Goals and Objectives

First, we will improve and sustain education and dialogue for all Bucknell undergraduate students. We plan to hire an Interpersonal Violence Prevention Coordinator (IVPC) and a student worker to aid in the implementation of this and related objectives, which include:

1. Strengthen mandatory education program provided for incoming students, which reaches approximately 925 students per year. This program will be based upon a bystander model utilizing the Speak UP Bucknell peer educators, and will be assessed by administering validated scales that measure current bystander behaviors, intent to act, and social desirability at pre- and post-test intervals. Significant planning, coordinating, analyzing assessment data, and training for Speak UP Bucknell peer educators will be required.

2. Strengthen and build upon initial success of sexual violence peer education program, Speak UP Bucknell. To become a sustainable and effective program that helps to promote meaningful behavioral change, the IVPC will work with the Speak UP Bucknell peer educators to (a) increase the program’s outreach to become a more population-level approach, (b) expand the workshop topics on which they present (e.g., consent, dating violence, healthy relationships, etc.), (c) increase the number of male peer educators involved in the program, (d) enhance recruitment and training for new peer educators, and (e) ensure that longitudinal assessment is conducted and changes are made to the program as warranted.

3. Improve and increase passive programming via print and electronic communication to help sustain important dialogue and keep resource information readily available. The IVPC will routinely develop and update print and electronic materials for Bucknell students, faculty and staff. This will require an extensive review of all current materials and their availability, short-
term assessment of current population and campus needs, and longitudinal assessment to
measure overall visibility, availability, and related message saturation (e.g., “I know who to call
and where to locate the information if something happens.”).

Second, we will **improve and sustain training initiatives for student**
employees/leaders. The IVPC will coordinate with the Office of Residential Education and
Fraternity and Sorority Affairs to evaluate, plan, and conduct training workshops regarding
sexual violence for students serving as Resident Assistants (residence halls), Peer Advisers
(fraternities and sororities), Junior Fellows (residential college residence halls), and Orientation
Assistants (new student orientation leaders). Training efforts will empower students to be
valuable and engaged partners in our prevention and response efforts. This training will be
assessed utilizing pre- and post-test measures of knowledge and skill acquisition regarding
sexual violence, campus resources, how to refer, and positive bystander behaviors.

Third, we will **improve and sustain training for faculty and staff.** The IVPC, in
partnership with the Director of the WRC, Office of Psychological Services, Office of the Dean
of Students, and Department of Public Safety, will develop training workshops for faculty and
staff members to enable them to respond more consistently and effectively should a student
reveal that s/he has been sexually assaulted, or is facing an issue related to dating violence or
stalking. Training will include protocols regarding on- and off-campus resources and how and
when to refer, and will be tailored to specific roles on campus, with special attention given to the
broad network of on-campus constituents who have been designated as Campus Security
Authorities under Clery Act guidelines. These efforts will be further supported by an online
gateway of information for readily available access when needed. Assessment will be
accomplished through immediate and follow-up surveys with faculty and staff to determine their
level of awareness, readiness, and comfort with accessing materials and knowing how to respond.

Fourth, we will review and **improve the adjudication process for cases of sexual violence and the training for the members of the Hearing Board on Sexual Misconduct**. The Office of the Dean of Students will conduct a review of the student handbook and the student code of conduct, with special attention to areas recommended in the April 2011 “Dear Colleague Letter” and Title IX standards. The review is to ensure that the handbook information is clear, concise, and easily accessible and understandable to all students and that we are utilizing best practices appropriately within necessary laws for our investigation and adjudication processes. Based on this review, staff time will be needed to implement changes and coordinate improved training programs for the hearing board members.

Fifth, we will **enhance and sustain training for those in first responder roles**, specifically the Bucknell Sexual Assault Survivor Advocates, the Department of Public Safety, and the Buffalo Valley Regional Police Department. Trainings will be ongoing, cyclical, and coordinated by the lead partners of this grant project, utilizing the expertise of the Transitions staff, PCAR, and related resources. Assessment will be accomplished through immediate and follow-up evaluations to determine knowledge acquisition, readiness, and comfort with knowing how to respond.

Finally, we will **create and sustain a Campus-Community Response Team (CCRT) to achieve greater coordination and communication among services**. This team will be comprised of internal and external constituents including, but not limited to, the Director of the Bucknell WRC/Advocate Program Coordinator, Staff Psychologist specializing in sexual violence, IVPC, Dean of Students, Assistant Dean for Judicial Affairs, Title IX Coordinator,
Chief of Public Safety, University Detective, and local partners including the Transitions CEO, Legal Advocate, and Medical Advocate, a representative from Sexual Assault Nurse Examiner (SANE) program at Evangelical Community Hospital, the Chief of the Buffalo Valley Regional Police Department, and a representative of the Victim Witness Advocate program. The CCRT will meet monthly and as needed when special issues arise. These meetings will promote positive, proactive communication, coordination of services, cross-training, and awareness of the issues impacting our individual organizations, as well as provide the opportunity to debrief confidentially and appropriately following incidences of sexual and dating violence for continual evaluation of our collective response and service delivery.

**Expected Outcomes**

First, we expect increased issues awareness and message saturation through education/training programs and passive messaging. This will be achieved by (a) improving and sustaining first-year student education by providing mandatory programming in residence halls and administering and reviewing assessment measures about intent to engage and actual engagement in bystander behaviors before the program, after the program, and at the 1-month and 6-month follow-ups; (b) improving and sustaining the Speak UP Bucknell peer education program by increasing the number of students reached, diversifying program offerings to include additional topics, increasing the number of male peer educators, continuing recruitment and training efforts of new peer educators each semester, ensuring that the 2-month follow-up sessions after each workshop are scheduled and attended, and utilizing pre- and post-test measures to assess participants’ intent to engage in, and actual engagement in, bystander behaviors; (c) increasing the number of passive prevention and education messages/products across multiple modes of communication; (d) providing annual training and follow-up for
Department of Justice Office on Violence Against Women Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus Program

student employees/leaders and evaluating their pre- and post-test measures of knowledge regarding sexual violence, campus resources, how to refer, and bystander behaviors; and (e) offering theatre-based prevention education programming (e.g., Cry Havoc company) related to sexual violence.

Second, we expect enhanced relationships with newly formed Buffalo Valley Regional Police Department, Department of Public Safety, and Transitions. This will be achieved by partnering regularly for training initiatives as well as participating in ongoing monthly CCRT meetings.

Third, we expect improved coordination between offices and comprehensive trainings across campus, which will be achieved by holding training sessions for all individuals and offices providing victim services (e.g., Bucknell Advocates, Department of Public Safety, Office of the Dean of Students, Psychological Services, Student Health Services, Housing, and Academic Deans), for those designated as Campus Security Authorities, all faculty and staff who have formal contact with students outside the classroom, and special programs that may encounter students affected by sexual violence (e.g., Bucknell-sponsored study abroad programs). Additionally, this will be achieved by reviewing and improving the training for the Hearing Board on Sexual Misconduct in partnership with a consultant to provide expertise and ensure revisions are aligned with laws and best practice. Assessment will be accomplished through immediate and follow-up surveys with faculty and staff to determine their level of awareness, readiness, and comfort with accessing materials and knowing how to respond.

Fourth, we expect improved service delivery for victims through the provision of better trained personnel and the initiation of the CCRT to provide for seamless coordination, assessment, and continuous improvement of our collective support and response services.
Finally, we expect increased support by members of the campus community. This will be achieved by creating increased comfort with reporting of incidents of sexual violence, increased intent to engage and reported engagement in bystander behaviors, and increased participation by students, faculty, and staff in training and education offerings regarding sexual violence.

Statutory Purpose Area(s) To Be Addressed

This project addresses six of the eight purpose areas funded by the Campus Grant Program:

Purpose Area #1: Following a complete review of the student code of conduct and board procedures, we will improve and enhance the training of all individuals who serve on the Hearing Board on Sexual Misconduct. This will initially involve technical assistance from an outside consultant, which will inform future trainings. We will also provide enhanced training to Bucknell and local law enforcement.

Purpose Area #2: We have begun the process of creating a comprehensive campus protocol for responding to sexual violence but there is much work to be done. This initiative will be led by the Director of the WRC and the Staff Psychologist specializing in sexual violence, in partnership with the Office of the Dean of Students and the Department of Public Safety. Once completed, this protocol will be shared broadly and used to inform the training of students, faculty, and staff. Ongoing assessment and benchmarking will be conducted and changes will be implemented at all levels of the organization to create much needed consistency and continuity in the provision of victim services on campus.

Purpose Area #3: To promote continuity, consistency, and measurability in our educational programs, we will create a position (the IVPC) dedicated to prevention education.
The IVPC will create, enhance, and facilitate a comprehensive program of educational and training initiatives aimed at addressing sexual violence, dating violence, and stalking and create a broad University network of support and assistance for our students.

**Purpose Area #4:** We will strengthen the victim services available on and off campus by requiring that all Bucknell Advocates complete the full PCAR training as provided by Transitions, partnering in the ongoing support and education of all individuals serving as Advocates at Bucknell and in the community, and confidentially sharing information across agencies to achieve our shared goal of providing the highest level of service for our students. This partnership will ensure that all Advocates will have a comprehensive understanding of victim services, can refer appropriately to resources on and off campus, and provide better protection for student survivors.

**Purpose Area #5:** The IVPC will partner with the Director of the WRC, Title IX Coordinator, Assistant Dean for Judicial Affairs, and the Department of Public Safety to create and enhance print and electronic communication materials designed to ensure that all members of the campus community are aware of and have easy access to information regarding the legal and judicial options available to our students in response to sexual violence, dating violence, and stalking.

**Purpose Area #8:** We will develop and sustain the CCRT to foster better coordination among campus administrators, campus security personnel, and local law enforcement to address and reduce sexual violence on campus. Consistent communication and cross-training will ensure the effective referral of students to on- and off-campus resources, preparation for seamless coordination of services, and the fostering of a shared sense of commitment to collectively serve the community to the best of our abilities.
Department of Justice Office on Violence Against Women Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus Program

Four Minimum Requirements

The project will meet or exceed the minimum requirements in the following ways:

1. **Create a coordinated community response to violence against women on campus.**

The CCRT will be created to more specifically support the improved coordination of response services among internal and external partners to reduce sexual violence on campus.

2. **Establish a mandatory prevention and education program.** Bucknell has provided mandatory sexual violence education for all incoming students for the past 6 years, but the program needs improvement. All new Bucknell students will be required to attend a sexual violence prevention program with their residence hall floor section soon after their arrival on campus, but the program will now incorporate the Speak UP Bucknell peer educators and be revised to include a bystander model. Additional sexual violence prevention programming will also be made available throughout the school year and encouraged for all first-year students through a new “passport” program whereby students will meet co-curricular educational objectives by attending workshops addressing issues pertinent to student life and leadership development.

3. **Train all law enforcement.** In partnership with Transitions, we will provide consistent, sustained training for Bucknell’s Department of Public Safety and the Buffalo Valley Regional Police Department about how to respond effectively in cases of sexual violence, dating violence, and stalking. These trainings will include how to investigate cases, forensic interviewing techniques, how to appropriately and sensitively take victim statements, how to manage related criminal complaints and search warrants, understanding of psychological reactions to trauma, and how and when to refer to other sources of assistance.
4. Establish or strengthen programs to train all members of campus disciplinary boards. We will strengthen the adjudication process for cases involving sexual violence to ensure we are utilizing new best practices. Specifically, we will improve Bucknell’s hearing processes and the training for members of the Hearing Board on Sexual Misconduct. The Office of the Dean of Students will conduct a review of the student code of conduct to ensure that it is clear, concise, and easily accessible and understandable to all students. Special consideration during the review will be spent on all areas involving sexual violence, dating violence, and stalking. The review will also pay special attention to recommendations under Title IX standards, including investigations and hearings. We will hire a consultant to ensure new sexual misconduct adjudication is appropriate within national, state, and local policies/law, and to aid in the training of the hearing board.

We will strengthen the training for the members of the Hearing Board on Sexual Misconduct by providing an update regarding changes to the student handbook and the student code of conduct that are anticipated throughout the summer. We will then hold a 2-day training session for all hearing board members. The first day of training will involve relaying information regarding due process, especially noting changes made to the policies through the review process. The second day of training will be dedicated to sexual misconduct hearings. Specific portions of this training will include: (a) the Student Conduct Administrator, General Counsel, and Chief of Public Safety discussing definitions of sexual assault, dating violence, and stalking; the issue of consent; the Bucknell student conduct code; and the difference between the Bucknell University conduct process and criminal and civil processes. These presenters will also address sanction options, past precedence, and statistics regarding recent hearings and sanctions adjudicated; (b) the University Detective discussing investigations involving sexual misconduct
with specific information regarding judging credibility; (c) the Bucknell University Title IX Coordinator discussing Title IX investigations and any statistics regarding past hearings, Clery reports, and other important statistics; (d) the Staff Psychologist specializing in sexual violence from Bucknell University Office of Psychological Services discussing the psychology of the common reactions to trauma; (e) the Bucknell Advocate Program Coordinator discussing the Advocate’s role and responsibilities and the process of working with an Advocate. Local resources such as a SANE program representative and Transitions staff members will be represented as well; (f) an alcohol and drug consultant discussing the role of alcohol in sexual misconduct as facilitated sexual assault; and (g) case studies involving possible scenarios discussed in small and large groups with the past and present Student Conduct Administrator, the Title IX Coordinator, and the Bucknell Advocate Program Coordinator.

**Existing, Available Victim Services**

*Advocacy support* is currently available on campus 24/7 through the Bucknell University Sexual Assault Survivor Advocate Program and off campus through Transitions. At this time, Bucknell Advocates receive an abbreviated training from Transitions, supplemented by education regarding on-campus resources and protocols. This training does not currently allow Bucknell Advocates to serve as state agency, certified, rape crisis counselors nor do they provide the same level of confidentiality afforded to survivors by fully trained Transitions’ personnel. The Bucknell Advocates are available to provide information, referral, transportation, and assistance accessing the services listed below.

*Medical services* are available on campus at Bucknell’s Student Health Service, which employs a dedicated nurse practitioner for women's health. These services include the availability of Plan B, prophylactic antibiotics, gynecological exams, and HIV/STD testing. The
local hospital provides these services as well, and also conducts forensic examinations provided by state certified SANE nurses.

*Counseling services* are available at the Bucknell Office of Psychological Services, which includes the Staff Psychologist specializing in sexual violence. Referrals to off-campus clinicians are provided as needed and requested.

*Relocation options* are available on campus through the Bucknell Housing Services office, or off campus by contacting a Bucknell Advocate or the WRC.

*Academic assistance*, in the form of confidential communication with professors, flexibility in deadlines, and navigating Title IX-related accommodations is available through the Academic Deans.

*Judicial/Legal* services are available on campus for University adjudication through the Office of the Dean of Students or the Department of Public Safety, or off campus for pressing criminal charges through the Buffalo Valley Regional Police Department.

**Program Directors and Program Partners**

Tracy Russell Shaynak, M.S., and Marie Shaw, Ph.D., will be the primary investigators in charge of implementing this project. Tracy is the Director of the Women’s Resource Center and the Bucknell Advocate Program Coordinator. Marie is an Assistant Director of Bucknell’s Office of Psychological Services who specializes in sexual violence. The primary internal partners at Bucknell University who are responsible for carrying out this project include the WRC, Office of Psychological Services, Office of the Dean of Students, Department of Public Safety, and the University President. External partners responsible for carrying out this project include Transitions and the Buffalo Valley Regional Police Department.