

**Interpersonal Violence Council Annual Report: AY 2014-2015**

**Executive Summary**

**Council Co-Chairs: J. J. Brown & Donna L. Lillian**

**Steering Council** (Co-chairs: J.J. Brown & Donna L. Lillian)

- meets twice per month throughout the year.
- coordinates the work of committees and responds to campus concerns

**Communications Committee** (Chair: Hank Foreman)

- reviewed the work that was done this year in updating collateral materials
- worked on Safety Alerts
- considered the communication implications of moving toward a centralized office for wellness and prevention, Walk for Awareness, Safety Week, and other programs

**Policy Committee** (Chair: David Elrod)

- responded to student concerns by inviting student onto the committee
- addressed concerns related to Clery statistics, interim suspension, and sanctions for sexual misconduct violations
- examined current process used to adjudicate sexual misconduct cases and researched other universities' processes as well as national best practices

**Programming Committee** (Chair: Jordan Luzader)

- reviewed events that have occurred on campus to address Interpersonal Violence, including compiling the events taking place during Sexual Assault Awareness Month
- recommends that committee be chaired or co-chaired by Interpersonal Violence Support and Outreach Coordinator
- increase effectiveness by including more members who are doing the programming around campus and including more members current in IPV literature and best practices

**Survey Committee** (Co-Chairs: Amy Dellinger Page & Donna L. Lillian)

- examined 2013 Campus Climate Survey and separated it into two surveys, one for students and one for employees
- surveys rolled out April 9, 2015 and remained open until April 30, 2015
- the survey data will be analyzed and reported on during summer 2015

**Training Committee** (Chair : Amy Dellinger Page)

- 1,558 first-year and transfer students completed Part 1 of Haven online IPV module; 557 of those students completed both Parts 1 & 2
- committee recommends making the Haven online training module mandatory for all students when they enter the university and again two years later
- 786 Supervisors completed a 3-hour face-to-face IPV training workshop
- immediate results: an increase in referrals from faculty & staff receiving reports
- committee recommends 3-hour face-to-face training for all new supervisors and completion of Haven employee training module for all new and continuing employees

## **Interpersonal Violence Council Annual Report: AY 2014-2015**

**Membership** (\* denotes members of the Steering Council; + denotes student members)

Co-Chairs: J. J. Brown\*, Dean of Students, & Donna L. Lillian\*, Faculty, English.

Members: Jamar Banks, Allyson Blaine+, Courtney Broere, Rachel Clay+, David Cox, Nikki Crees, Gunther Doerr\*, David Elrod\*, Peter Fawson, Hank Foreman\*, Paul Gates, Julia Grainger+, Judy Haas\*, Bindu Jayne\*, Dan Jones, Jordan Luzader\*, Martha Marking, Martha McCaughey, Geri Miller, Marcie Ownbey, Amy Dellinger Page\*, Jessica Pittman Dale, Kim Sherrill

Staff Support: Brooke Richards Banner (Academic Affairs) took minutes at Steering & Full Council meetings; Micki Early (Student Development) assisted with booking of rooms and provided other support to the activities of the council

Committee Membership: Committees draw on the whole campus, so there are additional committee members, beyond those who members of the Council.

**Steering Council** (Co-chairs: J.J. Brown & Donna L. Lillian)

The Steering Council consists of the Chairs of each committee as well as key campus leaders, such as Bindu Jayne, Vice-Chancellor for Equity, Diversity, & Compliance & Chief Diversity Officer, and Gunther Doerr, Chief of Campus Police and Director of Public Safety & Risk Management. The Steering Council met twice per month throughout the year, including during the summer months. This allowed chairs of all the committees to meet regularly and provide updates and allowed members to discuss any concerns or issues that had arisen. This body also made recommendations to the Chancellor and the Cabinet concerning initiatives such as the training of faculty, staff, and administrators (see Training Committee report, below). The members discussed whether or not to invite students to sit on this body, but the consensus was that some of the discussions were of a sensitive nature and it was best to include students in the other committees and the full Council, but not the Steering Council.

**Communications Committee** (Chair: Hank Foreman, Associate Vice-Chancellor, Communication & Cultural Affairs)

The Communications Committee

- reviewed the work that was done this year in updating collateral materials
- worked on Safety Alerts
- considered the communication implications of moving toward a centralized office for wellness and prevention, Walk for Awareness, Safety Week, and other programs.

The following items were identified for continued focus moving forward:

- Continue strengthening Safety Alert template/language
- Update Title IX information cards & distribute them widely
- Initiate a poster campaign; bathroom stalls are a possible venue for such material
- Continue website 'takeover' for Safety Week
- Plan a Roess Dining awareness event based on the last campaign and consider adding the library

- Posters and information cards are still good, too.
- Work toward website cohesion between all campus prevention & safety sites

**Policy Committee** (Chair: David Elrod, Interim Director of Student Conduct)

Initially, the Steering Council was acting as the Policy Committee, but it was determined that it would be more effective to have a separate Policy Committee. This committee met 7 times during the year (Oct. 17, 2014, Nov. 6, 2014, Nov. 20, 2014, Jan. 30, 2015, Feb. 20, 2015, March 20, 2015, April 10, 2015).

Review of Appalachian's Sexual Misconduct Policy has been an ongoing process. There were several students who brought their concerns to the IPV council. Following that initial meeting early in the 2014-2015 academic year, a special meeting was called to hear their concerns. The policy group invited these students to be involved on the IPV Policy committee.

The Policy committee addressed concerns related to reporting Clery statistics through the Office of Student Conduct, interim suspension, and sanctions for sexual misconduct violations. The committee also examined the current process used to adjudicate sexual misconduct cases and researched other universities as well as best practices in order to determine whether any changes should be made for the upcoming 2015-2016 academic year. The proposed changes were provided to the subgroup working on revisions to the Code of Student Conduct, which was then forwarded to the Dean of Students and Associate Dean of Students for consideration.

Some of the topics under consideration for review include:

- Clarification of the roles (Dean of Students, Director, and Title IX Coordinator);
- Interim Suspensions (IS) and IS Appeals board;
- Administrative Hearing;
- Hearing Appeals board; and
- Educational sanctioning.

**Programming Committee** (Chair: Jordan Luzader, Coordinator, University Housing)

Over the course of the current semester, the Programming Committee has been working toward several objectives:

1. Reviewing events that have occurred on campus to address Interpersonal Violence, including compiling the events taking place during Sexual Assault Awareness Month.
  - a. Our sub-committee met with representatives from several student organizations including BSA, ASJE, Women's Center and others to compile a list of Sexual Assault Awareness Month programming;
  - b. All events were advertised on [sexualassault.appstate.edu](http://sexualassault.appstate.edu)
  - c. We asked members of the sub-committee to attend events and use our rubric to gather feedback.

Overall, events do meet our learning outcomes. The group consensus is to look at doing a better job at advertising these events for the entire year not just during sexual assault awareness month.

2. Identifying participants for Dr. Fawson and Dr. Broce's violence prevention module in Fall 2015.
  - a. We have the commitment from Dr. Geri Miller's graduate course and Student Athlete Advisory Council to participate in four-part module in Fall 2015.
  - b. We are in conversation with Becky Cooke about Presidents' of Greek letter organizations taking part as well.
  - c. We are currently looking for funding to have Research Assistants do observational analysis during sessions.
  - d. We will be pairing the timing of the sessions to coincide with existing campus events.
3. Discussing potential impact of new Interpersonal Violence Support and Outreach Coordinator on current committee structure.

Recommendations for Programming Committee organization for the next academic year:

- a. Chaired or co-chaired by Interpersonal Violence Support and Outreach Coordinator
- b. Want to shrink the size of the committee and improve regular attendance.
- c. Would like to have members who are doing more of the programming around campus.
- d. Would like to have a stronger relationship with survey sub-committee or others to use data to create/adapt programming.
- e. Need to have more members reading current literature and best practices.

**Survey Committee** (Co-Chairs: Amy Dellinger Page, Associate Professor & Chair, Dept of Sociology & Donna L. Lillian, Associate Professor, Dept of English)

*Accomplishments:*

The survey subcommittee carefully examined the Campus Climate Survey administered in Spring 2013. Based on feedback from that survey and recommendations from the White House Task Force, we decided to separate the existing survey into two surveys, one for students and one for employees. This enabled us to focus more intently on the specific policies that were relevant to the population being surveyed. It also allowed us to ask slightly different questions within the instrument (e.g., more bystander intervention questions for students, and questions concerning workplace bullying and intimidation for employees).

A draft of the student survey was presented for discussion at the Interpersonal Violence Council meeting on December 5, 2014, and a draft of the employee survey was presented for discussion at the January 30, 2015 Council meeting. The surveys were revised and improved, based on this feedback.

The new student and employee campus climate surveys rolled out April 9, 2015 and remained open until April 30, 2015. The committee will work on analyzing the survey data during summer 2015.

*Recommendations:*

- In accordance with the OCR Resolution Agreement with ASU, continue to administer the survey every two years, during the Spring semester of odd-numbered years.
- Continue the process of ongoing revision and improvement of the student and employee climate surveys.
- Continue to utilize campus incentives (e.g., yearly parking passes, performing arts tickets, etc.) to increase participation in the surveys.
- Update future surveys to include questions about the effectiveness of training programs and materials (e.g., Haven online modules, Chrysalis Network training, etc.) in order to gauge level of information retention.
- Post a summary of results on the Interpersonal Violence Council website.
- Prepare a detailed report of the survey results for presentation to the Campus Safety Council, the Chancellor's Cabinet, and the Board of Trustees.
- Use the data gathered through the surveys to inform the work of the Policy, Training, and Programming committees of the IVC, and that of any other relevant campus offices (e.g. the counseling centers, Human Resources, etc.)

**Training Committee** (Chair : Amy Dellinger Page, Associate Professor and Chair, Dept of Sociology)

*Accomplishments:*

- Students:
  - 1,558 first-year and transfer students completed Part 1 of an online Haven module about interpersonal violence; 557 of those students completed both Parts 1 and 2 of the online training.
- Employees:
  - Approximately 900 supervisors were identified for training. Of those, 786 supervisors took part in one of 21 3-hour face-to-face training workshops provided by Juliette Grimmett of the Chrysalis Network. Supervisors included the Chancellor, members of Chancellor's Cabinet, Deans, Assistant Deans, Chairs, Assistant Chairs, program directors, club sponsors, EPA faculty, EPA non-faculty, & SPA employees who supervise any other employees, including student workers.
  - Several workshops scheduled for February were canceled due to severe winter weather, so the committee intends to hold make-up sessions in Fall 2015.
  - The Board of Trustees will receive the training in September 2015.
  - Approximately 55 Composition instructors in the Department of English will receive the training in September 2015.
  - Support and help with the training initiative was provided by Hubbard Programs (Kate Brinko, Brian Smentkowski, & GAs Kelsey Higgins & Kia Foster); EDC office (Susan King, Amy Carson, & GA Carla Stevens); Office of the General Counsel (Dayton Cole, Barb Krause, Jennifer Chrisohon); Student Development (esp. Micki Early); ITS (Beth Pouder, Chad Morgan, Linda Atkinson); and Plemmons Student Union staff.

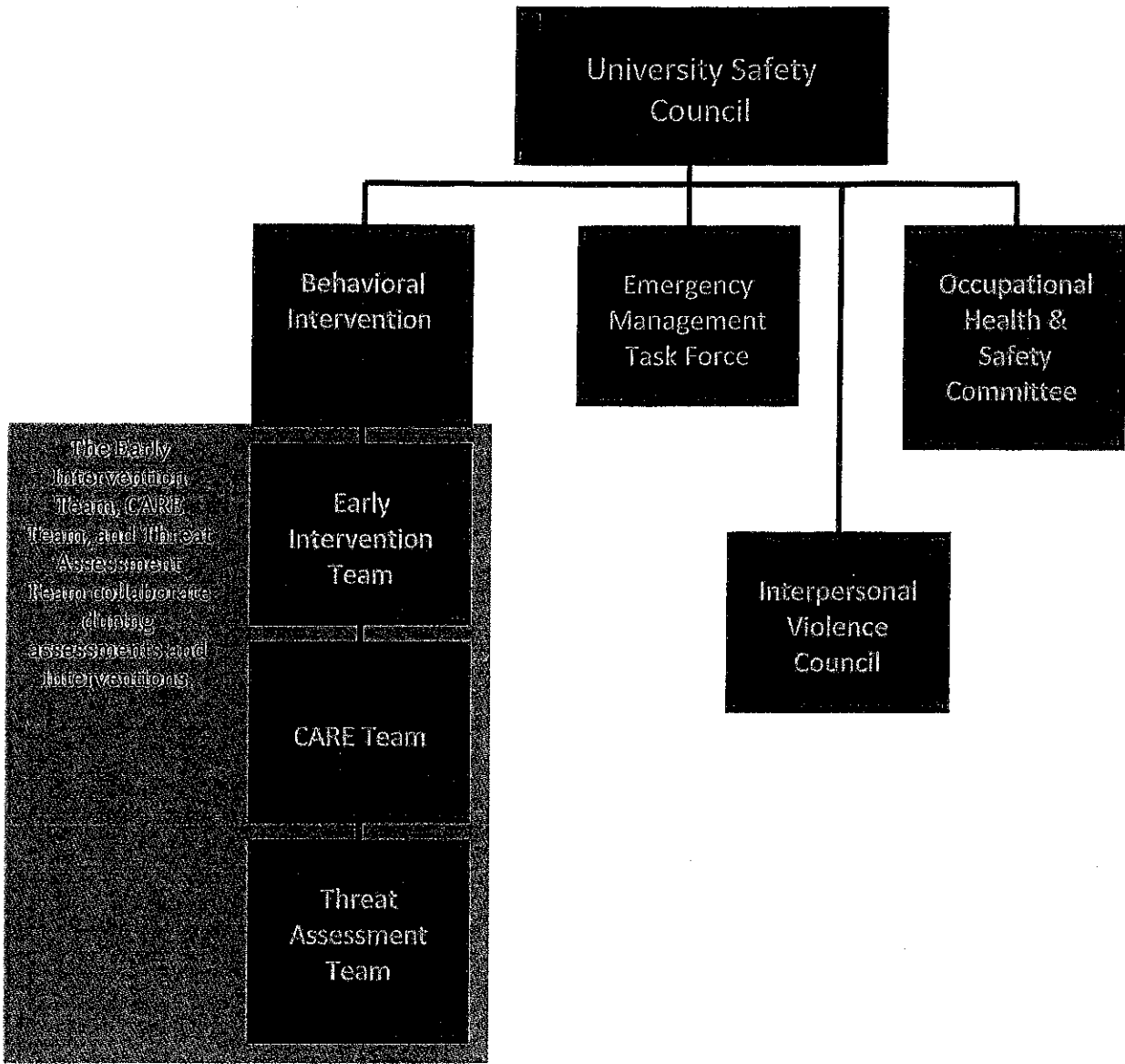
- Immediate results of this Supervisor training included an increase in referrals from faculty & staff receiving reports from students about interpersonal / sexual violence, and increased confidence in knowing how to respond to disclosures.

*Recommendations for Students:*

- The committee recommends using the Haven online training module for all students. There will be an undergraduate student module and a graduate student module available by Fall 2015.
- We recommend that completion of this training be mandatory upon entering the university, and again two years following entering the university.
- We further recommend compliance with these requirements be tied to registration. Completion of training will electronically “lift” a hold on the student’s account, so the student will be able to complete the training module at any point and gain access to the registration system.

*Recommendations for Employees:*

- The committee recommends 3-hour face-to-face training for all new supervisors, and every three years for existing supervisors.
- We recommend using the Haven employee training module for all new and continuing employees.
- We further recommend that all employees take the online training module every two years.
- We believe all of the above recommendations for employees should be mandatory, with specific incentives/repercussions determined by the Chancellor’s Cabinet.







# EMERGENCY RESPONSE GUIDELINES

**CAMPUS POLICE EMERGENCY NUMBER: (828) 262-8000**

## MEDICAL

- Ensure your safety.
- Call 9-1-1 for emergency medical assistance.
- Send someone to meet emergency personnel at the entrance.
- DO NOT attempt to move the injured person unless they are in danger.
- Provide care only if it is safe and to your level of training and comfort.
- Remain calm and stay with the person until help arrives.

## FIRES & FIRE ALARMS

- EVACUATE the building immediately for any fire alarm.
- If you see smoke or fire, activate the fire alarm.
- Close doors behind you as you leave.
- DO NOT use elevators.
- Go to an evacuation assembly area away from the building.
- If smoke or fire is seen, call 9-1-1 AFTER leaving the building.
- DO NOT re-enter the building for any reason until instructed to do so by emergency personnel.

## BOMB THREAT

- Notify University Police immediately and provide as much information about the caller as possible.
- DO NOT evacuate the building until instructed by Police.
- DO NOT activate the fire alarm.
- DO NOT use cell phones.
- DO NOT touch or move suspicious objects or packages. Note their exact location and report them to University Police immediately.
- If asked to evacuate, take your backpack and related items with you.
- Follow instructions of emergency personnel.

## SHELTER IN PLACE

- Find a safe place inside your building and stay put until further information is provided.
- Additional instructions will be provided. When sheltering in place, it is typically safer to remain in place than to go outside.
- Be prepared to remain in place for an extended period of time.

## EVACUATION

- Leave the building as quickly and safely as possible.
- Use the emergency exit stairs — DO NOT use elevators.
- Report to an emergency assembly area or other location as directed.

## ARMED INTRUDER

- If you see an intruder or anyone carrying a firearm, immediately notify University Police and report.
  - ⇒ Exact location and direction of travel,
  - ⇒ Number of armed persons and their description,
  - ⇒ Number and type of weapons.
- DO NOT confront the armed person(s).
- Exit the area or take shelter in a safe location if unable to exit.

## SHOTS FIRED

- If you cannot escape, locate a room to take shelter.
- Secure & barricade the door(s). Close blinds or other window covers.
- Turn off lights, radios, computer monitors, and silence cell phones.
- Remain quiet. Encourage others around you to do the same.
- Stay out of sight (i.e.: hide behind a concrete wall, desk, etc....).
- DO NOT evacuate for a fire alarm UNLESS you see smoke or flames.
- Follow the EXACT orders of law enforcement.
- Remain in shelter until an "all-clear" message is received.

## SUSPICIOUS ACTIVITY

- Report suspicious persons or activity to University Police immediately.
- Provide as much information as possible: location, description of the person and/or activity, etc....
- DO NOT confront suspicious persons.

## SEVERE WEATHER

- Go to the nearest interior location away from windows on the lowest level possible.
- Avoid large open spaces, such as auditoriums.
- Reference emergency alert information for additional details.

## EMERGENCY NOTIFICATION INFORMATION

- APPSTATE ALERT – If received, immediately follow alert instructions.
- Siren Tones:
  - ⇒ Hi/Lo - Emergency; Take shelter & reference alert information,
  - ⇒ Alert Tone (Continuous Blast) - Emergency over,
  - ⇒ Air Horn - Test only, no action required.
- Emergency Website - [www.appstatealert.com](http://www.appstatealert.com)
  - ⇒ Check for emergency information and to register for emergency text alerts.

Questions or Concerns? - Contact  
 Environmental Health, Safety & Emergency Management  
 Phone: 262-4008 or Email: [safety@appstate.edu](mailto:safety@appstate.edu)

**DRAFT**

ASU Main Campus

Offense Type	On-Campus			Residential Facilities			Non-Campus Buildings & Property			Public Property		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Murder & Nonnegligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	8	7	19	7	6	17	0	0	0	0	0	0
Nonforcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	1	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	17	24	13	14	17	12	2	0	0			
Arson	2	1	0	2	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0				0	0	0	0	0	0

Number of Arrests/Referrals for Selected Offenses

Arrests	On-Campus			Residential Facilities			Non-Campus Buildings & Property			Public Property		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Liquor Law Violations	168	200	224	122	148	180	1	0	0	45	55	23
Drug Violations	133	107	86	88	65	60	4	5	2	14	15	38
Weapons Violations	1	2	0	1	1	0	1	0	0	0	1	2

Judicial Referrals

Year	2012	2013	2013	2012	2013	2014	2012	2013	2014	2012	2013	2014
Liquor Law Violations	417	309	0	411	297	0	1	0	0	0	1	0
Drug Violations	133	46	0	118	33	0	3	0	0	0	0	0
Weapons Violations	3	7	0	1	6	0	0	0	0	0	0	0

New Violence Against Women Act Offenses

Offense Type	On-Campus			Residential Facilities			Non-Campus Buildings & Property			Public Property		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Domestic Violence		0	0		0	0		0	0		0	0
Dating Violence		2	7		1	5		0	0		0	0
Stalking		4	5		3	3		0	0		0	0

Note:

1. Crimes that occur in a Residential Facility are also included in crimes on campus.
2. Non-Campus Buildings & Property are: university property outside the boundaries of Main Campus and property owned or controlled by student organizations recognized by the university.
3. Public Property includes crimes reported to the Boone Police for locations adjacent to Main Campus.
4. Alcohol & Drug Referrals do not include stats from Student Conduct
5. Hate Crimes:  
 2012- 0  
 2013- 0  
 2014- 0

**Appalachian State University Police Department**  
**Jeanne Clery Disclosure of Campus Security and Crimes Statistics Act**  
**2014**

**ASU Main Campus**

Offense Type	On-Campus			Residential Facilities			Non-Campus Buildings & Property			Public Property		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Murder & Non negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	8	7	19	7	6	17	0	0	2	0	0	0
Non forcible Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	17	24	12	14	17	12	2	0	3			
Arson	2	1	0	2	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0				0	0	0	0	0	0

**Number of Arrests/Referrals for Selected Offenses**

Arrests	On-Campus			Residential Facilities			Non-Campus Buildings & Property			Public Property		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Liquor Law Violations	168	200	224	122	148	180	1	0	0	45	55	27
Drug Violations	133	107	86	88	65	60	4	5	2	14	15	39
Weapons Violations	1	2	0	1	1	0	1	0	0	0	1	2

**Judicial Referrals**

Year	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Liquor Law Violations	417	309	174	411	297	168	1	0	0	0	1	1
Drug Violations	133	46	39	118	33	34	3	0	0	0	0	0
Weapons Violations	3	7	6	1	6	6	0	0	0	0	0	0

**New Violence Against Women Act Offenses**

Offense Type	On-Campus			Residential Facilities			Non-Campus Buildings & Property			Public Property		
	2012	2013	2014	2012	2013	2014	2012	2013	2014	2012	2013	2014
Domestic Violence		0	0		0	0		0	0		0	0
Dating Violence		2	7		1	5		0	0		0	0
Stalking		4	5		3	3		0	0		0	0

**Note:**

1. Crimes that occur in a Residential Facility are also included in crimes on campus.
2. Non-Campus Buildings & Property are: university property outside the boundaries of Main Campus and property owned or controlled by student organizations recognized by the university.
3. Public Property includes crimes reported to the Boone Police for locations adjacent to Main Campus.
4. Hate Crimes Reported for: 2012 - 0                      2013 - 0                      2014 - 0
5. Unfounded Clery Crimes: 2014 - 1 forcible sex offense was Unfounded by University Police

### Implementation of UNC Campus Security Initiative Recommendations

Priority Group #1 Recommendations to be implemented by October 1, 2015

No.	Recommendation	Implementation Responsibility	Status
1	Adopt a University System Policy requiring annual report & presentation to BOT and BOG with relevant data and information concerning campus security, student safety, sexual assault, alcohol and drug use, risk management and associated institutional policies	System	
2	The University should adopt a system policy on sexual harassment and sexual violence	System	
3	Establish System Campus Security Committee composed 18-24 members from a cross section of University faculty, staff and students.	System	
5	Students should not serve on hearing panels in cases involving sexual violence.	Campus	ASU Complete 2012
6	Reports/complaints involving serious offenses, including sexual misconduct, should be investigated by individuals with professional training and investigative experience.	Campus	ASU On Track
7	Students should be provided clear notice of the right to representation by attorney or non-attorney advocates during conduct/disciplinary proceedings	Campus	ASU Implemented 2013
8	Campuses should establish clear and consistent responsibilities, skills and minimum qualifications of Title IX Coordinators	Campus	ASU – Included in Equity Officer Job Description
11	Individuals who serve on hearing panels or as hearing officers to adjudicate cases involving allegations of serious offense, including Title IX offenses, must have appropriate levels of experience and training to serve in these roles	Campus	ASU – Required/Conducted Annually
12	UNC GA should coordinate & convene system-wide annual training for staff working in campus security/safety to address security/emergency operations, Clery, Title IX, Campus SaVE, due process, alcohol/substance abuse and other federal/state requirements	System	
15	Each campus should have access to at least one dedicated trained and licensed substance abuse counselor	Campus	ASU – Position under Wellness and Prevention
21	The University should seek the resources and flexibility necessary to increase salaries for public safety officers and telecommunicators to established law enforcement market rates	Campus	ASU – On Track Will be funded from Campus Security Fee
22	Establish and fund a Clery Compliance Officer position at each campus to coordinate Clery Act compliance and oversee Campus Security Authorities	Campus	ASU – Job posted August 1