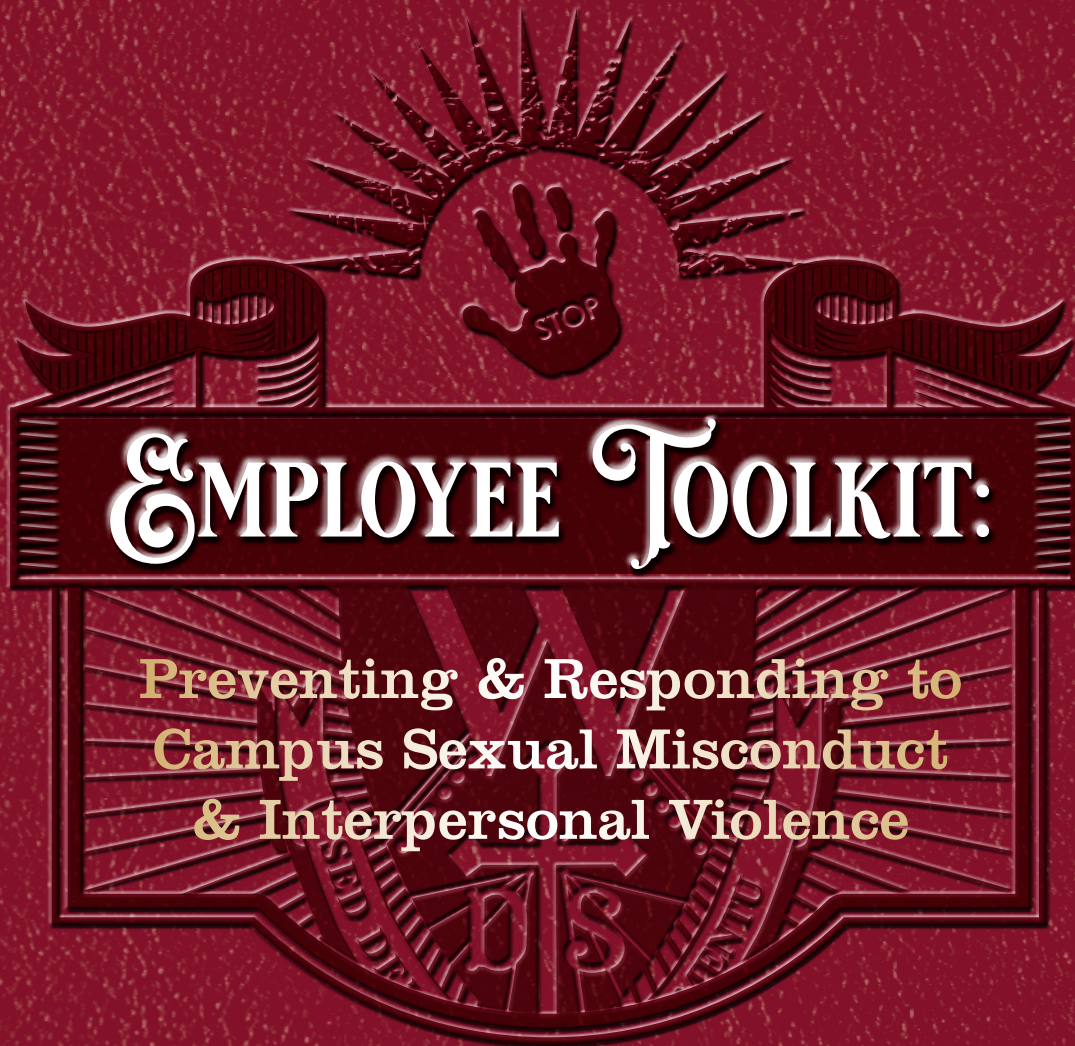


WALSH UNIVERSITY



Preventing & Responding to  
Campus Sexual Misconduct  
& Interpersonal Violence

2021 – 2022

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## INTRODUCTION & PURPOSE

This toolkit is intended to serve as a “go-to” guide to equip Walsh University employees on how to best prevent and respond to incidents of sexual misconduct and interpersonal violence on campus in a compassionate, trauma-informed, and culturally aware manner.

All of Cav Nation is encouraged to embrace “upstream thinking” around topics of sexual harassment and assault, relationship violence, and stalking by each doing our part to take an active role in preventing violence among our fellow colleagues and students. The first part of this document provides some tools that can be used for this purpose. The second part is dedicated to empowering employees on how to effectively respond to disclosures of sexual assault, dating violence, domestic violence, and stalking.

**“Violence against women, inside or outside the home, is *never* justified. Violence in any form”—physical, sexual, psychological, or verbal—is sinful; often, it is a crime as well. We have called for a moral revolution to replace a culture of violence. We acknowledge that violence has many forms, many causes, and many victims—men as well as women.”**

– *Catholic Bishops of the United States, When I Call for Help, 2002*



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## ACKNOWLEDGMENTS

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- **Anna Ball**, *Title IX Deputy, Senior Women Administrator, Head Softball Coach*
- **Kristi Campbell**, *Title IX Coordinator/Informal Resolution Facilitator & Director of International Student Services*
- **Lou Darrow**, *Former Chief of Campus Police*
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- **Kris Drummer**, *Former Program Manager/Counselor for COMPASS Sexual Assault Education, Prevention & Support*
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- **Ashley Huprich**, *Development Associate for Domestic Violence Project, Inc.*
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- **Molly MacMath**, *Director for COMPASS Sexual Assault Education, Prevention & Support*
- **Dr. Carey Minard**, *Clinical Assistant Professor of Occupational Therapy*
- **Francie Morrow**, *Executive Director for Counseling & Health Services*
- **TK Payton**, *Chief Conduct Officer, Dean of Students, Chief Housing Officer*
- **Ron Perdue**, *Chief of Campus Police*
- **Joy Raub**, *Director of Prevention Education and Programming; Project Director*

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### Office on Violence against Women (OVW) Campus Program Grant Walsh University Leadership Team

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### Additional 2021–2022 CCRT Members

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- **Dr. Amy Hassen**, *Assistant Professor of Physical Therapy*
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- **Carrilyn Long**, *Director of Multicultural Affairs*
- **Meredith Soduk**, *Director of Academic Support Services*

## CCRT Mission Statement

The CCRT of the Cavalier Safeguard Initiative is a collaborative body of campus and community experts who provide the Walsh University community with inclusive, culturally competent and trauma-focused education, safety and prevention efforts to end sexual assault, dating violence, domestic violence, and stalking.

## WALSH UNIVERSITY POLICIES

Walsh University has four (4) major policies related to sexual misconduct and interpersonal violence that guide the university's prevention of and response to these incidents. This toolkit is intended to supplement, and not replace, existing campus policies. Where inconsistencies exist between this toolkit and the policies outlined below, Walsh University policies will supersede this resource.

### Prevention

Sexual Misconduct and Interpersonal Violence Policy

<https://www.walsh.edu/title-ix>

### Response

Sexual Misconduct and Interpersonal Violence Policy

<https://www.walsh.edu/title-ix>

Caring Cavalier Amnesty Policy

<https://www.walsh.edu/title-ix>

Mandatory Reporting Policy (Located in the Employee Handbook)

<https://www.walsh.edu/faculty-staff>



### Prevention

- Sexual Misconduct and Interpersonal Violence Prevention Policy

### Response

- Caring Cavalier Amnesty Policy
- Mandatory Reporting Policy
- Sexual Misconduct and Interpersonal Violence



## REPORTING FORM

### What is a Campus Security Authority (CSA)?

[https://www.walsh.edu/\\_files/CSA%20Reporting%20Form.pdf](https://www.walsh.edu/_files/CSA%20Reporting%20Form.pdf)

Under Clery Act deferral guidelines, a "Campus Security Authority" is defined an official of an institution who has significant responsibility for campus and student activities. An "official" is defined as any person who has the authority and duty to take action or respond to particular issues on behalf of the institution.

This includes, but is not limited to:

- ▶ Campus Police
- ▶ Athletic Staff (Professional Staff and Coaches)
- ▶ Student Club Advisors (including Faculty)
- ▶ Title IX Coordinator and Deputies
- ▶ Student Affairs Staff
- ▶ Residence Life Staff (Professional Staff and Residence Assistants)
- ▶ Campus Ministry (Professional Staff and Peacemakers)
- ▶ Intramurals (Professional Staff and Student Staff)
- ▶ Student Activities (Professional Staff and Student Staff).

### Campus Security Authority (CSA) Reporting Form

## PREVENTING VIOLENCE

Walsh University is dedicated to creating a safe and supportive campus environment in which individuals feel empowered to engage as *active bystanders* when they witness harmful and/or violent words or actions against peers and colleagues. Walsh prohibits all forms of sexual harassment, as well as dating violence, domestic violence, sexual assault, and stalking as defined by the Clery Act, and believes all members of the campus community share the responsibility of preventing sexual misconduct and interpersonal violence.

### What is a Bystander?

“A bystander is a person who is present when an event takes place but isn’t directly involved. Bystanders might be present when sexual assault or abuse occurs—or they could witness the circumstances that lead up to these crimes.”

Bystanders can choose to be active or passive.

### What is an ACTIVE Bystander?

An *active bystander* is someone who witnesses an act of violence or violence-promoting words or actions and makes a choice to challenge it. Active bystanders push beyond the social psychological phenomena called the bystander effect, which occurs when someone is less likely to intervene in a given emergency situation, such as an act of power-based interpersonal violence, when other and more people are present.

### Recognize

Before an active bystander can intervene in situations involving violence or violence-promoting words or actions, they have to first recognize the situation as a problem. So, can you spot the signs of sexual misconduct and interpersonal violence?

#### Stalking Tactics

- Unwanted contact through repeated calls (including hang-ups), texts, emails or messages.
- Following you.
- Sending unwanted gifts or letters.
- Tracking you using technology (like GPS, apps or hidden cameras)
- Showing up or waiting for you at your home, work or school.
- Damaging your property.
- Spreading rumors about you – in person or online.
- Posting or sharing or threatening to post or share intimate photographs of you.
- Harassing your co-workers, family or friends.
- Gathering information about you by using the internet or going through your trash.
- Hacking your accounts, changing your passwords or impersonating you online.
- Threatening to hurt you or those close to you – family, friends, pets.
- Other actions that control, track, or frighten you.



## Domestic/Dating Violence Warning Signs

- Wants to move too quickly into the relationship.
- Early in the relationship flatters you constantly, and seems “too good to be true.”
- Wants you all to him- or herself; insists that you stop spending time with your friends or family.
- Insists that you stop participating in hobbies or activities, quit school, or quit your job.
- Does not honor your boundaries.
- Is excessively jealous and accuses you of being unfaithful.
- Wants to know where you are all of the time and frequently calls, emails, and texts you throughout the day.
- Criticizes or puts you down; says you are crazy, stupid, and/or fat/unattractive, or that no one else would ever want or love you.
- Takes no responsibility for his or her behavior and blames others.
- Has a history of abusing others.
- Blames the entire failure of previous relationships on his or her former partner; for example, “My ex was totally crazy.”
- Takes your money or runs up your credit card debt.
- Rages out of control with you but can maintain composure around others.

## Warning Signs that Could Lead to a Sexual Assault

- Withdrawing from other relationships or activities, for example, spending less time with friends, leaving sports teams, or dropping classes
- Saying that their partner doesn't want them to engage in social activities or is limiting their contact with others
- Disclosing that sexual assault has happened before
- Mentioning that their partner is pressuring them to do things that make them uncomfortable
- Signs that a partner controlling their means of communication, such as answering their phone or text messages or intruding into private conversations
- Visible signs of physical abuse, such as bruises or black eyes



## Digital Harassment

“Digital harassment can span from inappropriate jokes or comments in employee emails, chats, or text messages, to sexual or racial innuendo in online employee forums, to blatant exclusion or ridicule (such as intentionally muting individuals during web conferences or defacing their profile pictures), to cyberstalking or distributing offensive photos, gifs, or memes based on protected characteristics.”

<https://everfi.com/blog/workplace-training/harassment-prevention-in-the-remote-work-environment/>

Data Sources: National Network to End Domestic Violence (NNEDV), Rape, Abuse & Incest National Network (RAINN), and StalkingAwareness.org

## Assume Responsibility

An active bystander must then make a decision as to whether they feel responsible for the situation and then to act on it. Here at Walsh, as leaders in service to others, we believe our whole campus is responsible for looking out for one another and interrupting harmful situations we witness.

But, what might be holding us back?

### Barriers

- Fear of losing social clout among colleagues
- Fear of retaliation
- Fear of experiencing micro-aggressions later
- Fear of an awkward working relationship moving forward
- Fear of "starting" something that could snowball into a larger problem
- Not knowing the skills to effectively intervene
- Fear of confrontation
- Fear of making a scene
- Not feeling confident in how to effectively intervene
- Feeling like one's voice is insignificant
- Tenure status

These barriers are valid! So, it's important to consider what intervention strategies might realistically work best for you with these concerns in mind.

## 4 Ds of Bystander Intervention

There are four (4) primary ways we can address harmful and/or concerning words or actions as an active bystander:

- **Direct** – A bystander may choose to directly engage with a perpetrator, victim, or both. Using this strategy, they would directly address the inappropriate attitudes or behaviors that are occurring and/or would remove a victim from a harmful situation.
- **Delegate** – A bystander may choose to ask someone else or a group to help intervene in a harmful situation. This could include delegating to Campus Police 330.490.7474) if there is immediate danger.
- **Distract** – A bystander may choose to divert the attention of a perpetrator and help remove a victim from a harmful situation or to draw the attention of other bystanders to a harmful situation occurring.
- **Delay** – If a situation is unsafe or if a bystander is unsure of all the details of the situation, the bystander can check back in with the victim or make a report after the incident occurs.

If someone is in immediate danger, bystanders should call Campus Police at 330.490.7474 or local police at 911 for assistance.

*\*\*Please Note: Bystander safety is of utmost importance to Walsh University, and intervening in potentially harmful situations should occur at a distance from what's happening and with other people, when possible. Active bystanders should consider their personal characteristics that may make a situation safer or more dangerous for intervening before doing so. For example, how does one's age, race, size, color, sex, religion, ethnicity, or (dis)ability in a given situation impact their ability to safely interrupt violent or violence-promoting words or actions in a particular circumstance?*



## What Would You Do?

Read through the following scenarios with a colleague or friend, and together, think about how you would respond in each situation. Practice aloud what you would say or verbally walk through the steps of what you would do in these scenarios.

### Scenario 1

A colleague is standing at the front of the David Center reception desk with a couple of peers discussing a “bad fight” they had with their spouse the night before. “My husband did not answer his phone yesterday, so I just kept calling him. And calling him. And calling him. He sent me a text asking if everything was okay. I knew he was at work, but he should be answering when I call, so I called again. It’s fine, though. I installed a GPS tracker on my phone for him about a year ago to make sure I know where he’s at at all times. He has no idea! But it showed he was still at work while I was calling. I let him have it at home when he got back.”

**Ask yourself:** What are the harmful words or actions in this scenario? What are my personal barriers to intervening in this situation? How could I safely and realistically interrupt this behavior?

### Scenario 2

Two students are eating lunch at the table beside you in the Global Learning Center café area. You overhear them laughing about that “dumb” lady who was “asking for it.” You realize they’re discussing the latest news about a domestic violence victim who came forward to press charges against her alleged perpetrator, an athletic coach at another university.

**Ask yourself:** What are the harmful words or actions in this scenario? What are my personal barriers to intervening in this situation? How could I safely and realistically interrupt this behavior?

### Scenario 3

Upon entering the classroom, you hear one student state to another as you walk by, “I’m sorry, but if you’re a guy, you can’t be raped. How does that even work? You’re so much bigger than a woman!”

**Ask yourself:** What are the harmful words or actions in this scenario? What are my personal barriers to intervening in this situation? How could I safely and realistically interrupt this behavior?

### Scenario 4

You are sitting in your office when a direct report approaches you. They start talking about a recent rape case that happened at another university involving a gay couple and ask you for your thoughts. “You know, when people are out of the will of God, they are going to face consequences—even rape. What do you think?”

**Ask yourself:** What are the harmful words or actions in this scenario? What are my personal barriers to intervening in this situation? How could I safely and realistically interrupt this behavior?

## How Can I Be Proactive?

- Reacting to violence or violence-promoting words or actions when they are happening is great! But we also want to set a climate on campus where we stop violence before it ever begins. One of the ways we can do this is by engaging in proactive bystander behaviors. Some examples include:
- Hanging up information about domestic or sexual violence in your office.
- Wearing awareness ribbons and/or colors during various awareness months (Domestic Violence – October, Sexual Assault – April, Stalking – January).
- Making reference to campus resources for victims and survivors in course syllabi.
- Posting articles about bystander intervention or sexual and relationship violence prevention on social media.
- Including information about sexual and relationship violence awareness in your email signature.
- Coming to and advertising awareness and prevention events on campus.
- Hanging up the Cavalier Safeguard Initiative Resource Guide in a visible space in your office.



All of these practices let others know violence will not be tolerated at Walsh University and that each member of Cav Nation takes responsibility for preventing sexual misconduct and interpersonal violence on campus.

**What one proactive bystander behavior will you commit to doing today?**

# RESPONDING TO VIOLENCE

## FOR ALL EMPLOYEES:

### What to Do When Someone Discloses

It is possible a student or colleague may perceive a faculty or staff member as a safe person to approach to disclose an incident of sexual misconduct or interpersonal violence. When you find a student or colleague beginning to make a disclosure, there are three main steps that should be taken:

#### 1. LISTEN

- Ask the victim or survivor if they would like to find a quiet and private space to speak. If possible, try to position yourself at eye level so as to avoid “standing over” a victim or survivor while they’re sharing their experience.
- Listen to them share their disclosure, and use moments of silence, as appropriate. Gaps in speaking do not always need to be filled.
- Confirm if the victim or survivor is in immediate danger. If they are, call Campus Police 330.490.7474) or 911.
- Keep your emotions in check, and stay calm and attentive – not expressing shock, judgment, or disbelief. Remember you might be the only person to whom this victim or survivor has shared their story. How you respond in the immediacy may have lasting impacts on their willingness to move forward and seek services in the future.
- Avoid victim-blaming questions or comments, such as “Are you sure you didn’t lead them on...?” or “Why were you drinking?”
- Appropriate responses when someone discloses an experience of sexual misconduct or interpersonal violence might include “I’m so sorry this happened,” “I hear what you’re saying,” “You did not deserve this,” “This is not your fault,” or “Thank you for sharing this with me.”
- Be upfront about your obligations as a mandatory reporter at Walsh University. Remind the victim or survivor you will need to share the information they disclose with Title IX and possibly Campus Police (if the incident involves sexual assault, including rape, fondling, incest, or statutory rape; domestic violence; dating violence; or stalking).
- Ensure them you will keep their information private, although it cannot be kept confidential since it will need to be shared with Title IX and possibly Campus Police.

#### 2. SUPPORT

- Know the on- and off-campus resources available for victims and survivors at Walsh University (please see p.18 of this toolkit). Ask the victim or survivor if they would like to learn more about these options, but importantly, do not try to force them or take control over whether or not they contact these resources. This might mean the victim or survivors chooses not to engage with these resources which is ultimately their choice.
- Know the difference between confidential resources (information, in most circumstances, will not be shared with Title IX or Campus Police) and non-confidential resources (information may be shared with Title IX or Campus Police).
- Encourage a sexual assault forensic exam (SAFE) as soon as possible. Remind them Walsh University has a partnership with the City of North Canton to provide free ambulance transportation for victims and survivors to Aultman Hospital or Mercy Medical Center.
- Do not attempt to investigate the situation to determine the validity of the disclosure or if a violation of the sexual misconduct or interpersonal violence policy occurred. This is the responsibility of the Title IX Office.

#### 3. REPORT

- Ask the victim or survivor if they would like to call or walk together to the Title IX Office (and Campus Police, if applicable) or if they prefer you to report the disclosure alone.
- Please refer to the Mandatory Reporting Reference Guide (p.14 of this toolkit) and the University’s Mandatory Reporting Policy to determine who needs to be contacted with information about the disclosure at hand.

## FACULTY CORNER

### Syllabus Inserts

#### Responding to Disclosures

It is best to let students know up front your reporting obligations as a mandatory reporter at Walsh University. Sharing with students you are a mandatory reporter at the beginning of a course with a simple syllabus insert allows them to make an informed choice on whether to disclose to you an incident of sexual misconduct and/or interpersonal violence. Please consider copying and pasting this information into your course syllabi.

Walsh faculty members are mandatory reporters, meaning they are required to make a report to the Title IX Office (330.490.7105) should they become aware of a student or employee who has experienced an incident of sexual misconduct or interpersonal violence. They also must report to Campus Police (330.490.7474) incidents involving sexual assault, including rape, fondling, incest, or statutory rape; domestic violence; dating violence; or stalking.

If you are unsure whether you would like to make a formal report to Title IX or Campus Police, please contact Washington Square AultmanNow Health Services (330.363.8680), Counseling Services (330.490.7348), Father Cebula (330.490.7051), COMPASS Rape Crisis (330.452.1111), or Domestic Violence Project, Inc. (330.453.7233) to speak confidentially with someone.



#### Preventing Violence\*

Although it's important to be prepared to respond to a disclosure of sexual misconduct or interpersonal violence, it is also important we each do our part to prevent violence from happening in the first place. One of the ways we can work towards this goal as a University is to create an on-campus climate that demonstrates a commitment to anti-violence messaging. Please consider copying and pasting one of the below statements into your course syllabi to demonstrate your commitment to being an active bystander:

"I am committed to a safe campus. I believe violence is not ok, and I will find a way to do or say something in any situation that feels like it could lead to violence. How can I support you to do the same?"

"I am committed to supporting and encouraging students, staff and faculty to take responsibility for safety on our campus. Please ask me how you can contribute, too."

"I believe we can all play a role in preventing violence. We are all bystanders and we can make choices to contribute to a safer campus."

"Because I know that interpersonal violence will impact the lives of my students, I am committed to violence prevention and campus safety. Please ask me how you can contribute, too."

"Because I know reducing the number of people on this campus who get hurt by interpersonal violence requires everyone doing their part, I pledge to be an active bystander, support survivors of violence and proactively reinforce campus prevention activities. Ask me how you can get involved too."

"If you experience any form of violence, I am here to support you. Please don't hesitate to reach out or contact: Confidentially, Domestic Violence Project, Inc. at **330.453.7233 (SAFE)**, COMPASS Sexual Assault Education, Prevention & Support at **330.452.1111**, and Counseling Services at **330.490.7348**; or non-confidentially, Title IX at **330.490.7105** or Campus Police at **330.490.7474**."

"If you or someone you know experiences stalking, partner violence or sexual assault, please know, you are not alone."

There are resources that can help: Domestic Violence Project, Inc. at **330.453.7233 (SAFE)** or COMPASS Sexual Assault Education, Prevention & Support at **330.452.1111**."

"My classroom and office are safe places. Please know you will be supported and heard if you have experienced any form of violence. Also, know that you are not alone. Domestic Violence Project, Inc. at **330.453.7233 (SAFE)** or COMPASS Sexual Assault Education, Prevention & Support at **330.452.1111**."

"I am dedicated to contributing to a safe campus. I will do my part as an active bystander and work to reset campus norms that are incompatible with violence. I am also a safe person to talk to if you or someone you know has experienced violence."

"I believe we all play an integral role in combating campus power-based personal violence. I pledge to be a positive and active bystander. And my classroom and office are safe places if you or someone you know has experienced violence."

"I support violence prevention efforts across campus."

"The [ENTER DEPARTMENT NAME HERE] Department supports violence prevention efforts across campus."

"The [ENTER DEPARTMENT NAME HERE] Department is committed to a safe and violence-free campus."

"As a faculty member, I support a safe, violence-free campus."

*\*Prevention inserts have been taken and adapted, with permission, from the Green Dot Violence Prevention Strategy.*

## Online Course Safety Tips

- When asking students to introduce themselves at the start of a new course, avoid asking them to provide too much personal information that could leave them vulnerable to a stalker.
- Encourage students to think about their back grounds when engaging in video discussions or recordings and to remove information that indicates where that student might live. For example, bills on the table beside them or street signs in the background.
- Regularly monitor your online discussion boards to ensure content is free of harassment.

# Safety Tips



## Extra Credit Options\*

**Assignments:** Offering extra credit to students to support violence prevention on campus is always a very motivating factor. Below are some activities or events that could be used as extra credit assignments.

**Talk about it.** Have 10 conversations with friends or classmates about violence prevention or interpersonal violence in general and keep a log of the themes.

**Vine it.** Research 5 bystander barriers (things that can keep people from acting in high risk situations) and create vines to demonstrate each one. These articles will help:

- ▶ Latane, Bibb, and John M. Darley. "The unresponsive bystander: Why doesn't he help?." (1970): 276-290.
- ▶ Darley, John M., and Bibb Latane. "Bystander intervention in emergencies: diffusion of responsibility." *Journal of personality and social psychology* 8.4p1 (1968): 377.
- ▶ Latane, Bibb, and John M. Darley. "Group inhibition of bystander intervention in emergencies." *Journal of personality and social psychology* 10.3 (1968): 215.
- ▶ Fischer, Peter, et al. "The unresponsive bystander: Are bystanders more responsive in dangerous emergencies?." *European journal of social psychology* 36.2 (2006): 267-278.
- ▶ Garcia, Stephen M., et al. "Dual effects of implicit bystanders: Inhibiting vs. facilitating helping behavior." *Journal of Consumer Psychology* 19.2 (2009): 215-224.

**Google it.** Look up bystander intervention and violence prevention. Find 10 sources (articles, YouTube videos, websites, etc.) that you can learn from and report back.

**Broadcast it.** Create a video "news story" of prevention efforts on this campus. Seek out perspectives from students, faculty, staff and administrators.

**Tweet it.** Create a hashtag for violence prevention efforts on campus and see how many retweets, favorites, hashtags repeats you can get. Report how effectively you were able to spread the message. You can do this with Facebook or other social media sites. Keep track of the "likes," "shares," "comments" and "follow backs."

**Market it.** Design a mock social marketing campaign to mobilize the campus community around violence prevention. Write a plan, create a brand and distribution system.

**Attend it.** Participate in a community or campus event focused on violence prevention or victim support (examples: Domestic Violence Awareness Month activities, Sexual Assault Awareness Month Activities, Bringing in the Bystander, Heroes Walk, Bystander Intervention is a Piece of Cake, Stark County's Take Back the Night, activities hosted by The Diamond Mission).

**Discover it.** Interview a local victim service provider, advocate or counselor or on-campus counselor about their work and their opinions on prevention of violence.

**Organize it.** Start a project or organize an event or gathering to further violence prevention efforts on campus. Mobilize your community!

**Join it.** Become a member of The Diamond Mission, Walsh University's student organization dedicated to raising awareness about and ending sexual and relationship violence on campus.

**Volunteer for it.** Volunteer at the campus advocacy services, local rape crisis center or domestic violence shelter.

**Write about it.** Write an article or letter to the editor for the local or campus newspaper about the importance of violence prevention.

*\*Extra credit options have been taken and adapted, with permission, from the Green Dot Violence Prevention Strategy.*

## DON'T CANCEL CLASS INITIATIVE

Don't cancel class. Instead, invite the Cavalier Safeguard Initiative Program Coordinator to facilitate a 90-minute, evidence-based violence prevention curriculum with your students.



### Bringing in the Bystander®

A prevention workshop focused on stopping sexual and relationship violence on campus by promoting the concept of shared responsibility. Participants will acquire the tools they need to identify violent or violence-promoting attitudes and behaviors and how to interrupt them as an engaged bystander. Limited to 35 participants.

This project was supported by Grant No. 2017-WA-AX-0012 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

## CAMPUS PREVENTION PERSONNEL



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*Vice President for Student Affairs*

## CONFIDENTIAL RESOURCES

### Counseling Services Personnel:



**Frances Morrow, LPCC-S** | 330.490.7312 | [fmorrow@walsh.edu](mailto:fmorrow@walsh.edu)  
*Executive Director of Counseling & Health Services*



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*College Counselor*

**Megan Huston, LPC** | 330.244.4741 | [mhuston@walsh.edu](mailto:mhuston@walsh.edu)  
*College Counselor/ Programming & Outreach Coordinator*

### University Chaplains:



**Fr. Thomas Cebula**, | 330.490.7051 | [tcebula@walsh.edu](mailto:tcebula@walsh.edu)  
*Senior Chaplain*



**Fr. Louis Bertrand Lemoine, O.P.**, | 330.490.7076 | [lblemoine@walsh.edu](mailto:lblemoine@walsh.edu)  
*Associate Chaplain*



**Washington Square AultmanNow Health Services**  
330.363.8680 | 2203 E. Maple St. | North Canton, OH 44720

## TITLE IX TEAM

### Title IX Coordinator:



**Kristi Campbell** | 330.490.7105 | [kcampbell@walsh.edu](mailto:kcampbell@walsh.edu)  
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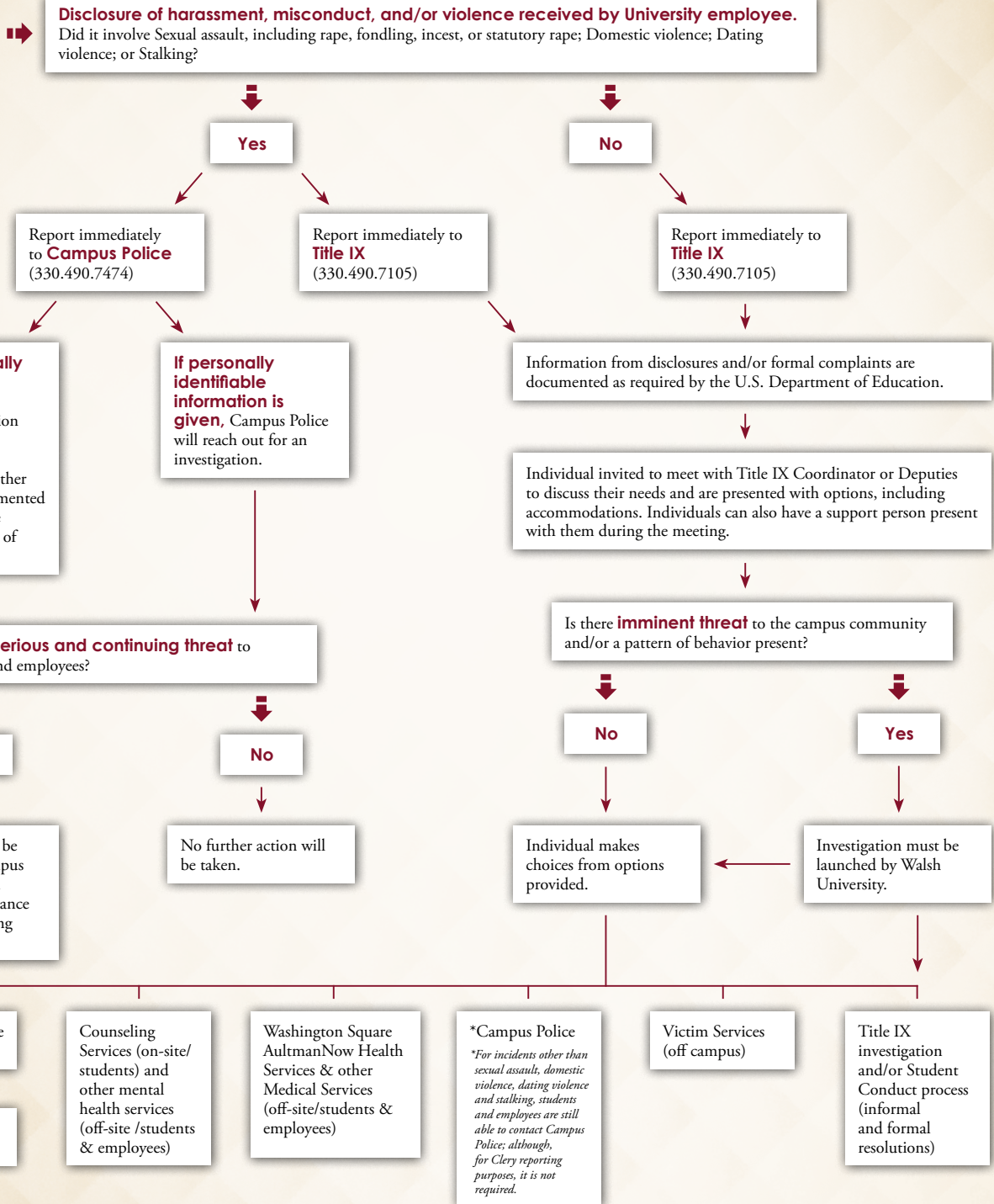


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*SMIPV Hearing Board Member & Director of Academic Support Services*

# Mandatory Reporting Reference Guide

Three (3) federal laws and one (1) university policy establish responsibilities for Walsh employees to report crimes and incidents of sexual misconduct and interpersonal violence:

- Title IX
- Title VII
- Clery Act
- Walsh's Mandatory Reporting Policy





# Mandatory Reporting FAQ

## What conduct does Walsh University prohibit?

- All forms of sexual misconduct and interpersonal violence, including, but not limited to sexual harassment, sexual assault, domestic violence, dating violence, stalking, retaliation and other forms of interpersonal violence or sex discrimination.
  - References: Jeanne Clery Act, Title IX, Title VII, [Sexual Misconduct & Interpersonal Violence Policy](#)

## Why am I required to report details of reported and/or disclosed harassment, sexual misconduct, and interpersonal violence?

- Assures appropriate services to victims of harassment and sexual misconduct
- Assures students have access to all services and resources the university is able to provide
- Fosters transparency about campus crimes
- Allows the university to appropriately remedy discrimination and harassment

## Are there any exceptions to mandatory reporting on campus?

- The University has designated certain confidential resources who will not report disclosures of sexual misconduct and interpersonal violence to Title IX or Campus Police without a victim/survivor's written permission, and to the extent, they are permitted to promise confidentiality under the law.
  - Reference: [Sexual Misconduct & Interpersonal Violence Policy](#)

## What if the Complainant requests confidentiality?

- If a Complainant requests to remain confidential, the University will consider that request. Only in rare circumstances will the University proceed to a Title IX investigation against the wishes of the Complainant. Generally, the University will seek to honor the request of the Complainant not to proceed to a Title IX investigation and to remain confidential and will not proceed to a formal Title IX investigation without the consent of the Complainant.
  - Reference: [Sexual Misconduct & Interpersonal Violence Policy](#)

## What if I become aware of an incident of sexual misconduct or interpersonal violence through class discussion, assignments, or while engaged in university-approved research?

- Typically, employees (with the exception of confidential resources) are required to report all incidents of sexual misconduct and interpersonal violence of which they become aware. If a faculty member is interested in conducting IRB-approved university research, please consult with Title IX before submitting a proposal.
  - Reference: [Mandatory Reporting Policy](#) (Employee Handbook pg. 34)

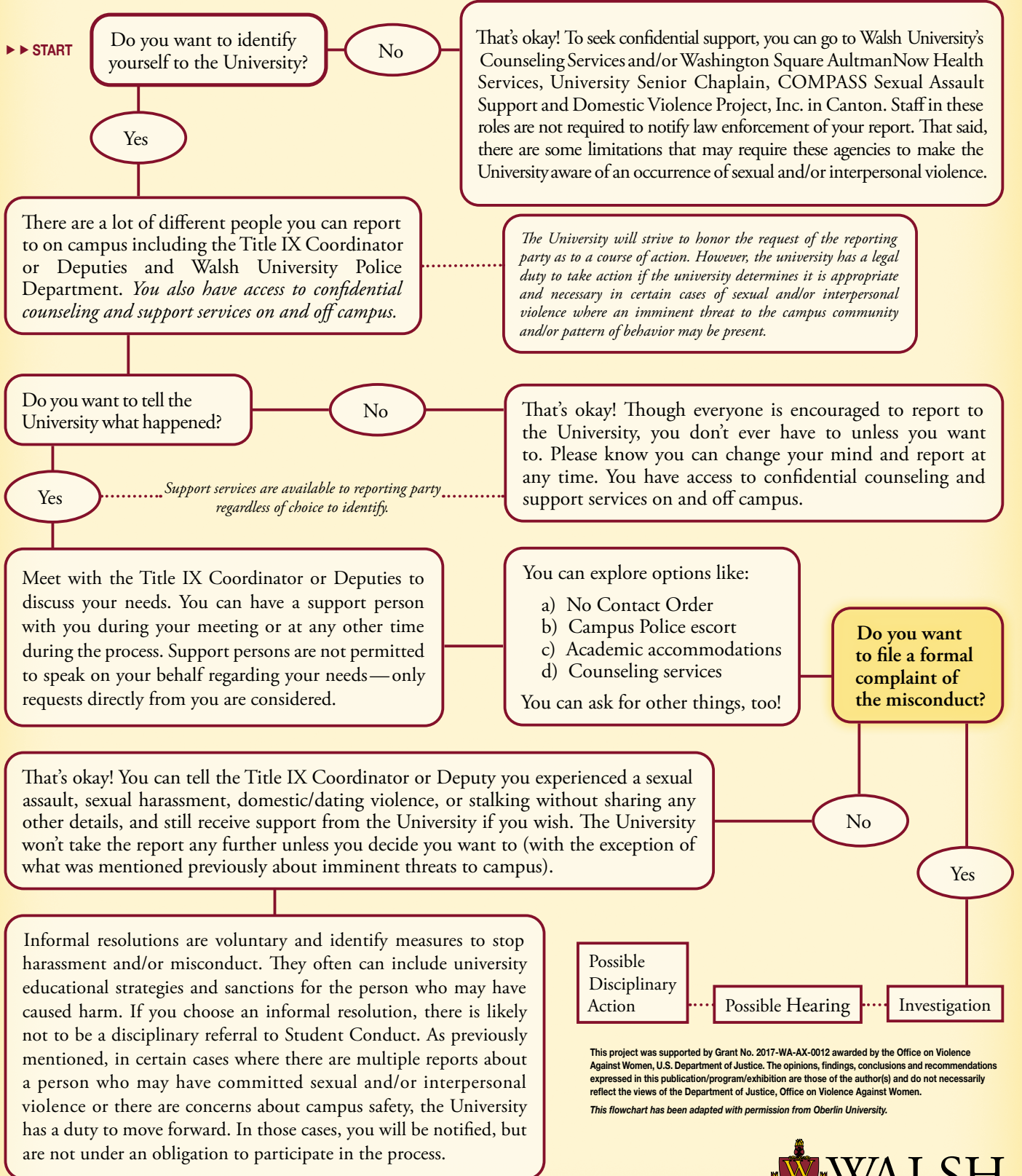
## Does the employee or volunteer need to report an incident to Campus Police if the individual involved in the incident is under the age of 18?

- All employees and volunteers, including confidential resources, are required to report this disclosure immediately to Campus Police at 330.490.7474.
  - Reference: [Mandatory Reporting Policy](#) (Employee Handbook pg. 34)

## What about Ohio's felony reporting law?

- Under Ohio law, most individuals must report felonies, including sexual violence. This legal requirement means that the Title IX Coordinator and Deputies and Office of Student Conduct & Community Standards staff members must report knowledge of any felony to the Walsh University's Campus Police (2921.22 ORC).
  - Reference: ORC §2921.22

# Guide to Reporting Sexual Misconduct and Interpersonal Violence



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*This flowchart has been adapted with permission from Oberlin University.*



# CAMPUS POLICE PLEDGE



We believe you.

We will treat you with dignity and respect.

We will listen.

We are trained in how to investigate and respond to sexual assault, dating violence, domestic violence, and stalking in an efficient, competent, and compassionate manner.

We will explain the supportive options available to you.

You have the right to receive medical attention discreetly.

We will explain your rights as a victim of a crime.

We will explain to you the criminal justice process and will answer your questions to allow you to make an informed decision.

We will support you if you choose prosecution.

All items in this pledge are upheld for all victims of sexual assault, dating violence, domestic violence, and stalking at Walsh University.

*"Developed in collaboration between the CCR Victim Services and Law Enforcement work groups, Walsh University's Campus Police offers this pledge to all victims and survivors of sexual misconduct and interpersonal violence who come forward to them to make a report."*

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# Resource Guide

In the event of an emergency on campus, please call Campus Police at 330.490.7474

Resources marked with an asterisk (\*) are confidential, meaning incidents will not be reported to Walsh University's Title IX Office or anyone else without your permission except under rare circumstances.

## Walsh University

### Confidential

- \*Counseling Services (students only) ..... 330.490.7348
- \*University Senior Chaplain ..... 330.490.7051
- \*Washington Square AultmanNow Health Services ..... 330.363.8680

### Additional (Non-Confidential) Resources

- Campus Police ..... 330.490.7474
- Cavalier Safeguard Initiative ..... 330.490.7307
- Title IX Office ..... 330.490.7105

## Stark County

### Crisis/Emergency Services

- Local Police ..... 9.1.1
- \*Compass Sexual Assault Education, Prevention & Support Hotline ..... 330.452.1111
- \*Crisis Hotline ..... 330.452.6000
- \*Crisis Text Line ..... Text 4HOPE to 741.741
- \*Domestic Violence Project, Inc. Hotline ..... 330.453.SAFE (7233)

### Counseling Services

- \*Child & Adolescent Behavioral Health ..... 330.470.4061
- \*Compass Sexual Assault Education, Prevention & Support ..... 330.452.1111
- \*Coleman Professional Services ..... 330.438.2400

### Interpretation Services

- TRIAD Deaf Services ..... 234.300.3181 (Video Phone) or 330.437.6255 (Voice – 24/7)

### Legal Services

- \*Community Legal Aid ..... 330.456.8361

### Medical Services (Sexual Assault & Dating/Domestic Violence)

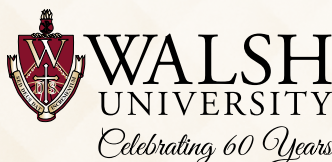
- \*HAVEN, Mercy Medical Center ..... 330.489.1000, ext. 2170
- \*Serenity, Aultman Hospital ..... 330.363.0669

### Victim Services & Assistance

- \*Compass Sexual Assault Education, Prevention & Support ..... 330.452.1111
- \*Domestic Violence Project, Inc. Hotline ..... 330.453.SAFE (7233)
- Stark County Prosecuting Attorney's Office – Victim/Witness Division ..... 330.451.7452

## Regional/National

- \*ASIA (Asian Services in Action) ..... 330.203.1453
- \*Buckeye Regional Anti-Violence Organization ..... 1.866.86.BRAVO (27286)
- \*The National Deaf Domestic Violence Hotline (Video Call) ..... 1.855.812.1001
- \*The National Domestic Violence Hotline ..... 1.800.799.SAFE (7233)
- \*National Sexual Assault Hotline . RAINN ..... 1.800.656.4673









**This toolkit is a project of the Cavalier Safeguard Initiative.**

