1. Mission Statement

It is the mission of Bucknell University’s Department of Public Safety and the local Buffalo Valley Regional Police Department to respond effectively to dating violence, sexual assault, and staking cases involving Bucknell University students. Effective responses will be prompt, sensitive, respectful, and will entail consistent interactions with all survivors in a manner that is survivor oriented. On-going, cyclical training programs will be implemented in collaboration with campus and/or community-based victim advocacy programs, and will include information regarding relevant federal and state laws and arrest protocols and the enforcement of orders of protection. These programs will also provide instruction on making primary aggressor determinations and other topics that will provide a comprehensive understanding of violence against women.

2. Summary of Existing Program/Practices

   a. Evaluate/Outline Existing Level of Knowledge in Department and Existing Practices

      i. STRENGTHS: Considerable and increasing expertise within our department. Positive and increasing strength in our interactions and relationship with local law enforcement. Highly trained command staff. A department that supports both the internal/judicial process and the external/legal process with full police powers and the ability to charge criminally on campus.

      ii. WEAKNESSES: Despite considerable and increasing expertise within department, responses to these crimes have been inconsistent, indicating a need to develop and expand a comprehensive training program for the entire staff. Differing levels of sensitivity and the interpersonal skills that lend themselves well to working with survivors exist within the Department. A general lack of understanding of the neurobiology of
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trauma has led to interactions with survivors that have been difficult and, at times, counterproductive. There are also differing levels of buy-in relative to working with our Advocates, which relates to both a need for revised and clarified protocols as well as a greater understanding of the role of the Advocates and other resources available to survivors.

- **Training plans, processes, procedures, certification levels, etc.**
  - Officers currently receive annual training consistent with the Municipal Police Officers Education and Training Commission. Domestic Violence, Sexual Assault and Stalking information is included, but not necessarily annually. Additional training is provided digitally from the PA Virtual Training Network, provided by the PA Chiefs of Police Association. Officers must provide certificates to command staff upon successful completion of the training.

3. **Purpose of Plan**

The purpose of this plan is to create, maintain and support training that will ensure greater consistency in law enforcement response to sexual assault, domestic violence and stalking in a manner that is survivor-sensitive and fosters greater comfort and reporting. We will focus on the following topics of concern:

- Police Interactions with survivors
  - Effectively obtaining victim statements
  - Managing related criminal complaints and search warrants
  - Utilizing forensic interviewing techniques
  - Conducting investigations
- Knowledge of common reactions to trauma
- Collaboration and working effectively with Advocates
- How and when to partner and refer to other resources
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- Working with diverse populations/basic knowledge of different cultures
- Training for dispatchers on how to identify what information is important for officers dispatched to an incident related to sexual assault, domestic violence, dating violence, and stalking, as well as how to respond effectively to survivors and others who may call.
- Revised protocols and cross-training among first-response and other resources

Is your program specifically focused on certain topics, i.e., Domestic Violence, Dating Violence, Sexual Assault, or Stalking?

Given the characteristics of our student population (traditional college-age, undergraduate), our program is focused on dating violence, sexual assault and stalking.

Does your campus have a high level of cases/incidents involving a certain type of crime (i.e. Domestic Violence or Sexual Assault)? This could be based on demographics of the area or the student population.

Certain self-reported studies conducted on campus indicate that sexual assault victimization is statistically higher than the national average. However, reports to law enforcement are very low (fewer than 10 Sexual Assaults in 2011-2012). Dating Violence and Stalking cases are reported even less frequently.

4. Identify LE training related goals

Specific Goal(s):

- All law enforcement interaction with survivors will be consistent, survivor-centered, culturally sensitive, and in collaboration with other resources.
- 100% of law enforcement personnel will be trained to work sensitively and effectively with survivors. Specific law enforcement personnel who
will be identified as individuals who will work more closely with survivors (e.g., conduct the investigations) will receive further, more in-depth training.

○ The relationship between Law Enforcement and Advocates will be strengthened through increased collaboration, shared protocols and regular debriefing to identify areas for improvement.

○ **How Goal will be met (proposed activities, plans, solutions):**

  ○ **Training Topics**

    1. Police Interactions with Survivors—Steve Barilar (Introduction and buy-in)/David Thomas/Other Law Enforcement Trainer
    2. Common Reactions to Trauma—Dr. Marie Shaw/Dr. Rebecca Campbell
    3. How and when to refer to other resources—Steve Barilar/Tracy Shaynak/Katy Koser
    4. Collaboration and working effectively with Advocates—Steve Barilar/Tracy Shaynak/Katy Koser/possible off-campus expert to be determined
    5. Working with Diverse Populations/Basic Knowledge of Different Cultures—Representative from Multi-Cultural Department/possible off-campus expert to be determined—ongoing training
    6. Evidence Collection/Forensic Rape Exam—Evangelical Community Hospital SANE Staff/Public Safety Staff with Forensic Expertise
    7. Training for Dispatchers—David Thomas/Other Law Enforcement Trainer

  ○ **Preferred Resources**

    1. In-House Experts, Aequitas, Federal Law Enforcement Training Center, Stalking Resource Center, Pennsylvania Coalition Against
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Rape, Pennsylvania Coalition Against Domestic Violence, expert consultants
2. In addition to traditional training, we will seek to utilize other survivor-centered training tools such as web-based training and continuing education programs.

- **Venue/format/feasibility:**
  1. Bucknell University facilities (free)
  2. Union County 911 facilities (free)

- **Anticipated Challenges**
  1. Officer buy-in
  2. Coordinated scheduling
  3. Time commitment

- **Timeline**
  1. The first joint training for Bucknell University’s Department of Public Safety and the Buffalo Valley Regional Police Department, in collaboration with the local victim crisis center (Transitions) and expert consultant David Thomas, is tentatively scheduled for May 21-22, 2013. This first training will target the needs of first-responders, including neurobiology and common reactions to trauma and police interactions with survivors.
  2. Based upon feedback from this first training in May 2013 and the Campus-Community Response Team, and our identified training needs listed above, we (grant program directors, legal representative from the local victim crisis center Transitions, Chief of Bucknell University Public Safety, and Chief of Buffalo Valley Regional Police Department) will collaborate to plan our next training, tentatively scheduled for October 14-15, 2013.
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3. Future plans will include a designated time frame for annual law enforcement trainings to take place three times per year, tentatively in May, October, and January.

5. Who will implement?
   
   o Key players/individuals in the VAW response process on your campus:
     o Our core planning and implementation team consists of: Steve Barilar (Bucknell University Department of Public Safety), Paul Yost (Buffalo Valley Regional Police Department), Tracy Shaynak (Bucknell University Women’s Resource Center), Marie Shaw (Bucknell University Office of Psychological Services), and Katy Koser (Transitions).

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