



WV PIVIT Toolkit

West Virginia Prevention and Interpersonal Violence Intervention Training (PIVIT) Toolkit

Student Conduct and Judicial Edition

West Virginia Intercollegiate Council Against Sexual Violence

This project was supported by Grant No. 2012-WA-AX-0005 through Fairmont State University awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the authors and do not necessarily reflect the views or policies of Fairmont State University or the U.S. Department of Justice, Office on Violence Against Women.



2015



Table of Contents

Forward and User's Guide

A. ARE YOU READY?

A self-assessment tool

B. WHAT YOU NEED TO KNOW

Information about the different forms of interpersonal violence

C. FEDERAL LEGISLATION

Federal legislation impacting campus response to interpersonal violence

D. GETTING STARTED

Key information for training conduct officers and judicial board members

E. TRAINING AND EDUCATION RESOURCES

Training tools and other resources to educate those involved in student conduct processes related to interpersonal violence on campus

F. SAMPLE POLICIES AND PROCEDURES

Sample policies and procedures related to issues that can impact student conduct processes related to interpersonal violence on campus



Forward

INTRODUCTION

This document is one of the three editions of the *West Virginia Prevention and Interpersonal Violence Intervention Training (PIVIT) Toolkit* created by the West Virginia Intercollegiate Council Against Sexual Violence, a collaborative of colleges and universities, rape crisis centers, and allied professionals in West Virginia.

The target groups for the three editions are:

- ✓ Campus law enforcement and security officers;
- ✓ Campus personnel involved in interpersonal violence prevention efforts; and
- ✓ Campus personnel involved in student conduct and judicial procedures.

It is the hope of those who worked on this project that the users of this toolkit will review and utilize all toolkit sections in order to provide a more effective and efficient response to student victims of sexual violence, dating violence, domestic violence and/or stalking (collectively referred to in this document as “interpersonal violence”).

Project Partners

The Office on Violence Against Women (Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus Program) provided financial support for the development of this toolkit. Project partners included Fairmont State University (grant administrator), Concord University, Davis & Elkins College, Glenville State College, Marshall University, Shepherd University, West Virginia State University, the West Virginia School of Osteopathic Medicine, West Virginia Wesleyan College, CONTACT Huntington, The Counseling Connection/REACH Program, Family Refuge Center, HOPE, Inc., Shenandoah Women’s Center, Women’s Aid in Crisis, Women’s Resource Center, the West Virginia Higher Education Policy Commission, and the West Virginia Foundation for Rape Information and Services (grant coordinator).

Project Coordination

Nikki Godfrey of the West Virginia Foundation for Rape Information and Services served as Project Coordinator. Kristin Littel served as Project Consultant.



User's Guide

OVERVIEW

The *West Virginia Prevention and Interpersonal Violence Intervention Training (PIVIT) Toolkit: Student Conduct and Judicial Edition* was developed to standardize the knowledge that those college personnel involved in student conduct processes have regarding interpersonal violence and their roles in their colleges' response to it. It also offers tools to facilitate training programs on this topic. (Note that in this toolkit, colleges and universities are referred to as colleges.)

Reviewing the toolkit and utilizing the training materials can assist you in:

- ✓ Understanding the nature and dynamics of interpersonal violence, victimization, trauma and victim behavior, as well as perpetration;
- ✓ Being familiar with laws related to interpersonal violence and relevant to college policies;
- ✓ Building competency in training student conduct administrators and judicial board members on interpersonal violence; and
- ✓ Improving conduct and judicial procedures to provide just treatment to victims of interpersonal violence.

The toolkit can be a reference source for student conduct administrators in the course of addressing interpersonal violence on their campuses.

Note that this toolkit focuses primarily on student-on-student interpersonal violence occurring on campus. However, regardless of whether this behavior was exhibited by a student, employee or visitor to the campus, colleges are obligated under Title IX to protect affected students' access to an education (adapted from Bennett, Gregory and Loschiavo, 2014). Complaints against college employees may be handled by human resources offices that govern employee behaviors. Sokolow and Swinton (2013) also noted that colleges should be prepared to respond to non-students who disclose campus sexual misconduct by students. Such complaints may be handled through student conduct resolution processes and/or as a Title IX violation.



Acquiring new knowledge and putting it into practice is a process. You are not expected to "know" the information in the toolkit all at once. Instead, you can work through toolkit sections at your own pace, building your knowledge base as you go and considering how new information fits into your work. This note is repeated at the beginning of most toolkit sections to help you not to get overwhelmed by the extensive amount of information presented.

ORGANIZATION

The toolkit is organized into several sections as summarized below. See the toolkit's *Table of Contents* for specific topics covered in each section.

A. *Are You Ready?* This section offers a self-assessment tool to help student conduct administrators and the staff who train them (1) assess their readiness for effectively responding to complaints of interpersonal violence on their campus, (2) identify their strengths and areas for improvement, and (3) identify training needs and sections of the toolkit to help build upon identified strengths and address informational needs. This survey takes just a few minutes to complete.

B. *What You Need to Know.* This section includes general and college-specific information on different types of interpersonal violence as well as provides a brief overview of gender bias, victim blaming and perpetrators.

C. *Federal Legislation.* This section provides information on federal laws that impact the colleges' response to interpersonal violence on campuses.

D. *Getting Started.* This section offers basic information on the issues specific to training student conduct administrators and the process of responding to complaints of student misconduct involving interpersonal violence on campus. Note that much of the available literature focused on sexual misconduct.

E. *Training and Education Resources.* This section offers interpersonal violence training materials (PowerPoints, suggested agendas, facilitator's guides). In addition, it includes a compilation of resources which were reviewed and selected to assist in training those involved in student conduct processes related to interpersonal violence occurring on campus.

F. *Sample Policies and Procedures.* This section offers sample policies and procedures on issues that can impact student conduct processes related to campus-based interpersonal violence. You are encouraged to review these carefully and make adaptations as appropriate to your department's mission and services as well as the needs on your campus.

Be sure to periodically check www.fris.org for toolkit updates.



Explanations of terms can be found throughout the toolkit. Two initial explanations:

(1) Although both males and females are victims of interpersonal violence, most reported and unreported cases involve female victims (Rennison, 2002; Tjaden & Thoennes, November & April 1998, 2000; Catalano, 2007) and male offenders (Greenfeld, 1997; Catalano, 2007). Thus, victims may be referred to in this toolkit as females and offenders as males. This use of terms is not intended to minimize the fact that male victimization and same gender violence do occur.

(2) In this toolkit, “interpersonal violence” generally refers to sexual violence, domestic violence, dating violence and stalking. “Sexual violence” and “sexual assault” are generally used to encompass sexual assault, sexual abuse and other forms of sexual violence, unless otherwise specified. On college campuses, “sexual misconduct” is often used to describe various forms of sexual violence as violations of campus conduct codes and Title IX.

College personnel involved in student conduct processes involving interpersonal violence are encouraged to partner with their local rape crisis centers and domestic violence programs. These centers offer a range of direct services for victims. They also have staff who can assist with training efforts. In addition, these centers have access to most of the resources identified in the toolkit.

REPRODUCTION OF MATERIALS

The non-commercial use and adaptation of this toolkit to increase knowledge about interpersonal violence and/or to use as a supplement or guide to training or professional development is permitted.

Please **credit any material used from this toolkit** to the **West Virginia Intercollegiate Council Against Sexual Violence**. Visit www.fris.org for additional information about this collaboration.

REFERENCES

- Bennett, Laura, Gregory, Matt, & Loschiavo, Chris. (2014) *Student Conduct Administration and Title IX: Gold Standard Practices for Resolution of Allegations of Sexual Misconduct on College Campuses*. Association for Student Conduct Administration.
- Catalano, S. (2007). *Intimate partner violence in the United States*. Washington, DC: U.S. Department of Justice, Bureau of Justice Statistics.
- Greenfeld, L. (1997). *Sex offenses and offenders: An analysis of data on rape and sexual assault*. Washington, DC: U.S. Department of Justice, Bureau of Justice Statistics.
- Rennison, C. (2002). *Rape and sexual assault: Reporting to police and medical attention, 1992-2000*. Washington, DC: U.S. Department of Justice, Bureau of Justice Statistics, 1.
- Sokolow, B. (2001). *Comprehensive Sexual Misconduct Judicial Procedures*. The National Center for Higher Education Risk Management.
- Sokolow, B. & Swinton, D. (2/26-7, 2013). *Association of Title IX Administrators' Title IX Investigator Training School (Course Materials)*. Wheeling, WV: West Virginia Northern Community College.
- Tjaden, P. & Thoennes, N. (2000). *Extent, nature and consequences of intimate partner violence: Findings from the national violence against women survey*. National Institute of Justice and the Centers for Disease Control and Prevention.

Tjaden, P. & Thoennes, N. (November 1998). *Prevalence, incidence and consequences of violence against women: Findings from the national violence against women survey.* Washington, DC: U.S. Department of Justice, National Institute of Justice, 2-4.

Tjaden, P. & Thoennes, N. (April 1998). *Stalking in America: Findings from the national violence against women survey.* Washington, DC: U.S. Department of Justice, National Institute of Justice.