Sexual Assault, Relationship Violence, Domestic Violence, and Stalking

The University of Minnesota, Morris is committed to each student’s safety and wellbeing. Campus programs support student wellness, foster the building of healthy respectful relationships, uphold campus policies, and promote individual action to create a violence free campus.

Many campus resources exist to help victims of violence. UMM’s trained Victim/Survivor Advocate can inform you of all your options and connect you to resources. YOU ARE NOT ALONE. HELP IS AVAILABLE.

The University of Minnesota is committed to the policy that all persons shall have equal access to all its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

This publication is available in alternative formats upon request at 320-589-6061.
YOU CAN MAKE A DIFFERENCE
GREEN DOT PROGRAM
VIOLENCE PREVENTION AND Bystander INTERVENTION

No one can do everything
But everyone can do something.
What’s your Green Dot?

What is a Green Dot?
Hundreds of research studies have shown that thousands in the U.S. and around the world are victims of sexual assault, partner violence, stalking, or child abuse every year. Each incident hurts us all. These acts of violence are like red dots covering a map, much like an epidemic spreading out of control, if not stopped. But we CAN stop violence and YOU are a part of the solution. Through your words, your choices, and your actions, in any given moment, you can add a “green dot” to our map—displacing a red dot—and making a difference.

A “Green Dot” symbolizes a single moment in time that can be used to end perpetration or support victims of violence. Adding a green dot will increase community safety for everyone. If each of us adds 1 or 2 or 5 or 100 green dots—we will end the perpetration of violence—one Green Dot at a time.

The Green Dot Strategy is a nationally recognized, comprehensive approach to violence prevention capsulized on the power of peer and cultural influences. Informed by social change theory, the model targets all University of Minnesota, Morris community members as potential bystanders, and seeks to engage them in proactive behaviors that establish intolerance of violence as the norm through awareness, education, and skills-practice, as well as reactive interventions in high-risk situations—resulting in the ultimate reduction of violence.
Green Dot Program Mission
The Green Dot strategy and framework build on the premise that in order to measurably reduce the perpetration of power-based personal violence, a cultural shift is necessary. To create this cultural shift, a critical mass of University of Minnesota, Morris community members (students, staff, faculty and administrators) will engage in a set of behaviors that make violence less sustainable within our community—increasing bystander awareness and action and decreasing violence.

Attitudes and values that lead people to abusive and disrespectful behavior, such as those reflected in sexual assault, are unacceptable. Green Dot challenges every member of the UMM community to actively work, individually and together, to counter acts of sexual, domestic, relationship violence and stalking. Green Dot also equips and empowers members of our community to make the prevention of further violence a personal and public priority.

Green Dots that YOU can do...

- Believe that rape, dating violence, and stalking are unacceptable, and say it out loud
- Understand that men can be victims too
- Use social networking sites to talk about green dots
- Ask friends to do their part
- Organize training for your organization
- Be a knowledgeable resource for victims
- Look out for friends at parties
- Learn to intervene in high risk situations
- Explore prevention websites
- Wear or display green dot gear
- Add “green dot supporter” on your email signature line
WHAT IS PERSONAL POWER BASED VIOLENCE?

Personal power based violence, as defined by Green Dot, is any type of violence directed at another person in an attempt to harm and/or gain power over the other individual. The University of Minnesota prohibits sexual assault, stalking, and relationship violence—acts of personal power based violence—as outlined in the University policies, including the Student Conduct Code, and in state and federal law. Any reports will immediately be investigated and appropriate action taken.

Key Definitions and Examples of Personal Power Based Violence

Consent
Consent is, as defined in University policy, informed, freely and actively given, and mutually understood. If physical force, coercion, intimidation, and/or threats are used, there is no consent. If the victim/survivor is mentally or physically incapacitated or impaired so that the victim/survivor cannot understand the fact, nature, or extent of the sexual situation, and the condition was or would be known to a reasonable person, there is no consent. This includes conditions due to alcohol or drug consumption, or being asleep or unconscious.

Sexual Assault
Sexual Assault is, as defined by University policy, actual, attempted, or threatened sexual contact with another person without that person’s consent. Sexual assault is often is a criminal act that can be prosecuted under Minnesota state law, as well as under the Student Conduct Code and employee discipline procedures.

- Sexual assault may include, but is not limited to, rape. Sexual assault includes forced intercourse, including vaginal, oral, or anal penetration. Penetration can occur using a body part or a physical object. Sexual assault also includes unwanted kissing, “groping,” and coercion.

- Sexual assault may occur with or without physical force. Alcohol, date rape drugs, and coercion or manipulation may also be a means of force in a sexual assault. Sexual assault can happen to anyone, regardless of race, gender, gender identity, sexual orientation, age, or disability.

Note: These definitions (as underlined) are provided in University of Minnesota policy. Additional information provided from Green Dot is noted with a ●.
Relationship and Domestic Violence

Relationship and Domestic Violence: Relationship violence is, as defined by University policy, causing physical harm or abuse, and threats of harm and abuse, arising out of a personal, intimate relationship. Relationship violence is often a criminal act that can be prosecuted under Minnesota state law, as well as under the Student Conduct Code and employee discipline procedures.

- Relationship and domestic violence is a pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner.
- Domestic violence, although very similar in nature to relationship violence, can occur within any type of relationship, rather than only within an intimate partnership. Domestic violence can occur within sibling, parent/child, roommate, and other similar relationships.
- The abuse within these types of violence can be physical, verbal, sexual, emotional, economic, or psychological actions or threats of actions that have power or influence over another individual. This includes any behaviors that frighten intimidate, terrorize, manipulate, hurt, humiliate, blame, injure or wound someone.
- Relationship and/or Domestic Violence can happen to anyone of any race, age, sexual orientation, gender, gender orientation, religion, or disability. These types of violence can affect people of all socioeconomic backgrounds and education levels.

Stalking

Stalking is, as defined by University policy, a course of conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated and that would cause a reasonable person to feel fear.

Note: These definitions (as underlined) are provided in University of Minnesota policy. Additional information provided from Green Dot is noted with a ◆.

May 2014. This information is from the University of Minnesota Administrative Policy on Sexual Assault, Stalking and Relationship Violence. Please go to http://policy.umn.edu for the most current version of the full policy.
1. Any University of Minnesota student or employee who has been sexually assaulted or physically harmed is strongly encouraged to contact the police department for the location where the assault occurred. UMM Campus Police can assist in making contact with the appropriate law enforcement agency.

2. Victims/survivors are also encouraged to contact UMM’s Violence Prevention and Response Program or Someplace Safe—the community victim/survivor service office in Morris and/or counseling and health care services. These services are strictly confidential.

3. The University strongly encourages individuals to report sexual assault and relationship violence to appropriate officials because it is the only way that action can be taken against an alleged violator of the policy. Timely reporting and a medical examination within 120 hours is critical in preserving evidence of sexual assault, and the ability to respond effectively, but a victim/survivor can report an incident at any time.

4. Victims/survivors are also encouraged to contact University officials for appropriate action. Specific contact information is listed on the back of this information packet and in the University’s online procedures, but in general:
   - University housing residents should contact any Residential Life staff.
   - If a student is accused, report it to the student conduct office on the appropriate campus.
     - At Morris contact the Student Behavior Committee Administrative Secretary. The Violence Prevention and Response Program can help with this process.
   - If an employee is accused, report it to the campus’s Equal Opportunity officer.
   - Reports of misconduct by University employees can be made to the University through U Report. These reports can be made anonymously.
     - A link to U Report is available on the Morris Equal Opportunity website: www.morris.umn.edu/hr/equalopportunity

May 2014. From the the University of Minnesota Administrative Procedure: Responding to Incidents of Sexual Assault, Stalking and Relationship Violence. Morris specific information has been added above. See http://policy.umn.edu for the most current version of the full University procedure.
1. Mandatory Reporting of Child Abuse. If the assault was against a child, you must immediately report the abuse to Campus Police, the Morris Police, Stevens County Sheriff, or Stevens County Human Services. In addition, inform your supervisor you have made the report. For further information about mandatory reporting for the protection of minors, consult Administrative Policy: Safety of Minors or the Office of General Counsel.

2. Encourage Prompt Reporting to Police. If the assault was against an adult, encourage the victim/survivor to report the incident to the police.

3. Encourage Contact with Victim Services. Encourage the victim/survivor to contact UMM’s Violence Prevention and Response Program or Someplace Safe—the community victim/survivor service office in Morris and/or counseling and health care services.

4. Make Appropriate University Reports. If you are a University employee with supervisory or advising responsibilities, contact your campus student conduct office, or Equal Opportunity office, to inform them of the reported assault and to obtain guidance on next steps. You may also contact UMM’s Violence Prevention and Response Program and/or Campus Police for guidance on responding to the report. Once informed, appropriate University offices will work to assist the victim/survivor, including by providing guidance in reporting to law enforcement, obtaining counseling or other health or academic services, and filing a complaint with University conduct offices. All other (nonsupervisory) employees, talk to your supervisor for guidance for any next steps. You may also contact UMM’s Violence Prevention and Response Program and/or Campus Police for guidance on responding to the report.

5. Confidentiality. University employees cannot guarantee confidentiality, except when the reports are privileged communications with counselors or health care professionals. If a complainant requests confidentiality, the University must take all reasonable steps to investigate and respond consistent with that request, taking into account that confidentiality may not be possible in every case given the University’s responsibility to provide a safe environment for all. To ensure that the University has met its obligations, University employees must consult with appropriate University offices (listed on the back of this information packet and online) concerning whether and what identifying information they can or must share within the institution to respond to the report and to promote campus safety.

6. Reports for Crime Statistics. The University must track reports of alleged incidents of sexual violence for purposes of its required annual crime statistics under the Clery Act. Any employee who is a campus security authority or has supervisory or student-advising responsibility must report the fact of a report of sexual assault as part of the University’s annual crime statistics. Clery Act reporting is for crime occurring on campus, on public property within or immediately adjacent to campus, and in or on non-campus buildings or property owned or controlled by the University.

May 2014. From the University of Minnesota Administrative Procedure: Responding to Incidents of Sexual Assault, Stalking and Relationship Violence. Morris specific information has been added above. See http://policy.umn.edu for the most current version of the full University procedure.
Violence Prevention and Response Program
The UMM Violence Prevention and Response Program is led by Student Affairs, Campus Police, Someplace Safe, and Equal Opportunity. Program leaders are working collaboratively with faculty, staff, and student leaders to create a campus culture that addresses the roots of gender and relationship violence while fostering healthy relationships.

The Violence Prevention and Response Program offers free, confidential advocacy services on campus for victims/survivors and concerned persons affected by sexual assault, relationship violence, and stalking. The program helps students access campus and community support resources.

This long-standing Morris program was established in 2003 with a US Department of Justice Violence Against Women Act grant to Combat Violent Crimes Against Women on College Campuses Program.

Someplace Safe
Someplace Safe, UMM’s long-time community partner in violence prevention and response, with an office in Morris and surrounding communities, offers advocacy services for sexual assault, relationship violence and stalking. Services include a 24-hour crisis line, crisis intervention, information and referrals; advocacy for medical exams and legal proceedings; support groups; training and education; safe lodging; criminal justice monitoring and policy development.

Coordinated Campus and Community Response
UMM and community agencies work together to support victims/survivors of sexual assault, relationship violence and stalking. The Stevens County Violence Prevention Task Force leads a coordinated community response to support victims/survivors and hold perpetrators responsible. Partners include: UMM Violence Prevention Program, Campus Police, and Student Affairs; Someplace Safe; Morris Police Department; Stevens County Sheriff’s Office, Attorney’s Office, Court Administrator, and Human Services; and Stevens Community Medical Center.

Victim/Survivor Information Packets are available from campus and community partners.
UNIVERSITY OF MINNESOTA SEXUAL ASSAULT, STALKING AND RELATIONSHIP VIOLENCE ADMINISTRATIVE POLICY

The University of Minnesota is committed to the safety, dignity and respect of all of its students, staff, faculty, volunteers and visitors. The University prohibits all forms of sexual assault, stalking and relationship violence and provides comprehensive support and reporting mechanisms for all members of the community.

Any individual who believes that they have been subjected to sexual assault and/or relationship violence can report the incident(s) to the police department; victim survivor assistance; and/or internal mechanisms for discipline and dispute resolution, prevention training and other related services. University employees must report incidents of assault or abuse of a child (i.e. under age 18) that they know about or have reason to believe is occurring or occurred to the police. University employees with supervisory or advising responsibilities must report incidents of sexual assault or relationship violence of any staff, faculty or student that they learn about to the appropriate University office.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or having participated in an investigation of a sexual assault. Any individual employee who engages in retaliation may be subject to disciplinary action up to and including termination of employment. (…)

Board of Regents Policies on Sexual Harassment, Safety of Minors and the Student Code of Conduct prohibit conduct covered by this administrative policy. The commitment of the entire University community to this policy contributes to our goal of creating a campus free from sexual assault and from other violence that may occur within a personal, intimate relationship.

Sexual assault, relationship violence, domestic violence, and stalking violate state and federal law and University of Minnesota policies.

RESPONDING TO INCIDENTS OF SEXUAL ASSAULT, STALKING, AND RELATIONSHIP VIOLENCE—UNIVERSITY OFFICES RECEIVING A REPORT

Violence Prevention and Response Program

UMM’s Violence Response Program will:

- Maintain the contacts as strictly confidential and provide crisis intervention and advocacy.
- Assist the victim/survivor in working with Someplace Safe and Campus Police to seek restraining or harassment protection orders.
- Assist the victim/survivor in contacting Campus Police, if the victim/survivor consents. Offer accompaniment and support while filing reports.
- Assist the victim/survivor in reporting to and accessing services through other campus offices (e.g. student judicial services, student affairs, etc.) if the victim/survivor consents.
- Assist the victim/survivor in obtaining medical assistance and counseling, with accompaniment to Health Service or Stevens Community Medical Center for a physical exam and treatment.
- Helping the victim/survivor seek class excuses, academic accommodations, or program changes.
- Assist the victim/survivor in arrangements for safe housing and housing changes.
- Make reports for Clery Act crime statistics.

The program also provides awareness, prevention and risk reduction, and educational programming.

May 2014. From the the University of Minnesota Administrative Policy on Sexual Assault, Stalking and Relationship Violence and Administrative Procedure: Responding to Incidents of Sexual Assault, Stalking and Relationship Violence. Morris specific information has been added above. See http://policy.umn.edu for the most current version of the full University policy and procedure.
Campus Police
Anyone can contact the Campus Police at any time with questions or concerns, regardless of whether or not you are reporting a crime. When a report has been received, Campus Police will contact UMM’s Violence Prevention & Response Program and/or Someplace Safe for victim/survivor assistance. They will investigate all reports for possible criminal prosecution in a victim-centered approach, respect the rights and privacy of victim/survivors, and refer for prosecution when warranted. Investigation findings can also be used in UMM student judicial processes. Campus Police will determine whether to issue a crime alert and will appropriately log and report the incident as required under the Clery Act.

Equal Opportunity (EO) Officer
The EO officer will contact, or encourage contact with, UMM’s Violence Prevention and Response Program or Someplace Safe, and assist the victim/survivor in obtaining medical care if needed, encourage the victim/survivor to report the incident to the police, and assist in making the report if requested by the victim/survivor. The EO officer may report to the police the fact that an assault was reported and may share the alleged perpetrator’s name, but the name of the victim will only be provided with the victim/survivor’s consent, except in extenuating circumstances.

If the person accused is an employee, EO will promptly investigate, and make recommendations for action, as appropriate (in many cases Campus Police may conduct the investigation).

The EO officer will proceed independently of any action taken in the criminal or civil courts, as determined on a case-by-case basis. Criminal court proceedings are not a substitute for University procedures.

The EO officer will allow the victim/survivor and the person accused to have a non-participating/non-witness support person present for interviews. The officer will not require a victim/survivor to mediate directly with the person accused. The officer will inform both victim/survivor and accused person of the outcome. If the person accused is a student, the incident will be reported to UMM student judicial programs/Student Behavior Committee who administer the Student Conduct Code. The EO officer will make reports for Clery Act crime statistics.

Student Counseling and Health Services
Health providers will provide appropriate counseling and medical services. They will maintain the contact as confidential. These offices will also encourage, assist (as needed) and support the victim/survivor in reporting the incident to the police. They will assist in contacting, or encouraging contact with UMM’s Violence Prevention and Response Program and/or Someplace Safe for victim/survivor support.

Residential Life
Residential Life staff will contact, or encourage contact with UMM’s Violence Prevention and Response Program and/or Someplace Safe for victim/survivor support, and assist the victim/survivor in obtaining medical care if needed.

Residential Life will encourage the victim/survivor to report the incident to Campus Police, and assist in making the report if requested by the victim/survivor. They may report to Campus Police the fact that an assault was reported and may share the alleged perpetrator’s name, but the name of the victim/survivor will only be provided with the victim/survivor’s consent, except in extenuating circumstances.

If the accused person is a student, Residential Life will report the incident to Student Affairs/the Student Behavior Committee Administrative Secretary who administers the Student Conduct Code.

Residential Life will report incidents for appropriate investigation by Campus Police (where no police investigation is warranted, Housing/Residential Life may conduct the investigation).

Residential Life administrators will make determinations regarding temporary relocation of residents, including providing safe housing. They will also make determinations regarding interim suspensions from on-campus housing pending Student Conduct Code proceedings.

Residential Life will make appropriate reports for purposes of Clery Act crime statistics.
UMM’s Student Behavior Committee Administrative Secretary will contact, or encourage contact with, the UMM Violence Prevention and Response Program and/or Someplace Safe and assist the victim/survivor in obtaining medical care if needed.

These offices will also encourage the victim/survivor to report the incident to Campus Police, and assist in making the report if requested by the victim/survivor. The Administrative Secretary may report to Campus Police the fact that an assault was reported and may share the alleged perpetrator’s name, but the name of the victim/survivor will only be provided with the victim/survivor’s consent, except in extenuating circumstances.

Campus conduct offices will respond promptly to the allegations and discipline if needed, consistent with the Student Conduct Code and UMM’s student disciplinary process (in many cases the police may conduct the investigation).

Student conduct offices may proceed independently of any action taken in the criminal or civil courts, as determined on a case-by-case basis. Criminal court proceedings are not a substitute for University procedures. The student conduct process permits the victim/survivor and the person accused to have a support person or advisor present at any interview or hearing, in a manner consistent with the governing student conduct procedures. This policy does not require a victim/survivor to mediate directly with the person accused.

The Student Behavior Committee Chair will inform both the victim/survivor and accused person of the outcome of any disciplinary process. The Administrative Secretary will make appropriate reports for Clery Act crime statistics.

May 2014. From University of Minnesota Administrative Procedure: Responding to Incidents of Sexual Assault, Stalking and Relationship Violence. See http://policy.umn.edu for the most current version.

About the UM Student Conduct Code

The University of Minnesota Student Conduct Code is based in guiding principles.

- The University seeks an environment that promotes academic achievement and integrity, that is protective of free inquiry, and that serves the educational mission of the University.
- The University seeks a community that is free from violence, threats, and intimidation; that is respectful of the rights, opportunities, and welfare of the students, faculty, staff, and guests of the University; and that does not threaten guests of the University; and that does not threaten the physical or mental health or safety of members of the University community.
- The University supports and is guided by state and federal law while also setting its own standards of conduct for its academic community. The University is dedicated to the rational and orderly resolution of conflict.

Any alleged violations of the student conduct code is a matter of concern to the University. The University of Minnesota, Morris has a campus-wide disciplinary process, managed by Office of the Vice Chancellor for Student Affairs and the Student Behavior Committee (SBC) that handles most complaints under Board of Regents Policy: Student Conduct Code. Allegations of individual or group misconduct may be reported by the Campus Police, University departments, individual students, faculty/staff, or campus guests.

Students and student organizations found responsible for disciplinary offenses under the Student Conduct Code are subject to sanctions (i.e. warning, probation, required compliance, restriction of privileges, university housing suspension, suspension, expulsion, etc.). See the Conduct Code for the factors considered in determining appropriate sanctions.

The Student Conduct Code, Sexual Assault, Stalking and Relationship Violence Policy, and related procedures are available on the Student One Stop Safety and Emergency webpage, onestop.morris.umn.edu/safety. Policies and procedures are also available through the University of Minnesota policy library. www.policy.umn.edu
Student Judicial Response Process

Each University of Minnesota campus maintains fair processes for resolving complaints against students and student organizations under Board of Regents Policy: Student Conduct Code. These processes emphasize student development through understanding and accepting responsibility for personal behavior, while protecting community interests and due process. The disciplinary process will:

- Provide fair notice to students of alleged violations of Board of Regents Policy: Student Conduct Code;
  - At Morris, allegations of conduct code violations are reviewed by the Student Behavior Committee Chair and Administrative Secretary to determine whether the alleged misconduct appears, as judged by available evidence, to violate the conduct code, and if so, which item(s) in the code may have been violated. If so, the chair issues a letter of complaint for a possible violation of the conduct code to the accused student.
- Encourage informal resolution of alleged violations without the need for a hearing;
  - At Morris, many complaints are resolved with the Student Behavior Committee Chair’s administrative review, findings, and proposed sanctions without a formal committee hearing.
- Permit students the opportunity for a fair hearing upon request, and the opportunity for one campus-wide appeal of a finding of violation of the Code; and
  - At Morris, the Student Behavior Committee is the hearing body that conducts hearings requested by students.
- Provide for a preponderance of the evidence (i.e. more likely than not) standard of proof.

For cases involving violations of sexual assault, sexual harassment, stalking, or relationship violence, each campus’s disciplinary process will also:

- Be conducted by officials who receive annual training on the issues related to sexual assault, sexual harassment, stalking, and relationship violence and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
- Provide equitable access to an appeal by both the accused student and the reporting party;
- Allow equitable access to a support person of their choice for both the accused student and the reporting party at any related meeting or proceeding;
- Allow equitable access to an advocate, if permitted for either, for both the accused student and the reporting party at any related meeting or proceeding; and
- Provide simultaneous written notice to both the accused student and the reporting party:
  - Of the results of any disciplinary proceeding;
  - Of the procedure for the accused student and the reporting party to appeal the results of the disciplinary proceeding;
  - Of any change to the results prior to the time the results become final; and
  - When the results become final.

For Morris Student Behavior Committee hearings, in cases involving a violation of sexual assault, sexual harassment, stalking, or relationship violence the reporting party may be present in the hearing room throughout the proceedings, not including the deliberative session. The reporting party has the option to participate in the hearing through interactive video rather than being present in the hearing room.