

# POWER

## Creating a Culture of Respect

What does it mean to have POWER at The University of Akron? It means every Zip has the power to create a culture of respect! We do this through the 3 As: Awareness, Adjustment, and Advocacy.

**Awareness:** Gathering more information about sexual assault, dating violence, domestic violence, sexual harassment, and stalking such as statistics, definitions, the effects, and more.

**Adjustment:** Using the information found during the awareness stage to adjust the way we think and talk about violence.

**Advocacy:** Actively advocating for change by being an active bystander, supporting survivors of violence, and making an effort to prevent violence by establishing the kind of culture you want UA to have.




## Some Ways You Can Create a Culture of Respect

 Post a link on Social media about a cool bystander story



Have a conversation with friends, teammates, or classmates about what they can be doing or how important preventing sexual misconduct is to you

Like, comment, or share  bystander posts you see from a friend

Put a poster or flyer about resources or prevention tips on your residence hall door

Have a conversation with family about why supporting survivors is important to you or how sexual misconduct impacts your community

Retell a story about someone who intervenes

Participate in class discussions about sexual misconduct or related issues

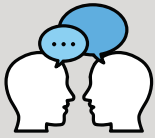


Celebrate when others intervene 

# Zips Take A Stand

## Bystander Intervention

No matter how you intervene, remember to do so safely. We do not want anyone putting themselves in danger. Try to find the safest method to intervene for that situation.



### Direct

You can directly ask the potential victim if they are okay. You can also tell the potential perpetrator to stop. You can say things like "Are you okay?" or "Hey, what you are doing is not okay."



### Distract

You can cause a distraction that will defuse the situation. You can spill a drink that you think someone may have drugged. You can start an unrelated conversation, ask the potential victim to come dance, tell someone their car is being towed, ask to borrow their phone, etc.



### Delegate

You can ask friends for help. If it is in a classroom or at work, you can ask a faculty/staff member or your supervisor for help. If the situation seems especially dangerous, it's okay to call UAPD or campus escorts.


## Barriers to Intervention

### Social

You may not want to break an unspoken rule in your group, confront a friend, or be perceived as a snitch. Distract may be the best intervention tool in these scenarios. For example, you could ask your friend to go to the restroom with you and this can stop anything from going further.

### Personal

You may be introverted, afraid of retaliation, or not want to make a scene. Distract or delegate may be great tools. For example, if you are introverted but your friend is extroverted, ask them to intervene with you or intervene on your behalf.



No matter what your barriers are, there is always a way to intervene. You just have to find the method that is effective while being comfortable and realistic for you.

# Supporting Fellow Zips

## Steps to Supporting Survivors by Hope and Healing



### Actively Listen

Survivors will often turn to their friends and peers for support after experiencing sexual assault, sexual harassment, dating violence, domestic violence, stalking, or other sexual misconduct. If survivors disclose to you, set aside your own beliefs, opinions, and expectations. Be empathetic, supportive, and actively listen. Let the survivor lead the conversation with you, sharing as much or as little as they feel comfortable.

**Helpful:** Putting their needs first and letting them lead

**Harmful:** Giving unsolicited advice and asking probing question(s)



### Self-Care

Caring for yourself after these heavy conversations is so important. You can't pour from an empty cup so it is important to keep yours full. Hearing stories of trauma will likely trigger an emotional reaction that may linger. We provide trained advocates on our 24-hour hotline to support survivors and those who support them at 330-434-7273.

**Helpful:** Care for yourself, process your emotions, and use the Hope and Healing hotline if you need a safe space to process.

*believe*

### Start by Believing

When a friend or peer comes to you about sexual misconduct, start by believing. Your response should cover three points. First, "I believe you. This wasn't your fault." Second, "I am so sorry this happened to you." Third, "What can I do to help?" This last part helps to determine how to best support your friend moving forward. It may be helpful to discuss their options on reporting and maintaining safety. It is important to let them make the decision they feel is best, even if it is not the path you would take yourself. Offer to walk with them to the resources together.

**Helpful:** Start by believing, ask how you can support them, support their decision, meet them where they're at, and keep their story to yourself.

**Harmful:** Forcing them to talk or arguing with their decision



# Supporting Fellow Zips

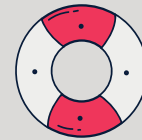
## Supporting Respondents and Witnesses

Being part of the Gender-Based Misconduct or Title IX Process can be difficult for everyone, including witnesses, respondents, and complainants. If a friend or someone you know confides in you that they have been accused of sexual assault, dating violence, domestic violence, stalking, and/or sexual harassment, it may be hard to know how to respond or what to do next. It is natural for you to feel conflicted, confused, or upset regarding your response. However you may be feeling, your friend will appreciate emotional support and listening ear, which represents a simple act of compassion and care for your friend.



### Actively Listen

Students who are part of the Gender-Based Misconduct or Title IX process may turn to their friends and peers for support. Provide a non-judgmental listening ear. Affirm that you will provide a compassionate ear as they attempt to work through this difficult experience. Determining if a crime or Code of Student Conduct violation took place is the responsibility of the legal system and/or campus administrators. Respect your friend's privacy and do not share their story with others. Being judgmental or bullying is not the answer to helping your friend.



### Provide Resources

Encourage your friend to consult with professionals in the Dean of Students Office and in the Office of Student Conduct and Community Standards. These offices provide fair and equitable support to any student accused of sexual misconduct. Connecting your friend with these resources will help provide the support and information they need to better understand and work through the process ahead. Your friend may also find it helpful to process the emotions and difficulties they are experiencing. The Counseling and Testing Center can be of assistance in providing this vital support to students going through this experience.

## Self-Care

Supporting a friend can be a difficult and emotional experience. Care for yourself and seek help and support when you need it. Be mindful of your own health and well-being. The Dean of Students Office can be reached at 330-972-6048 and is here to provide support to you as well.

# Report = Support

Submit a report at [uakron.edu/help](http://uakron.edu/help)

## Initial Steps Following a Report



## Options



## When an Investigation is Requested

### Report Received

A report of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or other discriminatory conduct is received. If for public safety it is necessary to warn the campus community, a safety alert may be issued.

### Outreach

The Dean of Students Office calls and emails the complainant requesting to meet. Complainant is not required to meet but doing so allows for additional help and support.

### Meeting

When complainants meet with the Dean of Students Office, they discuss policies, supportive measures, the grievance process, and police investigations. Some examples of supportive measures include a change in student housing, a change in work location or schedule, connecting with an advocate, a class schedule change, or help making up assignments or negotiating with faculty. A complainant can request to file a formal complaint, an informal resolution, that the University does not respond, or ask for a police investigation. Supportive measures are available at any time for either party regardless of whether a formal complaint or investigation occurs.

### Complainant Requests No Formal Complaint

When it is not possible for the complainant to make a formal complaint, the Title IX Coordinator may choose to initiate an investigation. In most cases, if there is no request for a formal complaint, the case is closed and the Dean of Students Office continues to provide help and support to students as needed.

or

### Complainant Files Formal Complaint

The Office of Student Conduct and Community Standards will investigate any formal complaint with a student respondent. The Office of Equal Employment Opportunity and Affirmative Action will investigate any formal complaint with a faculty, volunteer, or third-party respondent.

and/or

### Police Investigation

The University of Akron Police Department's first priority is to make sure the student is safe. The detective or officer will gather information and possible evidence and set up an appointment later for a more detailed interview. The detective or officer will make sure evidence is secured so that the student can make the decision to pursue legal investigation whenever he/she/they feel ready.

### Notice of Allegations

Both parties receive written notice of formal complaint detailing the allegation, and when available, the identities of the parties, and the date/location of the incident.

### Investigation Process

The investigation starts with meetings with the investigators and then interviews and collection of evidence. After the interviews, a report is drafted that summarizes the conversations and all of the relevant evidence submitted.

### Hearing Process

A Hearing Officer convenes a live hearing with the parties and their advisor. The parties' advisors of their choosing will have the opportunity to cross examine. Hearing Officer will determine responsibility using preponderance of the evidence (more likely than not). If found responsible, sanctions are then determined. Either party may request an appeal of the Hearing Officer's finding.

Complainant = An individual who is alleged to be the victim of the conduct.

Respondent = An individual who has been reported to be the perpetrator of the conduct.

# We'll Be There For You

## Resources for Support

In the event of an Emergency, please call 330-972-2911 if on-campus and 911 if off campus

### 24/7 Resources

#### **University of Akron Police Department**

330-972-2911

146 Hill Street, Akron, OH 44325-0402

A survivor can file a police report with the University of Akron Police Department in-person. An advocate can be present. The University of Akron Police Department can also provide escorts to students.

#### **Hope and Healing Resource Center Hotline**

330-434-7273

Trauma-informed hotline advocates provide safe and confidential phone support 24 hours a day, 7 days a week. They are trained to empower, support, educate, and provide resources to aid each survivor. Resources offered can include emotional support, instruction and education on safety planning, referrals to individual therapy and support groups, and referrals to other community resources.

#### **PATH Center**

330-344-1148

1 Akron General Avenue, Akron, OH 44307

Providing Access to Healing (PATH) ensures quality, trauma-informed care to victims of sexual assault and intimate partner violence. Professionals are trained in systematic collection of evidence and provide a respectful, supportive, and compassionate atmosphere. A Forensic Medical Exam can be conducted if the victim consents and can be submitted anonymously. A Hope and Healing advocate can be contacted for medical, legal, and emotional support services.

### Confidential On-Campus Resources

#### **Counseling and Testing Center**

330-972-7082

Simmons Hall 306

Monday through Friday 8am to 5pm

Free and confidential psychological services including personal, career, group, and educational counseling for current students.

#### **Hope and Healing**

[info-rcc@scmcbws.org](mailto:info-rcc@scmcbws.org)

Any student can request an appointment with an on-campus advocate by emailing [info-rcc@scmcbws.org](mailto:info-rcc@scmcbws.org) with a date and time that works best for them to receive support, advocacy services, and a referral to counseling. Staff also provides 24/7 crisis intervention services through the hotline as well as services in residence halls or at the University of Akron Police department in addition to accompanying students to on-campus meetings.

For more resources, including on-campus non-confidential resources and off-campus resources, please visit [uakron.edu/help](http://uakron.edu/help)

\*Due to COVID-19, please call the phone numbers listed to receive the most up to date information regarding services and hours.