhood, Sexual Assault Awareness Month 2017 Keynote Speaker Riley J. Dennis, etc. (Stafford Phase II Recommendations 11, 12).

Over 100 students participated in the 2016 Take Back the Night march.
The Title IX Committee, comprised of students, faculty, and staff focused on thwarting a campus culture of violence, produced the following educational materials:

- In 2015, the Sexual Violence Resource Packet was distributed by the Title IX Committee to key locations at the College. An updated Sexual Violence Resource Packet is distributed to key areas of campus each August. (*Stafford Phase II Recommendations 12, 13, 15*).

- Resource “palm cards,” which are easy to read, small cards that have a “business-card” nuance and contain resource information are distributed at all violence prevention events. The palm cards are also available in the Women’s Center and the Center for Health and Counseling Services (CHCS). (*Stafford Phase II Recommendations 3, 12, 13, 15*).
“From Ashes to Angel’s Dust: A Journey Through Womanhood” performance presents stories of domestic violence, homophobia and healing.

- The addition of Campus Community Outreach Coordinators in the Department of Public Safety has helped promote and advertise resources for survivors via the Public Safety Newsletter. (*Stafford Phase II Recommendation 3, 5*).

- The College has partnered with the Bergen County healingSPACE to increase community awareness on sexual assault/sexual violence and provide support to victims of sexual assault/sexual violence. In addition, the College uses campus avenues, such as RCTV and Cell Phone Charging Stations, to help healingSpace advertise the use of their “app” to students who may seek off campus resources for sexual victimization or intimate partner violence. (*Stafford Phase II Recommendation 3*).

- Educational materials such as the Annual Notice on Campus Crime Statistics, the Student Handbook, the Sexual Violence Resource Packet, and the Ramapo Advance website all make it clear which campus resources and off-campus resources (e.g., Bergen County healingSPACE) offer confidential support. (*Stafford Phase II Recommendations 2, 3, 12, 13*).
2017 Sexual Assault Awareness Month keynote speaker Riley J. Dennis

- Improved access to online resources:
  - Enhancements to the Ramapo Advance website and the Sexual Misconduct Policy Governing Students are complete. Ongoing revisions and improvements will be made to the College website to ensure easily searchable access to support for survivors, supporters, and bystanders including review the search “metrics” for the Ramapo website. *(Stafford Phase II Recommendation 6).*

  - Ongoing campus wide-publication of the College’s Title IX Coordinator, how to report sexual misconduct, and how Ramapo resolves grievances related to sexual misconduct is promoted via the College website, campus-wide broadcast e-mails and the Student Handbook. All of this material includes information regarding on and off campus resources and survivor rights. *(Stafford Phase II Recommendations 6, 12, 14, 15).*

  - The Office of the Dean of Students website includes a link (on the left) for individuals to access “Sexual Assault Reporting Options.” *(Stafford Phase II Recommendation 6).*
The College regularly promotes educational campaigns and events on various social media platforms including Instagram, Facebook and Twitter. *(Stafford Phase II Recommendation 5).*

(C) Risk Reduction:

a. The Campus Community Outreach Coordinators in the Department of Public Safety promotes and facilitates the *Rape Aggression Defense (R.A.D.)* program. Over 70 women participated in the March 2017 RAD program. *(Stafford Phase II Recommendation 12).*

b. The Sexual Misconduct Policy Governing Students includes risk reduction strategies from the Rape, Abuse, & Incest National Network and it emphasizes that sexual assault and sexual misconduct are never the fault of the victim. *(Stafford Phase II Recommendations 12, 15).*

(D) First-Year Students (FYS) Peer Facilitators: FYS Peer Facilitators received training on campus policies related to sexual violence and delivery of related material to first-year seminar courses. This training included one and one-half hours of class time dedicated to the topics of sexual assault, bystander intervention and alcohol, which took place in the fall of 2015. Training will continue in an annual basis. *(Stafford Phase II Recommendations 12, 15).*
College Employee Targeted Actions: Phase II recommendations included a comprehensive approach for faculty education to be delivered through both active and passive programming opportunities:

All faculty members received a copy of the Annual Security Report (ASR) from the Department of Public Safety via e-mail on September 30, 2015 and September 30, 2016, which included campus statistics and information with regard to the importance of the preservation of evidence that could be helpful in proving a crime occurred. The ASR also included information pertaining to how faculty could assist a complainant with obtaining an order of protection/restraining order. (Stafford Phase II Recommendation 13).

The College’s Title IX Coordinator conducted annual Responsible Employee Training for faculty and staff and annual New Faculty Orientation via the Faculty Resource Center which included the following topics: (Stafford Phase II Recommendation 10).

○ How to identify warning signals of sexual harassment, sexual assault, intimate partner violence, and stalking.

○ Ramapo’s policy and resolution procedures, including how to report information to the College’s Title IX Coordinator, as well as how to assist the student or employee with filing a complaint.

○ On and off campus resource information/providers for employees and students related to sexual and physical abuse (i.e. Health and Counseling Services, Public Safety, the Women’s Center, Title IX, and Bergen County healingSPACE).

Improved access to online resources: (Stafford Phase II Recommendation 6).

○ The Human Resources website has been updated to include “Sexual Assault Information” and “Sexual Harassment Resources” under the Employee Resources tab. The community and national support resources listed include Bergen County healingSpace and the Department of Justice, Office on Violence Against Women.

○ The “Ramapo A-Z” directory includes a link for “Sexual Harassment Resources.”
Photo Courtesy of the Ramapo College Women’s Center. The 2017 “Real Men of Ramapo” calendar features Ramapo College students and their personal definitions of healthy masculinity.

3) TRAINING AND COMPLIANCE ACTIONS
Objective: Establish or increase skills and technical knowledge directly related to identifying, preventing, and responding to sexual violence.

Student Targeted Actions:
In order to establish and widely disseminate a consistent message that sexual harassment, sexual assault, intimate partner violence, and stalking are prohibited and will not be tolerated, new students are required to complete web-based and in-person training: (Stafford Phase II Recommendations 2, 11).

- Web based training: “Haven: Understanding Sexual Assault Training.” The College will continue to use AlcoholEDU, an interactive online program designed to reduce the negative consequences of alcohol amongst students, and compliment the online training with in-person events.
o In-person training: In the Fall of 2016, all first year students were required to attend:

- SCREAM (“Students Challenging Realities and Educating Against Myths”) Theater: this a nationally recognized peer education group uses improvisational theater to educate students about sexual violence, stalking, and harassment with a focus on bystander intervention and the understanding that the crime of sexual violence is a community issue.

- Zero Shades of Gray: a one-hour affirmative consent workshop from the Bergen County healingSpace. After attending the Zero Shades of Grey workshop in September 2016, 97.6 percent of students reported that they strongly agreed or agreed with the following statement “I feel that I can explain accurately what affirmative consent means to a friend.”

o Both online and in-person training will continue for all incoming students.

Additionally, as required by the U.S. Department of Education, the College issued an “Annual Notice of Nondiscrimination” in the Student Handbook, which was distributed to all student e-mail accounts in September 2015, January 2016, September 2016, and January 2017. (Stafford Phase II Recommendations 2, 3).

Training with student groups, such as Resident Assistants and First Year Seminar Peer Facilitators, focused on the topics of sexual harassment, sexual assault, forms of intimate partner violence, prevention and educational messages often involve a group discussion component. Training will continue an annual basis. (Stafford Phase II Recommendations 2, 12, 14).

A Sexual Misconduct Policy Town Hall Meeting was held by Title IX Coordinator Kat McGee in January 2016 to introduce the new Sexual Misconduct Policy Governing Students to the community. (Stafford Phase II Recommendation 5).

College Employee Targeted Actions:
Responsible Employees received annual training provided in 2015 (using the company WeComply) and in 2016 (using Haven for Faculty and Staff or in-person educational sessions with the Director of Title IX). All Responsible Employees will continue to training on an annual basis. (Stafford Phase II Recommendations 2, 13).

Annual training is required of the Title IX Coordinator, Title IX Investigators and the Deputy Title IX Coordinators since the implementation of the investigation structure, which was established in January 2016 by the new Sexual Misconduct Policy Governing Students. (Stafford Phase II Recommendation 14).

4) TRAUMA-INFORMED RESPONSE ACTIONS
Objective: Develop a coordinated, seamless, victim-centered response service between campus and community resources that offers options related to anonymous reporting, law enforcement involvement, disciplinary actions, medical care, emergency contraception, accommodations, follow up counseling and advocacy.

Student Targeted Actions:
In the fall of 2016 the Title IX Committee invited all Ramapo students to participate in the "It's On Us Survey," the first campus climate survey at Ramapo College specifically
focused on sexual violence. 10 percent of the total student population participated in the survey. The data will be used to better understand the experiences, knowledge, and perceptions of our students concerning sexual violence within our community. *(Stafford Phase II Recommendations 4, 15).*

Community partnerships have been established with Bergen County Prosecutors Office, Mahwah Police, Aura Car Service (emergency transportation paid for by the College), Bergen County healingSPACE, and Planned Parenthood. *(Stafford Phase II Recommendations 4, 15).*

Emergency contraception and STI testing is conducted free of charge for sexual assault survivors through Student Health Services. *(Stafford Phase II Recommendations 14, 15).*

Information about the Bergen County healingSPACE was provided during the President’s State of the College Address in **fall 2015** and **fall 2016**. *(Stafford Phase II Recommendations 12, 13, 14, 15).*
President Peter P. Mercer discusses Ramapo College Partnership with Bergen County healingSPACE at the 2016 State of the College Address.

Anonymous reporting: the College developed two new mechanisms for anonymous reporting of sexual misconduct: *(Stafford Phase II Recommendations 6, 8, 15).*

- Through the Ramapo Advance website, a user can submit an anonymous Title IX related report that is sent directly to the Title IX Coordinator.

- The Department of Public Safety received SPIF funds to purchase an “app” that will allow users to anonymously send information to the Public Safety dispatcher (e.g., LiveSafe). LiveSafe also includes bystander intervention strategies. The launch for LiveSafe is anticipated in fall 2017.

Integrated screening for sexual harassment, sexual assault and intimate partner violence into patient history protocols has been implemented in the College Health and Counseling Centers. *(Stafford Phase II Recommendation 16).*
Photo Courtesy of the Ramapo College Department of Public Safety. LiveSafe enables direct and discreet two-way communication between students and safety officials using text, picture, video, and audio.

College Employee Targeted Actions:

Development of a New Employee Orientation, to occur within the first few weeks of hire, has been assigned to the Manager of Learning, Development and Performance in Human Resources. This orientation will include a module related to response to sexual assault, dating violence, domestic violence, and stalking. Training development is anticipated during 2017. (Stafford Phase II Recommendations 10, 14).

The Department of Public Safety delivers an annual training program for the campus staff most likely to be confronted with a student or employee who discloses sexual or intimate partner abuse, know as designated Campus Security Authorities (CSA’s). Clery Act training will continue for all CSA’s on an annual basis. (Stafford Phase II Recommendations 10, 14).
In the fall 2016, Public Safety administered CSA training via a new on-line training system provided by D. Stafford and Associates. There will be an annual refresher training and new training in compliance with the recommended “doses” in the Stafford Phase II report. (Stafford Phase II Recommendations 10, 14, 15).

In addition to CSA training, relevant student staff members receive training connected to sexual violence (Resident Assistants, Peer Facilitators, and Women’s Center Staff). (Stafford Phase II Recommendations 10, 14, 15).

Director of Title IX Kat McGee, provides training on the neurobiology of trauma to the Department of Public Safety. Photo courtesy: Liz Fanelli.

• Updating the Memorandum Of Understanding (MOU) with Law Enforcement Authorities to inform them of the College’s required responses to sexual violence under federal law is currently underway. (Stafford Phase II Recommendation 15).