

Purpose of the Proposal

Campus and community The purpose of the project is to reduce domestic violence, dating violence, sexual assault, and stalking on the xxxx campus. XXXXX is located in XXXXX Beach, XXXXX and in close proximity to city-state in an area known as South XXXXX Roads. XXXXX has 2,814 students and offers 42 majors, 31 minors and 19 pre-professional tracks. The student body is 59% female and 41% male and represents 30 states and 10 countries. Of the student population, 41% are from underrepresented populations, primarily in terms of race and ethnicity. In 2021, the student population was 26% Black, 9% Hispanic/Latino, 1% American Indian, 1% non-resident alien, 2% Asian, 4% unknown race/ethnicity, 6% two or more races, and 51% White. (National Center for Education Statistics, College Navigator, Fall 2021) Amongst the current student population, 115 students (4%) have a special accommodation due to a learning or other disability; however, 9% are formally registered with the office of disability services (NCES, 2021). Only 11% of the undergraduate student population is aged 25 or over. Currently, no students identify as limited English speakers or as Deaf or hard of hearing. Of the total undergraduate population, 50% are Pell eligible and 99% receive financial assistance of some kind.

XXXXX does not collect data on LGBTQ+ status. However, in 2021, XXXXX participated in the National Assessment of Collegiate Campus Climates (NACCC) survey, which surveys on campus racial climate specifically designed for higher education students at community colleges and 4-year institutions to assess students' feelings about mattering, inclusion, and racial climate on campus. According to the survey, 4.5% of XXXXX students do not identify as cis gender. XXXXX does have a student club, Spectrum, for LGBTQ+ students and allies.

The city of XXXXX Beach has a population of 457,672 with 0.1% being American

Indian, 7.1% Asian, 10.5% two or more races, 8.9% Hispanic/Latino, 18.6% Black, and 60.7% White. 42.2% have a bachelor's degree or higher, 15.7% are veterans, 8.4% are foreign born of which 51.4% are from Asia and 24.6% are from Latin America. The median household income is \$81,634 but 9.6% of the population lives in poverty. The service area also includes XXXXX, which has a population of 235,089 with 0.4% being American Indian, 3.8% Asian, 7.9% two or more races, 9.1% Hispanic/Latino, 40.3% Black, and 43.8% White. 35.2% have a bachelor's degree or higher, 14.8% are veterans, 9.2% are foreign born; however, areas of origin are not recorded. The median household income is \$58,591 but 14.7% of the population lives in poverty. Comparatively, the national and state percentages are, respectively, 1.0% and 0.4% American Indian, 5.8% and 6.8% Asian, 12.6% and 9.5% two or more races, 18.8% and 10.2% Hispanic/Latino, 12.1% and 18.4/5 Black, and 61.2% and 60.8% White. Also, 35.0% and 41.8% have a bachelor's degree or higher, 6.4% and 9.7% are veterans, 13.6% and 12.4% are foreign born of which 31.0% and 42.9% are from Asia and 50.1% and 35.1% are from Latin America. The median household incomes are \$69,717 and \$80,963 with 12.8% and 10.2% of the population living in poverty.

Scope of the problem In XXXXX's 2021 Annual Security and Fire Safety Report, "Safe and Secure", campus security reported one case of fondling, one of dating violence on campus, and one of dating violence in a campus residential building. In XXXXX Beach, in 2021, there were 45 cases of forcible rape reported, 17 of forcible sodomy, five of sexual assault with an object, 53 of forcible fondling, and three of statutory rape. In the same year in XXXXX, VA, there were 83 cases of forcible rape reported, 25 of forcible sodomy, 15 of sexual assault with an object, 124 of forcible fondling, and one of incest in XXXXX. (XXXXX State Police, Crime in XXXXX, 2022) On campus, in 2021, there was one reported incident of dating violence, one reported incidence of fondling, and one arrest for a

carrying or possessing a weapon. Historically, on-campus dating violence reports have disproportionately been amongst lesbian or bi African American females.

XXXXX does not have a current assessment of campus safety in terms of the grounds and physical facilities. Situated on a 300-acre, park like campus, a thorough assessment of the grounds in terms of safety features such as sufficient lighting, building access control, call boxes, etc. is needed to both help deter potential acts of violence and assist in responding to any emerging incident.

While the reported on-campus number of incidence is low, the actual number may be higher due to underreporting. According to the CDC, “about 41% of women and 26% of men experienced contact sexual violence, physical violence, and/or stalking by an intimate partner and reported an intimate partner violence-related impact during their lifetime.” About 1 in 3 women and 1 in 4 men report having experienced severe physical violence from an intimate partner; about 1 in 5 women and 1 in 13 men have experienced sexual violence by an intimate partner; and 14% of women and 5% of men report having been stalked by an intimate partner. (CDC, Fast Facts: Preventing Intimate Partner Violence, 2022)

In a 2020 survey of universities, almost one in four undergraduate women were victims of sexual assault and/or misconduct. “Among all students, 41.8% reported experiencing at least one sexually harassing behavior since enrollment. Overall, 18.9% of students reported sexually harassing behavior that either “interfered with their academic or professional performance”, “limited their ability to participate in an academic program” or “created an intimidating, hostile or offensive social, academic or work environment”.... Undergraduate TGQN [those who listed their gender identity as Transgender women, Transgender man, Nonbinary or genderqueer, Gender questioning or Gender not listed] and female students reported having the highest rates of other forms of sexual misconduct.

Among undergraduate TGQN students, 65.1% reported experiencing harassing behavior since first enrolling at the school, 21.5% with partners reported intimate partner violence (IPV) and 15.2% stalking. Among undergraduate women 59.2%, 14.1% and 10.0% experienced harassing behavior, IPV and stalking, respectively.” (Westat, Report on the AAU Climate Survey on Sexual Assault and Sexual Misconduct, 2020)

Current strategies for underserved populations on campus: Almost half of XXXXX students are from an underrepresented population and XXXXX promotes an equitable society that addresses the needs of the underserved. XXXXX was the first university within the XXXXX Roads region to add gender identity and expression to our anti-discrimination policy. In 2022, xxxxx introduced the Diversity, Equity, and Inclusion Council (DEIC). The DEIC leads institutional efforts to not only understand diversity, equity, and inclusion issues but also provide resources and layers of support for students who bring rich experiences and perspectives to ensure that XXXXX is continually honoring and respecting differences and that all members of the campus community have a voice. The council consists of the University's designated five deputy diversity officers from key institutional areas: Academics, Athletics, Student Activities, the xxxx, and the xxx Center. A March 2023 xxx student survey, part of which focused on diversity, equity, and inclusion, found that those from underrepresented groups felt that they were treated differently in campus conduct investigations.

Current activities to address the needs of underserved populations include:

- Work and Learn - for socio-economically challenged students to earn funds for tuition, fees, room and board etc. by working on campus;
- xxxx Wednesdays - a collaborative effort to celebrate culture and increase student knowledge through cuisine;
- xxxx Mentors program - partners first generation students with on campus mentors who

meet bi-weekly on an individual basis to help bolster academic and personal success;

- Membership in the Reconciling Ministries Network - works to advance justice and inclusion for all LGBTQ+ people in The United Methodist Church and beyond;
- xxx Center - on campus programs dedicated to empowering students and community members to be leaders and citizens who value diversity and who understand how the reconciliation of our religious, racial, and ideological differences create meaningful opportunities for civil solutions to difficult and urgent problems.

Furthermore, XXXXX serves as the host site for the XXXXX Roads Office of the XXXXX Center for Inclusive Communities (VCIC). VCIC works with schools, businesses, and communities to achieve success by addressing prejudices, in all forms, in order to improve academic achievement, increase workplace productivity, and enhance local trust. Through workshops, retreats, and customized programs that raise knowledge, motivation, and skills, VCIC develops leaders who work together to achieve success throughout XXXXX.

XXXXX's curricula includes course work in women's and gender studies including Women in Culture & Society; Feminist & Gender Theory; History of Women; Human Sexuality; Psychology of Eating Disorders; Psychology of Gender; Feminist Political Thought; LGBTQ Literature; American History of Sexuality; Queer Cultural Studies; and Sex, Gender, and Global Security. An Africana Studies program is also in development and students can currently take courses such as African American History; North African Authors; the Literature of Slavery; African American Religious Experience; Africa in Transition; and Art of Africa, Asia, and the Americas. Other courses in diverse cultures and current cultural issues are also available. These courses help inform campus culture; creating a more inclusive and equitable culture.

XXXXX student clubs are reflective of campus diversity and underserved populations

and includes the Black Student Union, Spectrum (an LGBTQ+ and allies group), and Phenomenal Women. In 2021, XXXXX was awarded, and maintains, 5 out of 5 stars by Campus Pride for work in the area of LGBTQ+ policies on campus and featured on its *National Listing of LGBTQ-Friendly Colleges & Universities*. Since 2007, the campus pride index has been the premier LGBTQ+ national benchmarking tool for colleges and universities to create safer, more inclusive campus communities. Also in 2021, XXXXX received the 2021 Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine; the oldest and largest diversity-focused publication in higher education.

Victim services and advocacy Campus Security and Residence Life Offices collaborate to provide regular crime prevention and personal security programs such as an escort service, emergency call boxes, facility alarm systems, property identification engraving, and sexual assault awareness initiatives and educational programs. Counseling and Student Health provides confidential counseling and other mental health services. There is at least one counselor always available to respond to emergencies 24/7. Staff from Residence Life, Security, or the Vice President for Campus Life can determine when a crisis situation warrants intervention by one of the counselors and will contact them as needed. Students may be directed to off-campus resources that are recommended by counselors if appropriate services are not available on campus. This includes referral to the YWCA South XXXXX Roads (YWCA) and the XXXXX Beach Police Department, as appropriate. The YWCA's Sexual Assault Support Services workers are available to provide assistance from offering support or advice over the phone to accompanying a victim to the Emergency Room. Their victim advocates also provide court accompaniment services to victims of interpersonal violence.

Law enforcement XXXXX employs a staff of 15 full-time security officers available 24/7. There are no law enforcement officers on staff. The XXXXX Beach Police Department (XXPD) assigns a Community Liaison Officer, who is a sworn law enforcement officer, to the campus. This is part of the XXPD's regular scope of work and is an existing arrangement, therefore no funding is requested for this. This officer coordinates response to the campus, informs campus and security leaders of emerging threats, and serves as the law enforcement subject matter expert. Campus Security maintains a friendly and supportive relationship with state and local law enforcement. XXPD reports to Campus Security any crimes occurring off campus involving XXXXX students or organizations and responds to incidents on campus when requested or when a call is placed to 911. In situations where students are involved in violations of university policies and/or XXXXX statutes, the University may pursue both internal administrative and external criminal charges through its conduct/disciplinary process.

Student conduct/disciplinary process For non-sexual complaints, student conduct is overseen by the Community Arbitration Board, which includes the Senior Vice President, one faculty member, and a student representative. Faculty members volunteer for service with a standby pool of faculty available if an investigation or conduct review need to occur. The Senior Vice President is a standing Board member and one faculty member is selected from the pool of faculty volunteer board to investigate a complaint or incident. Whenever possible, members are chosen to reduce unconscious bias and improve cultural competence. For example, if the student being investigated is from an underserved population, a faculty member from that population will be selected. The board investigates the student conduct complaint, holds a hearing, and makes a recommendation. All board members are trained in fair and impartial investigation techniques and take a trauma-informed approach to investigations. As

the board is convened on a per incident basis, there is no official length of duty.

Sexual harassment related complaints, inclusive of domestic violence, dating violence, sexual assault, and stalking on campus, do not include a student representative in alignment with university policy. All members of the University community, including faculty, staff, and students who have a concern regarding possible sexual harassment are expected to report such concerns to the XXXXX Coordinator or Deputy XXXXX Coordinators and/or the XXPDP. Confidential reports by victims or witnesses of a crime can be made to the Campus Security, Residence Life, and Student Affairs Offices. Victims are immediately connected to the Health and Counseling for victim support services. For the purposes of this application, sexual harassment is defined as a school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or (ii) Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or (iii) Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).

In accordance with Federal and Commonwealth laws, upon receipt of information from a student or a Responsible Employee obligated to report instances of sexual harassment, the XXXXX Coordinator or designee, in consultation with one or more of the Deputy XXXXX Coordinators, will call for a review of facts as presented by the complainant or other third-party community members, as well as any relevant witnesses. **The xxxx Committee (SHRC), made up of the XXXXX Coordinator or a designee, Campus Life representative, and the Director of Security or a designee,** will meet within 72 hours of the matter being brought to the attention of the xx Coordinator or the xxx Coordinators. The SHRC will determine whether

the allegation of sexual harassment requires additional investigation and subsequent adjudication **through the Sexual Harassment Board**. This board includes the Senior Vice President and two faculty/staff members. The two faculty/staff members are chosen from a volunteer pool of faculty/staff members. The xxx Coordinator chooses the faculty members to serve on the board for each investigation. Whenever possible, members are chosen to reduce unconscious bias and improve cultural competence. The board investigates the complaint and presents their findings to the SHRC. In cases in which the alleged sexual harassment may constitute a felony, as determined by consensus or per the opinion of one or more members of the Committee, the SHRC will contact the police and a local attorney for the Commonwealth. This communication will occur within 24 hours after this determination is reached. Upon such disclosure, the XXXXX Coordinator or a designee shall notify the victim that such disclosure is being made.

Current efforts to develop a coordinated community response (CCR) The Senior Vice President for Student Affairs (who acts as the CCR) holds a Monday briefing that reviews any incidents or issues that may have arisen during the prior week including the weekend. Attendees at this meeting currently include only internal partners (campus security, resident life, counseling services, academic affairs, and facilities) and does not include XXPD or the YWCA. As a member of the Community Arbitration Board, the Senior Vice President or designee provides updates on related policies and procedures as well as training and guidance to members of the CCR. Should an incident be reported on campus, victims are assisted with filing a report with the XXPD and the Sexual Harassment Review Committee. Incidents are reported to the CCR in compliance with confidentiality policies.

Current efforts to develop prevention and education programming XXXXX requires that all incoming students complete an orientation that combines live presentations from

staff as well as digital modules through an online training system, Vector Solutions. This course discusses the finer points of consent, provides an overview of sexual violence, and empowers students to take action to prevent further harm. Students must complete this annually as well. XXXXX is not able to provide Rape Aggression Defense training and does not fully utilize all of the topics available through Vector Solutions.

Campus law enforcement training XXXXX does not employ law enforcement on campus but rather uses security guards. These employees undergo XXXXX Department of Criminal Justice Services training at hire and bi-annually. The Community Liaison Officer is provided by XXPD and is a sworn officer. This position requires DCJS compulsory training including cultural diversity training, training in recognizing possible sexual assault, inappropriate sexual behavior, and interviewing of victims and witnesses of potential sexual assault etc.

Ongoing training for all participants in the resolution process All XXXXX employees are required to complete XXXXX training upon hire and annually. Topics covered include: Sex Discrimination in Education, sexual harassment, consent, sexual exploitation, relationship violence, stalking, prevalence, how to report incidents, bystander intervention, and how XXXXX handles these cases. Also, SRHC members, which includes the XXXXX Coordinator/Director of Human Resources and four Deputy XXXXX Coordinators (Heather Campbell, Vice President for Enrollment; Brandon Elliott, Head Women's Softball Coach; Sarah Guzzo, Director of Student Activities, and Jason Seward, Associate Vice President for Campus Life and Operational Management), receive the same training and have completed unconscious bias training through the Nusbaum Center. This team provides/facilitates all XXXXX training, education and programs, consultation, and technical assistance for students, faculty, and staff.

What Will Be Done

With 42% of the population representing underserved populations, XXXXX has designed the program to improve outreach, services, prevention and support for survivors of sexual assault, domestic violence, dating violence, and stalking from underserved communities, particularly LGBTQ+ communities. XXXXX is partnering with the YWCA and leveraging internal resources such as the VCIC and Nusbaum Center to provide technical assistance and advisement on policies, procedures, training, and the strategic plan. The partners have expertise in working with the identified underserved population(s). Through this funding, XXXXX will address the following purpose areas and statutory requirements.

Provide personnel training and technical assistance Training will be provided by the YWCA and the Nusbaum Center. Training will occur in year one and annually thereafter for members of the CCR, SHRC, SHB, faculty advisors, counseling staff and Residents Life staff including Resident Advisors. The YWCA will provide Sexual Assault Response Team (SART) Facilitation, SART Campus Victim Centered Response Training, and Trauma Informed Care Training for Faculty and Staff as well as technical assistance to the CCR and advise on changes to policies and procedure and the development of the strategic plan. The Nusbaum Center will provide unconscious bias training. Other trainings, related to cultural diversity and the LGBTQ+ community will be promoted to CCR members.

Develop, strengthen, and implement related services Current XXXXX training will be reviewed by the CCR in year one and revised as needed. This will include a review by the YWCA and Nusbaum Center to help reduce bias and be more culturally responsive. All participants in the resolution process will be trained following any changes and annually including the CCR members which include campus administrators, and security personnel,

personnel from the XXXXX coordinator's office, student conduct office, and campus disciplinary or judicial boards on such policies, protocols, and services that promote a prompt, fair, and impartial investigation.

Expand mandatory prevention and education programming for all students Student programming will be expanded through Vector Solutions to include: healthy relationships, trigger warnings, sexual harassment, assault, and stalking; practicing intervention techniques, consent vs. coercion; alcohol and consent; bystander intervention; and reporting and responding to survivors annually. The bystander intervention training, Every Choice, is a reality-based course designed to reduce campus sexual assault, dating and domestic violence, and stalking by equipping students with realistic, actionable techniques. It was created in partnership with Green Dot, an evidence-based program. While not mandatory, Rape Aggression Defense (R.A.D.) training will be provided each semester through xxxx.

Develop, enlarge, or strengthen victim/population specific programs XXXXX will partner with the YWCA, the area victim services agency, to provide victim assistance. The YWCA will provide Sexual Assault Response Team (SART) Facilitation, SART Campus Victim Centered Response Training, Technical Assistance, Trauma Informed Care Training for Faculty and Staff, Sexual Assault Awareness Presentations for Students, and On Campus Victim Crisis Response for Victims. This will be in addition to the current on campus assistance. The to-be-hired Project Director will also serve as a victim support specialist to help connect victims to services, file reports if desired, and access immediate care in a crisis.

Create a Coordinated Community response (CCR) and improve coordination among campus personnel In year one, the CCR will be expanded to include a monthly meeting with existing members plus the XXPD Community Liaison Officer and a YWCA representative. During this time, the CCR will meet monthly to develop a Community

Coordinated Response Strategic Plan, design project implementation, and create prevention programming, training curricula, and protocols. An external vendor, XXXXX Tactical, will conduct a campus security assessment of the grounds and physical facilities. This data will be used to inform the strategic plan. The project director will conduct annual campus climate surveys to be incorporated into the strategic plan. The CCR will also review all current XXXXX policies to ensure they are reflective of a victim-centered response and create modifications as needed to protocols, policies, and procedures. Some training already has existing curriculum, and this will be implemented in year one as well. This includes Rape Aggression Defense (R.A.D.); provided through XXXXX Tactical. R.A.D. is the only self-defense program ever supported by the International Association of Campus Law Enforcement Administrators (IACLEA), National Academy of Defense Education, the National Self- Defense Institute (NSDI), and Redman Training Gear. The CCR will meet monthly throughout the 36 month period of performance.

Training campus health centers and faculty training Starting in year one, the YWCA will provide this training to residential life and counseling personnel, faculty and staff who serve on the Sexual Harassment Board and the SHRC, and members of the CCR. Note that the XXPD Community Liaison Officer and the Campus Security Director are part of the CCR. This training will include Sexual Assault Response Team (SART) Facilitation, SART Campus Victim Centered Response Training, and Trauma Informed Care Training. The Project Director will be included in these trainings, and, using a train the trainer model, will continue to provide these trainings after the project performance period.

Training on a victim-centered, trauma-informed interview technique The training provided by the YWCA takes a trauma-informed approach, including trauma-informed interviewing. Training will include campus health and appropriate campus faculty, such as

academic advisors or professionals who deal with students on a daily basis, on how to recognize and respond to domestic violence, dating violence, sexual assault, and stalking. This will include training health providers on how to provide universal education to all members of the campus community on the impacts of violence on health and unhealthy relationships and how providers can support ongoing outreach efforts. Campus personnel involved in interviewing victims will receive training in how to use a victim-centered, trauma-informed interview techniques.

Comprehensive, confidential victim services XXXXX will partner with the YWCA, an off-campus direct victim services provider to victims of domestic violence, dating violence, sexual assault, or stalking including crisis services (shelter, advocacy, and medical accompaniment) and counseling services. Their services range from phone support or advice to accompanying a victim to the Emergency Room. Their victim advocates also provide court accompaniment services to victims of interpersonal violence as well as crisis management and ongoing counseling services. During year one, the referral process will be reviewed and updated as needed, to ensure victim-centered response protocols, that provide 24-hour accessibility.

As part of the project, XXXXX will hire a 1.0 Project Director who will also provide victim support services including assisting victims in filing a report and linking victims to on-campus counseling and to the YWCA. This person will either be a licensed counselor or licensed eligible and working towards licensure and be able to provide crisis management and counseling. This position, or another on-campus counselor, will be accessible 24/7 through Residence Life, Security, or the Vice President for Campus Life. In the first 90 days, a YWCA referral process will be created. Note: this position is not a campus-based victim services program, rather serves as a referral coordinator and crisis point of contact for students.

Efforts of key individuals to raise awareness This project is being led by the Senior Vice President who oversees Student Affairs, Campus Security, Counseling and Student Health, Dining Services, Facilities Management, the xxx Center for Technology, Recreation and Wellness, Student Activities, Student Health Center, and Student Ministries. The CCR includes the Senior Vice President (direct report to the President), Campus Security, Counseling and Student Health, Student Activities, Residence Life, Human Resources, and Athletics. It also includes the XXXXX Coordinator, whose role is key in a broad campus approach to XXXXX. Leadership, or a department designee, will be engaged in the monthly meetings, trainings, data discussions, etc. By their signature on the internal MOU, these leaders are denoting their commitment to elevate the importance of addressing these crimes, enhance awareness of these crimes, and sustaining these efforts.

Meeting the needs of the identified underserved population(s) The project will leverage existing campus resources including the xxxx Center and the VCIC to ensure that all programs and activities are tailored to meet the needs of the underserved populations on campus, including the LGBTQ+ community, low income students, and students of diverse ethnic and racial backgrounds, and that the language used is inclusive. The Nusbaum Center will provide annual unconscious bias training and CCR members will be encouraged to attend the center's other trainings related to underserved communities, particularly LGBTQ+ and immigrant communities. The Nusbaum Center will advise on programs, training, and the strategic plan to increase cultural competence and inclusion.

Accessibility XXXXX is committed to accessibility and makes reasonable accommodations. All campus activities are fully accessible in terms of physical ability. No non-English or limited English speakers or American Sign Language-preferred students or staff

are currently at XXXXX. ASL is included in graduation ceremonies and interpretation services are available should the need arise. All training includes verbal and written communication and materials, and online training is self-paced to allow for different learning speeds.

Consultation The YWCA has been instrumental in designing the victim services and training for the project. Their programming is informed by survivors and persons with lived experience in sexual assault, domestic violence, dating violence, and stalking and is inclusive of underserved persons. The YWCA is part of the CCR and will provide guidance to ensure a culturally responsive, victim-centered, and trauma-informed project.

Who Will Implement the Proposal

Key individuals, departments, and/or organizations This project is being led by the Senior Vice President, xxxx. Dr. xxxx, who has been with XXXXX for 24 years, will facilitate the CCR meetings, bolster engagement with external partners, and ensure leadership is fully engaged in the project. The CCR includes the Senior Vice President (who reports directly to the President), Campus Security, Counseling and Student Health, Student Activities, Residence Life, Human Resources, and Athletics. The CCR includes the XXXXX Coordinator, whose role is key in a broad campus approach to XXXXX. Leadership, or a designee from each department will be engaged:

A 1.0 FTE Project Director will be hired to oversee the project through the planning and implementation grant phases, coordinate the work of the CCR team, and ensure the project achieves its stated goals. They will participate in all TA events supported by OVW related to this program. Also, while not an advocate or confidential advisor, this role will serve as a Victim Support Specialist; responding to emerging events and connecting victims to services.

XXPD and the YWCA are external partners. VPBD is the law enforcement agency that covers the XXXXX campus, and the YWCA is the local provider of victim services.

Key personnel project time The PD is a 1.0 FTE. The Senior Vice President will be a .05 in-kind FTE. Other personnel will typically devote an hour a month to the project with an estimated three additional hours spent in training related to the project annually.

Key personnel abilities To have sufficient capacity, a 1.0 Project Director will be hired. The Senior Vice President has significant experience implementing projects of similar scope and size. The CCR has been built to provide a broad acceptance amongst internal partners levied with external subject matter experts. Subject matter experts from XXPD and the YWCA will provide training, education, and general subject matter expertise.

Project Supervisor The Senior Vice President will supervise the project and the to-be-hired Project Director in conjunction with the Director of Counseling and Student Health, who is a licensed counselor. This dual supervision will ensure that the project has guidance in terms of the overall institutional policies, project management, data collection, and survey as well as mental health services and crisis management.

Promoting CCR development and project activities The Project Supervisor is a direct report to the President and will facilitate the CCR. To further bolster buy in, all members of the CCR will have full participation in the planning year including the development of the strategic plan and the project implementation.

Key personnel experience

Senior Vice President, xxxx, Ed.D. – Dr. xxx has 24 years of experience with XXXXX including eight years as vice president during a time of unprecedented growth as it transitioned from a college to a university. He serves as co-chair of the DEIC and has worked closely with the students in his various positions at XXXXX. Dr. xxxx received his doctorate at xxx University in the Higher Education Leadership program. His xxx Masters degree is from the Educational Policy, Research, and Administration program with a focus

on Higher Education and Social Justice and his thesis was entitled “Improving campus climate for LBGTQIA+ students”.

Director of Counseling and Student Health, xxxxx, MSW, LCSW – Ms. xx has been at XXXXX since 2017 in a variety of capacities. Prior to becoming the Director of Counseling and Student Health in xxx, she was the Director of Student Health, Coordinator of Student Health Management, Counselor, Adjunct Assistant Professor, and Executive Assistant to the Vice President for Academic Affairs. In these capacities, she has worked closely with students on a variety of levels, became knowledgeable of university policies and procedures, has worked with the emergency response team, and serves currently as the primary point of contact for the xxxxx Health Clinic on campus.

Project Director – The to-be-hired Project Director will oversee the day to day grant activities and act as the XXXXX victim support specialist. This dual position is responsible for bringing awareness of sexual assault, dating violence, domestic violence, and stalking on campus through the development, design, and creation of a strategic plan, project implementation, delivering prevention programming and related staff and faculty training, coordinating training curricula, and ensuring protocols are updated as needed and all staff are trained on these updates. They will also provide crisis services to students. The PD will have a minimum of a Master’s degree is required in psychology, counseling, clinical social work or related discipline as well as Licensure or license eligible within the State of XXXXX, in their particular discipline. EMDR or CCTP certification preferred. Minimum experience would be two year’s clinical experience at the Master’s level. A focus on sexual assault and support of victims of sexual assault is preferred but not required. Experience working with college-aged populations. Experience in project or grant management preferred, not required. Ability to communicate professionally, both verbally and in writing. Accuracy, timeliness, and flexibility. Ability to think critically and respond to

emergencies with calmness. Ability to relate well with a diverse population of students.

Partner The YWCA has significant experience in underserved populations. YWCA is the oldest and largest multicultural women's organization in the world. Since 1908, the YWCA South XXXXX Roads has strengthened social movements that eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all. For nearly forty years, YWCA of South XXXXX Roads has run its emergency shelter for families escaping domestic and sexual violence in the City of XXXXX. YWCA provides shelter and crisis services to children, men, women, and LGBTQ+ individuals of all ages, races, cultures, and economic backgrounds who are escaping interpersonal violence, stalking, and/or human trafficking in order empower victims and break the cycle of violence. Trained on-call crisis counselors are available 24/7 to provide emotional support, safety planning, crisis intervention, information, and referrals to victims of interpersonal violence at area hospitals. On-call crisis counseling services can be requested via the 24-Hour Crisis Response Hotline. The YWCA offers free legal education, court accompaniment services, assistance with obtaining protective orders, and legal referrals to victims of domestic violence, sexual assault, stalking, and human trafficking. The YWCA has victim advocates based out of the xxxxx Juvenile and Domestic Relations Court and the XXXXX Police Operations Center. Victim advocates also provide court accompaniment services to victims of interpersonal violence who reside in the South XXXXX Roads region.

XXPD supplies a sworn officer as the Community Liaison Officer. As this is within XXPD's scope of work and an existing arrangement; no funding is requested for this.

Information sharing between partners XXXXX has established and maintains strong policies and procedures to protect survivors' confidentiality and privacy of information. This includes secure data management practices, training staff on privacy

and confidentiality protocols, and obtaining survivors' written consent before collecting or using their information. Privacy and informed consent will be used to ensure victim confidentiality is maintained to the extent legally possible. No partner, including faculty, staff, or students, will share personally identifying information of a victim without obtaining written, time-limited, informed consent unless required by law or when necessary to protect the safety of the victim or others. Victims will be informed on how information will be collected, used, and shared and have the right to choose whether to provide their information. We recognize XXXXX implications and the obligation to investigate crimes and; therefore, we will not discuss specific cases without a victim's informed consent.

In the event that information must be shared by law, the appropriate partner will make reasonable efforts to notify the victim(s) affected by the disclosure and take necessary steps to protect their privacy and safety. Any discussions among partners or at meetings related to incidents involving students, faculty, or staff will be limited to non-identifying information and generalities to safeguard the privacy of victims unless explicit consent is obtained.

To ensure compliance, all members present at the start of each xxx meeting will be reminded of the limits and expectations of confidentiality. Also, each member will be required to annually sign a confidentiality agreement outlining the rules regarding confidentiality, privacy, and informed consent under this project. We prioritize the safety and privacy of our community members and are committed to upholding these principles in all our interactions and discussions. In cases reported to the XXXXX Coordinator, in which the alleged sexual harassment may constitute a felony, as determined by consensus or per the opinion of one or more members of the Committee, the SHRC will contact the police and a local attorney for the Commonwealth. Communication will occur within 24 hours after this determination is reached. Upon disclosure, the XXXXX Coordinator or a designee shall notify the victim that such disclosure is being made.