

Sexual Assault Prevention & Education Center &  
The Asian American Student Union

# Leading a Culture of Consent in Your Organization

University of Kansas

Sexual Assault Prevention and Education Center

No Duplication Without Permission

[sapec.ku.edu](http://sapec.ku.edu)

# AGENDA

- Campus & Community Support Resources

University of Kansas

- Responding to Disclosures for Student Leaders

Sexual Assault Prevention and Education Center

- Establishing and Maintaining Positive Social Norms

No Duplication Without Permission

[sapec.ku.edu](http://sapec.ku.edu)

- Accountability Conversations



# The Sexual Assault Prevention & Education Center



University of Kansas

Sexual Assault Prevention and Education Center

No Duplication Without Permission

[sapec.ku.edu](http://sapec.ku.edu)

The Sexual Assault Prevention & Education Center (SAPEC) promotes social change and the elimination of sexual violence through prevention education, inclusive programming, and campus-wide collaboration.

- Jayhawks Give A Flock
- Sexual Assault Awareness Month in April
- SW 301
- And more!

Get in touch!

[sapec@ku.edu](mailto:sapec@ku.edu) | [@ku\\_sapec](https://twitter.com/ku_sapec)

*Note: SAPEC staff are mandated reporters.*

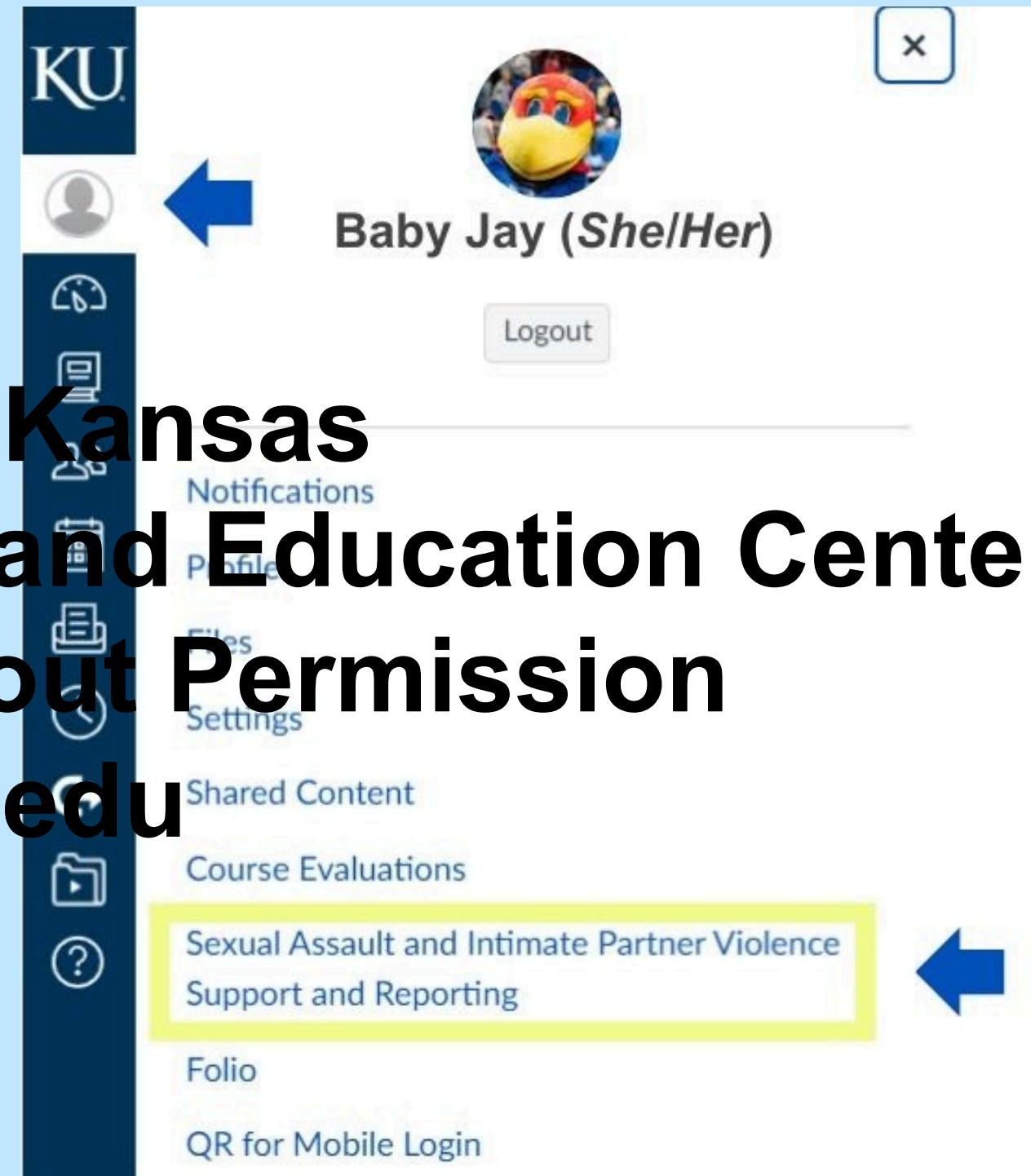


Burge  
Union



# RESOURCES ON CANVAS

**University of Kansas  
Sexual Assault Prevention and Education Center  
No Duplication Without Permission  
[sapec.ku.edu](http://sapec.ku.edu)**





# MANDATORY REPORTERS VS. CONFIDENTIAL RESOURCES

"With the exceptions specified below, all employees at the University of Kansas are required to collect the Office of Civil Rights & Title IX... to report incidents of discrimination and sexual harassment, including sexual violence, of which they know or have reason to believe may have occurred.

***-KU Mandatory Reporting Policy***

**University of Kansas**

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**sappec.ku.edu**

**Report to Office of Civil Rights & Title IX only** – not mandated to report to police or students' families

**Who are mandatory reporters?**

*(Almost) everyone who works for KU. For example, professors, teaching assistants, resident advisors.*

**What are confidential resources?**

- Health care providers & counselors
- Care Services Staff
- Ombuds Office
- Off-campus organizations



# KU CARE Services



**MELISSA  
FOREE**

*She/her*

*KU CARE Coordinator*



**CASSIE  
BREEN**

*She/her*

*KU CARE Advocate*

**University of Kansas**

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**sappec.ku.edu**

KU CARE Services are free, confidential, and optional.

CARE Services staff are a confidential resource – that is, *not mandated to report incidents to university officials or the police.*

- Supportive Measures  
(e.g. Help with academic or housing accommodations)
- Emotional Support/Advocacy
- Support During Reporting Processes
- Accessing Post-Assault Medical Care

**care@ku.edu**

**careservices.ku.edu**



**Watkins Health  
Center**

WATKINS MEMORIAL HEALTH CENTER  
1200 SCHWEGLER DRIVE



# The Sexual Trauma & Abuse Care Center



**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**

**The Sexual Trauma &  
Abuse Care Center**

**stacarecenter.org**  
**24/7 Support:**  
**785-843-8985**

**Free and Confidential Support**  
*Community-based (not affiliated with KU)*

**University of Kansas**

- **24/7 Advocacy & Support**

- **Free Therapy & Support Groups**

**sapc.ku.edu**

- **Prevention & Education**



**VINCENT HAMPTON**

*They/He*  
*Campus Response Liaison*



**Off  
Campus**



# The Willow Domestic Violence Center



**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**

[willowdvcenter.org](http://willowdvcenter.org)

**24/7 Support:**  
**785-843-3333**

**Free and Confidential Support**  
*Community-based (not affiliated with KU)*

**University of Kansas**

**[sapec.ku.edu](http://sapec.ku.edu)**

○ **Shelter**

○ **Prevention & Education**



**Off  
Campus**

# WHAT IS TITLE IX?

Federal civil rights law that prohibits sex-based discrimination in any school or other education program that receives federal money.

## University of Kansas Sexual Assault Prevention and Education Center

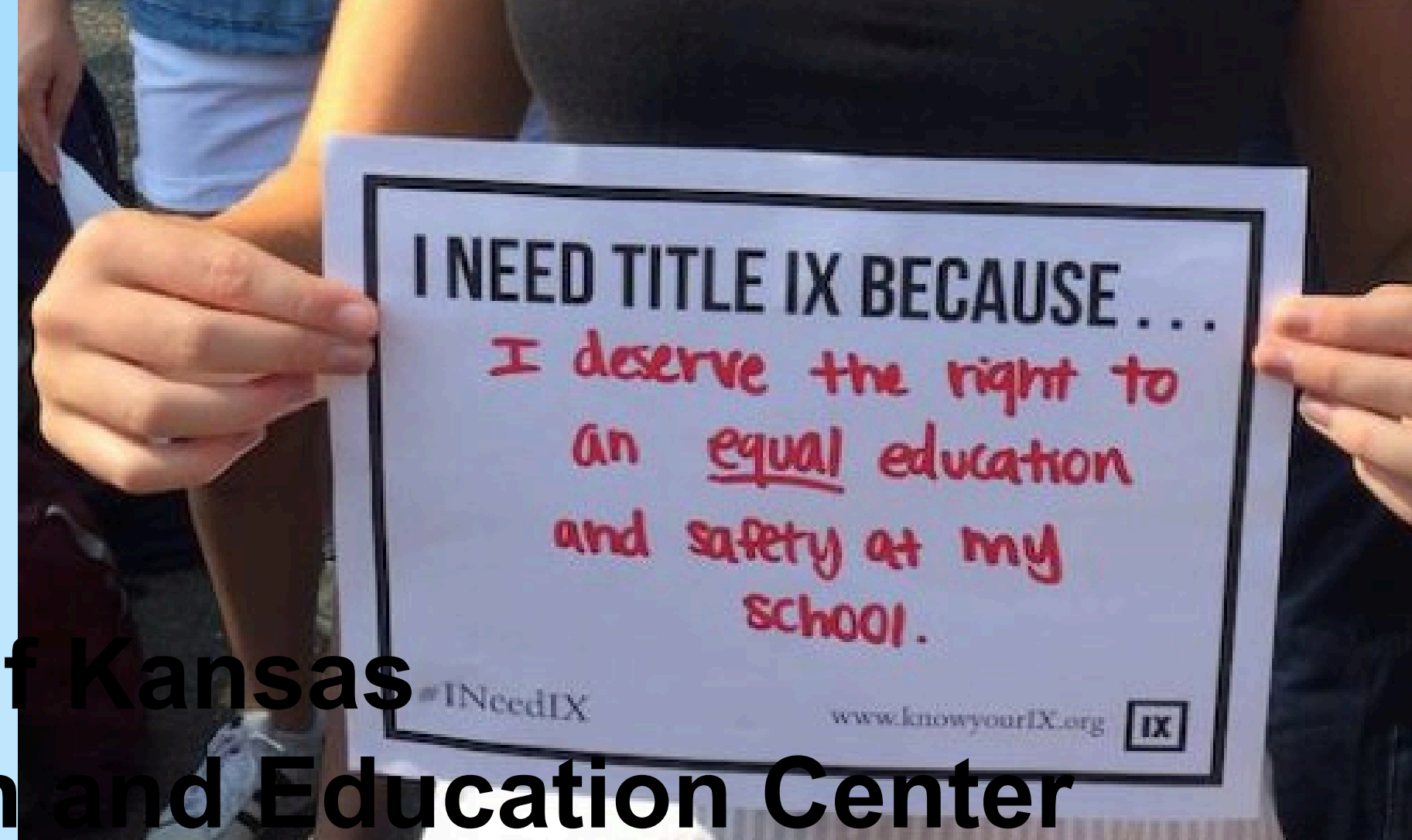
- Passed as part of the Education Amendments of 1972

No Duplication Without Permission

[sapec.ku.edu](http://sapec.ku.edu)

Prohibits sex-based discrimination that results from sexual violence.

- Including sexual assault, sexual harassment, domestic/dating/intimate partner violence, stalking.



*"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."*



# OFFICE OF CIVIL RIGHTS & TITLE IX

Reporting an  
Sexual Assault  
Incident

**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**

The Office of Civil Rights & Title IX is a neutral fact finder conducting investigations in response to reports of discrimination and harassment at KU.

Whether against you or someone else,  
you can report an incident of:

**saphec.ku.edu**

- Sexual Harassment/Misconduct
- Racial & Ethnic Harassment
- Discrimination
- Dating/Domestic Violence
- Retaliation

**civilrights@ku.edu**

civilrights.ku.edu



Dole Human  
Development  
Center



# THE OFFICE OF CIVIL RIGHTS & TITLE IX



## University of Kansas Sexual Assault Prevention and Education Center

### REPORTING

Call, email, or submit  
online to the Office of Civil  
Rights & Title IX

or

Ask a mandated reporter  
to make the report for or  
with you



### NEXT STEPS

- Invitation email
- Conversation  
about experience
- Informed of rights  
& resources



### ASSISTANCE

Supportive measures include  
academic accommodations,  
alternative housing, work  
schedule, no contact  
directive, and health/mental  
health resources

**No Duplication Without Permission**

**[sapec.ku.edu](https://sapec.ku.edu)**

*"An invitation to a conversation"*



Dole Human  
Development  
Center

**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**[sapec.ku.edu](http://sapec.ku.edu)**



# Community Support

- Support from organizations can be important, but so can support from friends and loved ones

**University of Kansas**

- **Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**saphec.ku.edu**

- Positive social responses to sexual violence disclosure are correlated with fewer negative psychological outcomes

By showing up as a supportive friend, you can make a real difference



# Community Support

- Supporting survivors is ongoing

- We are supporting survivors not only in the moment, but in every other moment through how we are interacting, intervening, or choosing not to intervene

**University of Kansas**

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**[sapec.ku.edu](http://sapec.ku.edu)**



# TALK: Responding to a Disclosure

## HOW TO 'TALK' WITH A LOVED ONE ABOUT SEXUAL VIOLENCE

When someone you love discloses that they have experienced sexual violence, you may not know what to say. RAINN's 'TALK' method can help you remember how to respond with empathy.



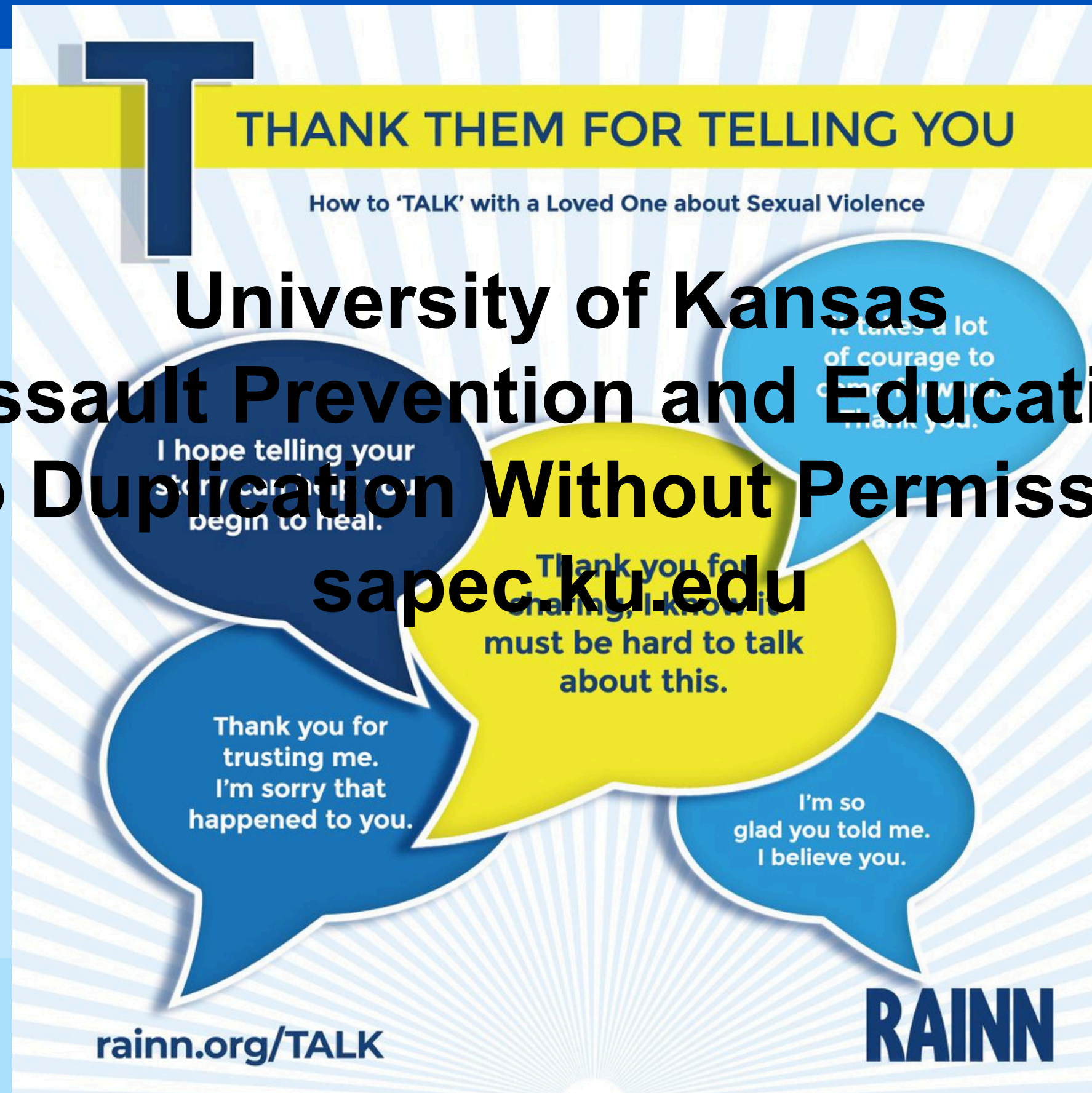
[rainn.org/TALK](http://rainn.org/TALK)

**University of Kansas  
Sexual Assault Prevention and Education Center  
No Duplication Without Permission  
[sapec.ku.edu](http://sapec.ku.edu)**



# TALK: Responding to a Disclosure

**University of Kansas  
Sexual Assault Prevention and Education Center  
No Duplication Without Permission  
sapec.ku.edu**





# TALK: Responding to a Disclosure

## University of Kansas Sexual Assault Prevention and Education Center No Duplication Without Permission

**A** **ASK HOW YOU CAN HELP**  
How to 'TALK' with a Loved One about Sexual Violence

**INSTEAD OF SAYING THIS** **SAY THIS**

If I were you, I would...	I'm here and not going anywhere. What do you need from me?
Other survivors tend to do _____, so you should, too.	You did not do anything wrong. How can I support you?
If you don't report, you are putting other people in danger.	Are you considering making a report? If so, would you like me to go with you?

[rainn.org/TALK](http://rainn.org/TALK) **RAINN**



# TALK: Responding to a Disclosure

**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**[sapec.ku.edu](http://sapec.ku.edu)**

**L** **LISTEN WITHOUT JUDGMENT**  
How to 'TALK' with a Loved One about Sexual Violence

**DO**

- ▶ Offer supportive reassurance
- ▶ Be present
- ▶ Remind them it wasn't their fault
- ▶ Practice active listening
- ▶ Accept their decisions for healing
- ▶ Acknowledge their pain

**DON'T**

- ▶ Minimize their experience
- ▶ Interrupt
- ▶ Ask questions about what they were drinking or wearing
- ▶ Press for more details than they want to share
- ▶ Be upset with them for not telling you sooner
- ▶ Challenge their experience, "Are you sure that counts as assault?"

**RAINN**

[rainn.org/TALK](http://rainn.org/TALK)



# TALK: Responding to a Disclosure

## University of Kansas Sexual Assault Prevention and Education Center No Duplication Without Permission [sapec.ku.edu](http://sapec.ku.edu)

**K** **KEEP SUPPORTING**  
How to 'TALK' with a Loved One about Sexual Violence

**HEALING TAKES TIME;  
HERE'S HOW YOU CAN BE THERE.**

- Check in on their emotions**  
"Is there anything you want to talk about?"
- Offer normalcy**  
Keep including them
- Let them know you're thinking about them**  
Reach out regularly
- Practice empathy**  
Changes in behavior are normal reactions to trauma

[rainn.org/TALK](http://rainn.org/TALK) **RAINN**

**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**[sapec.ku.edu](http://sapec.ku.edu)**



# **Dream Board: What do you want AASU's social norms to be?**

University of Kansas

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**



**University of Kansas  
Sexual Assault Prevention and Education Center  
No Duplication Without Permission?  
sapec.ku.edu**



# Setting Positive Social Norms

- Policy
- Explicit communication about expectations

**University of Kansas**

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**[sapec.ku.edu](http://sapec.ku.edu)**

*How do we maintain positive social norms  
once we've set them?*

**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**[sapec.ku.edu](http://sapec.ku.edu)**



**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**[sapec.ku.edu](http://sapec.ku.edu)**

# Follow Up: Holding Others Accountable

## 1. Preparation

- Educate yourself

- Get support

- Make a plan

## 2. Having the Conversation

## 3. Next Steps

**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**

**[sapec.ku.edu](http://sapec.ku.edu)**

is self care  
&  
community care

# Follow Up: Holding Others Accountable

Having the conversation

- Begin the conversation

■ Find the right physical location

- How will you frame it?

**University of Kansas**

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**sappec.ku.edu**

"Hey, can we talk about last night for a minute?"

"I care about you, and what I saw last night worried me."



# Follow Up: Holding Others Accountable

Having the conversation

- Explore the situation

- Address concern

Identify specific behaviors

and language

- Use open ended questions

**University of Kansas** **Explore the Situation**

**Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**sapec.ku.edu**

"Here's what it looked like from my perspective, and why it worried me..."

"I have been feeling nervous to have this conversation with you, but I care about you and that means I have to say something."

# Follow Up: Holding Others Accountable

Having the conversation

- Ending the first talk
  - Next steps they want to do

**University of Kansas Sexual Assault Prevention and Education Center**

- Check in after they've digested

**No Duplication Without Permission**

**[sapec.ku.edu](http://sapec.ku.edu)**

**Ending a Conversation**

“I appreciate you listening to my concerns, thank you. Do you want to check in again?”

“I know this is hard. I’ll be here when you are ready to talk about this.”

# Follow Up: Holding Others Accountable

## Next Steps:

- Reflect on the connection
- Debrief with your support system
- Healthy behavior modeling and options

**University of Kansas  
Sexual Assault Prevention and Education Center**

**No Duplication Without Permission**

**[sapec.ku.edu](http://sapec.ku.edu)**

is self care  
&  
community care



**University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**[sapec.ku.edu](http://sapec.ku.edu)**

# RECAP

- Campus & Community Support Resources
  - Responding to Disclosures for Student Leaders
  - Establishing and Maintaining Positive Social Norms
  - Accountability Conversations
- University of Kansas**  
**Sexual Assault Prevention and Education Center**  
**No Duplication Without Permission**  
**sappec.ku.edu**