

Gender-Based Violence Prevention Programs

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Updated: May 2018

Related University Policies: Title IX



Benedictine
University

PEACE Team

Statement of Purpose

Benedictine University values every member of our community. As such, the University prohibits acts of gender-based violence (sexual assault, dating violence, domestic violence, and stalking) against any student, faculty, staff, or visitor. Reports received of these crimes will be investigated by the Title IX office in accordance with the University Title IX Policy. To view the full policy, visit <http://www.ben.edu/compliance/title-ix.cfm>. It is also the University policy to comply with all applicable federal and state laws for reporting and publishing statistics on the occurrence of sexual assault, domestic violence, dating violence, and stalking in our annual security report located <http://www.ben.edu/student-life/police/index.cfm>.

In order to prevent future crimes of gender-based violence, the university provides annual training and prevention programming to students, faculty, and staff.

When providing training and programming, Benedictine University considers the unique needs of our campus culture and provides programs that are

- Culturally appropriate and inclusive of our diverse communities and identities
- Sustainable, so programs can be provided annually to ensure the University's commitment to violence prevention
- Responsive to the needs of our community to educate on local services
- Informed by research and evaluated for effectiveness

We also consider the risks that may be inherent in our community on and off campus as well as protective factors that come from the safe and supportive environment that we strive to provide.

All of our programs include common themes. One important theme that guides our programming is the University's stance that violence will not be tolerated in our campus community. Some of the other topics that are covered in programming include:

- Definitions of sexual assault, domestic violence, dating violence, and stalking on the federal level which are used in University investigations.
- Definitions of these crimes in Illinois, which are used when they are reported to the University Police or local law enforcement. These definitions are particularly helpful if the victim choose to pursue the criminal justice process against the accused.
- Discuss safe and reasonable options for bystander intervention. We believe that in order to prevent violence, then it is everyone's responsibility to step up and work to ensure a safe community.
- Share information on risk reduction to decrease perpetration on our campus, reduce barriers for getting involved as a bystander, and empower individuals to know their options in situations that may feel unsafe.
- Give information about the institution's disciplinary process, which can be found in our Title IX Policy found at <http://www.ben.edu/compliance/title-ix.cfm>.

Federal Definitions

Federal definitions are provided to students and employees in our Not Anymore training as well as in our Title IX policy and procedures. These definitions are used in Title IX investigations. Definitions that are only federally provided, and not provided by the state such as risk reduction and bystander intervention, are also provided in various trainings both in the online and in person trainings.

Bystander Intervention	<p>The term bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking.</p> <p>Bystander intervention includes</p> <ul style="list-style-type: none"> • recognizing situations of potential harm; • understanding institutional structures and cultural conditions that facilitate violence; • overcoming barriers to intervening; • identifying safe and effective intervention options; and • taking action to intervene.
Consent	<p>“Consent” requires speech or conduct indicating a freely given, uncoerced agreement to engage in sexual contact. Consent may not be inferred from silence or passivity and a current or previous relationship is not sufficient to constitute consent. Consent may be withdrawn at any time prior to a specific sexual act by either person. There are a number of factors which may limit or negate a person’s ability to consent to a sexual act. These include impairment due to the influence of alcohol or drugs (illegal or prescription), a person’s mental or physical impairment of which the other person is aware or should reasonably have been aware, age, unconsciousness, fear or coercion.</p>
Dating Violence	<p>Violence committed by a person:</p> <ol style="list-style-type: none"> 1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; 2. Where the existence of such a relationship shall be determined on a consideration of the following factors: <ol style="list-style-type: none"> a. The length of the relationship, b. The type of relationship, c. The frequency of the interaction between the persons involved in the relationship.
Domestic Violence	<p>Includes felony or misdemeanor crimes of violence committed by current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or who has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against a youth or adult victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.</p>
Primary Prevention	<p>The term primary prevention refers to programming, initiatives and strategies intended to stop domestic violence, dating violence, sexual assault, or stalking before it occurs to prevent initial perpetration or victimization through the promotion of positive and healthy behaviors</p>

	and beliefs. Efforts to change behavior and social norms, and promote healthy relationships, healthy sexuality and egalitarian gender roles, or efforts to understand risk factors and protective factors for bystander inaction and change social norms around bystander inaction are all examples of primary prevention.
Risk Reduction	The term risk reduction is defined as options designed to: <ul style="list-style-type: none"> • decrease perpetration and bystander inaction; • increase empowerment for victims in order to promote safety; and • help individuals and communities address conditions that facilitate violence.
Sexual Assault	Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. This definition applies to four types of assault (rape, fondling, incest, and statutory rape). <ol style="list-style-type: none"> a. Rape is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females. b. Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. c. Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. d. Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.
Stalking	Engaging in a course of conduct directed at a specific person but is not limited to following, lying in wait, or harassment, when such conduct: <ol style="list-style-type: none"> 1) Would cause a reasonable person to feel fear for his or her physical safety or health or that of others, including fear of sexual conduct, unlawful restraint, bodily injury, or death, or would cause a reasonable person to suffer emotional distress; and 2) Serves no legitimate purpose.

State Definitions

State definitions are provided to students and employees in this policy and in the Annual Security Report, as well as in several in person trainings in order to share what definitions are used in the local jurisdiction when filing a police report and completing police investigations for crimes of gender-based violence.

Consent	A freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent. A person who
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	initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of the sexual penetration or sexual conduct. (720 ILCS 5/11-1.70 (a) (c))
Dating Violence	(1) A pattern of behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or (2) Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age. (105 ILCS 110/3.10)
Domestic Violence	Any person who hits, chokes, kicks, threatens, harasses, or interferes with the personal liberty of another family or household member has broken Illinois domestic violence law. Under Illinois law, family or household members are defined as: <ul style="list-style-type: none"> • Family members related by blood or marriage; • People who are married or used to be married; • People who share or used to share a home, apartment, or other dwelling; • People who have or say they have a child in common or say they have a blood relation through a child; • People who are dating or used to date, including same sex couples; and • People with disabilities and their personal assistants. (750 ILCS 60/103)
Sexual Assault	A person commits criminal sexual assault if that person commits an act of sexual penetration and: <ol style="list-style-type: none"> 1. Uses force or threat of force; 2. Knows the victim lacks capacity to give consent; 3. Is a family member of the victim and the victim is under 18 years old; 4. Is a least 17 years old, holds a position of authority or trust over the victim, and the victim is between 13 and 18 years old. (720 ILCS 5/11-1.20)
Stalking	(1) Knowingly engaging in a course of conduct directed at a specific person that would cause a reasonable person to either: <ol style="list-style-type: none"> 1. Fear for his or her safety or the safety of a third person; or 2. Suffer other emotional distress; or 3. Knowingly and without lawful justification following or surveilling another on at least 2 separate occasions and threatening or placing the victim in reasonable apprehension; or 4. Aggravated stalking is stalking in conjunction with causing bodily harm, confining or restraining victim or violating court order or injunction. (720 ILCS 5/12-7.3)

Procedures for Distributing Gender-Based Violence Prevention Programming

Incoming Students and New Employees

Training is distributed to our incoming students and new employees upon enrolling or being hired by the University through the online training “Not Anymore” by Student Success.

New Employees will all receive a copy of our Resource and Referral Guide in their hiring packet. Additionally, a link to our Violence Prevention web page is available through our Human Resources home page at <http://www.ben.edu/human-resources/index.cfm>.

Current Students and Employees

Training for current students and employees is also conducted through the online “Not Anymore” training, either in its entirety or refreshers depending on when they completed the initial training.

In addition to the online training, several in person options are available to various departments and student groups on campus. Customizable trainings are available upon request to cover topics such as on campus initiatives, intro to topics in gender-based violence and definitions, victim services and advocacy, healthy relationships, bystander intervention, risk reduction, primary prevention and more. These trainings are done in the classroom, in workshops, and for department and staff meetings throughout the year and are available to request through our Violence Prevention web page at www.ben.edu/peace.

Ongoing Initiatives

Though specific trainings are offered to students, employees, or both, there are several university-wide ongoing initiatives that spread messages of awareness and prevention of gender-based violence. Awareness Month activities are shared through email, fliers, and in person advertising for Domestic Violence Awareness Month (October), Stalking Awareness Month (January), and Sexual Assault Awareness Month (April). Events for this month range from trainings in individual classrooms, programs in the residence halls or Student Life offices, and campus wide trainings and activities. Throughout the year, the It's On Us campaign is shared through the Benedictine It's On Us video (available on the web page at www.ben.edu/peace). Posters with It's On Us messages are placed in several locations across campus. This campaign also includes training for faculty, staff, and students that share the message that we can all engage in prevention activities and do something to stop sexual assault in our community. More information about ongoing initiatives for all members of our campus community can be found at <http://www.ben.edu/student-life/violence-prevention/peace-initiatives.cfm>

Reporting and Procedures of Investigation

In each of our prevention trainings, both online and in person, we work to educate not only on how to prevent future incidents of gender based violence, but to equip our faculty, staff, and students on what resources are available if violence does occur. Information provided on reporting includes:

- **Review of our Resource and Referral Guide**, which gives a description of confidential vs. non-confidential resources.
 - **Confidential:** If any member of our community chooses to seek confidential resources there are several options for support both on and off campus. Students can seek support from our University Counseling Center. Options listed off campus include victim services agencies and local hospitals.
 - **Non-confidential:** There are four ways in which individuals can disclose an incident of gender-based violence that will result in an investigation or report by law enforcement, Title IX, or both.
 - Share directly with the Title IX Coordinator

- Share with a responsible employee (any faculty or staff member, with the exception of staff of the University Counseling Center) who will then report to the Title IX Coordinator
- Share with the University Police Department
- Share with a Campus Security Authority (CSA) (designated by the Emergency Preparedness Manager and listed at <http://www.ben.edu/emergency-preparedness/csa.cfm>), who will then share with the University Police Department
- **Options for reporting to Title IX or University Police** are provided in both in online and in person trainings. Students and employees are given options to report in person, through email or phone, or through anonymous reporting forms on both the Title IX and University Police web pages.

Bystander Intervention and Risk Reduction

Throughout all of our trainings with both students and employees we emphasize that everyone can have a role as an active bystander to prevent violence. Trainings all include the information that incidents of gender-based violence are never the victim's fault.

Examples of bystander intervention options include:

- Directly confronting the person or people (if it appears safe)
 - If you see someone in a situation that they appear to not want to be in, ask if they are okay or if you can help.
 - If you see someone engaging in behavior that seems inappropriate, ask them to stop
- Delegate to an authority figure or someone who may be better able to help
 - Call the police or University staff, coach, or RA to step in
 - Tell the friends of the people you see in trouble to help in getting them out
 - Tell the friends of the person engaging in inappropriate behavior to help their friend not engage in behavior they may regret
- Distract
 - Invite one or both people to come with you to another room or to go do an activity so you break up a potentially harmful situation

Examples of risk reduction tips include:

- Communicate clearly with your partner and always get consent for any form of sexual activity.
- It is okay to say "No". It is not okay to continue to pressure someone when they have expressed that they are not interested, not ready, or unable to consent. Respect one another's boundaries.
- Take care of your friends and ask that they look out for you. Make sure you have a support system that you can trust.
- If you see a friend engaging in inappropriate behavior, call them out on it. Let them know that you do not approve of the behavior and it could have negative consequences for their future.
- If something does not look right, it probably isn't. Trust your instincts and ask for help if needed.

Violence Prevention web page

In March, 2018 Benedictine University launched a new Violence Prevention web page that is available to all students, faculty, staff, and community members to share information about the resources and programs on our campus and in the community. The page can be found at www.ben.edu/peace and is currently linked to all student life pages as well as the Human Resources home page. This site is available to share:

- **Resources for Survivors and Supporters**
- **Request a training and learn about training options**
- **University prevention initiatives**

Description of Programs

Bystander Intervention Training

At least twice a year Student Activities and Leadership Development department offers leadership programs for all students, including a Bystander Intervention training. This program helps students explore barriers to intervening, learn a variety of options for intervening in scenarios of potential harm, and practice skills needed for bystander intervention.

This training gives options for intervening as a bystander and practicing these skills for increased competence. Examples of ways to get involved include:

- Directly confronting the person or people (if it appears safe)
 - If you see someone in a situation that they appear to not want to be in, ask if they are okay or if you can help.
 - If you see someone engaging in behavior that seems inappropriate, ask them to stop
- Delegate to an authority figure or someone who may be better able to help
 - Call the police or University staff, coach, or RA to step in
 - Tell the friends of the people you see in trouble to help in getting them out
 - Tell the friends of the person engaging in inappropriate behavior to help their friend not engage in behavior they may regret
- Distract
 - Invite one or both people to come with you to another room or to go do an activity so you break up a potentially harmful situation

You will learn many of these skills and more with our bystander intervention program. Make sure you are prepared if you see someone who needs your help.

Healthy Relationship Programs

Multiple programs are offered throughout the year by staff from our Health Services office, Campus Ministry, Residence Life office, and other departments on campus to determine what characteristics students look for in a relationship and some red flags for a relationship that is unhealthy or includes violence. These programs may also involve the participation of community partners to share their expertise and resources.

In order to continue to be mindful of cultural competency and differences among our students, we partner with multiple community partners to offer programming.

- The YWCA serves as Benedictine University's Confidential Advisor. The YWCA offers victim services for survivors of sexual assault, including counseling, medical and legal advocacy, a confidential hotline, and general support. They work with us to offer trainings, consult on best practice, provide victim services, and serve as a member on our PEACE Team.
- Family Shelter Service works with Benedictine University to offer information about victim advocacy, counseling services, their confidential hotline, as well as additional resources for survivors of Domestic Violence. The agency has also partnered with Benedictine University staff to offer awareness and prevention trainings.
- Arab American Family Services offers victim services as well as other social services resources to victims of sexual assault and/or domestic violence. The agency provides counseling services, medical and legal advocacy, a confidential hotline and more. Arab American Family Services has been working with Benedictine University to offer trainings around sexual assault and cultural

competency, specifically in offering their insights in working primarily with Muslim women and men to share information about services as well as barriers to service.

There are times when we also reach out to other organizations for assistance with training and/ or victim service resources. These groups assist with training, service referral, and awareness events. They have taken part in our annual Social Justice Teach In and other resource fairs at the University. They also offer opportunities for students to volunteer with their agencies to become more involved and educated around topics in gender-based violence and gain valuable skills to be able to support the education of the community and serving potential survivors and active bystanders.

“It’s On Us” Campaign

The “It’s On Us” campaign is part of a national effort to take a stand against sexual assault. In January, 2018 students and staff at Benedictine University launched our “It’s On Us” Campaign on campus to get students, faculty, and staff involved in violence prevention. This campaign will be an ongoing effort by the University to share bystander intervention and other primary prevention tips for getting involved before violence occurs and to share the message that our University does not tolerate sexual assault. The campaign will include signing the It’s On Us pledge at itsonus.org, a video made by our University community, and a poster campaign to share why we should all care about violence prevention.

Not Anymore Training

This online training program shares with viewers real stories from other students and survivors of violence. To help increase empathy among our students, faculty, and staff and to reduce the potential for violence on our campus, the program shares testimonials from survivors of sexual assault, domestic violence, dating violence, and stalking. The program also shares tips to intervene as a bystander in multiple ways, gives clear guidance on what is and is not considered consent, and how alcohol plays a part in violence on campus. Throughout this training, students and employees have access to a resource tab where they can see what our policies are on campus and where they can go for help if they or someone they know experience gender-based violence.

This program is customized for our population and contains different trainings for employees, traditional undergraduate, non-traditional undergraduate (adult students), graduate, and international students. All incoming students and new employees are expected to take the training in its entirety. Continuing students and employees will receive follow up training annually on topics of bystander intervention, consent, and other topics of gender-based violence. The training also includes a quiz to ensure completion and understanding of all participants.

PEACE Team (Promoting Empowerment and Community Engagement)

The Benedictine University PEACE TEAM (Promoting Empowerment and Community Engagement) is a team of faculty, staff, and students from across the university that continue to invest their time in preventing sexual assault, domestic violence, dating violence, and stalking. The team works together to implement policies and programs in the areas of comprehensive violence prevention, conduct and response to incidents of violence, law enforcement, and coordinating victims services with the assistance of community partners. In addition members to of our University community, the team also includes staff from our community partners, including our confidential advisor, the YWCA, and the Lisle Police Department. We continue to add new community partners to offer options for our faculty, staff, and students to receive the best information and services available.

In order to continue to grow and work on multiple areas of prevention and response, the PEACE team also has sub-committees with topic areas related to engaging men, research and assessment, classroom discussion, and student programming.

Self-Defense and Campus Safety

This program is offered by our University Police Department. Before practicing techniques students are given tips on risk reduction and overall campus safety for situations of potential harm, as well as how to assess a situation for the best chance at getting away safely. We want to make it clear that it is never the victim's fault when they experience gender-based violence. However, there may be situations in life when self-defense skills may be useful to reduce the impact of violence. Some of the skills taught in this training include using your environment, basic positioning, different strikes with arms or legs, and using the assailant's position or clothing to get away. Students who take this training are also provided resources for getting help either during or after a situation of potential harm, including contact information for the University Police and Title IX Coordinator. This training is available by request.

Customizable Programs

The Violence Against Women Act Grant Coordinator is available throughout the year for customized training for student groups, residence halls, athletic teams, classrooms, or departments. A training request form can be found on the violence prevention web page at www.ben.edu/peace. Trainings can include information on bystander intervention, including case studies and skills practice, healthy relationships, university initiatives, resource connection, and more. Trainings are designed to meet the needs of the specific population to ensure relevancy and meet the needs of the community.

Internal Contacts:

- Bernadette Muloski, Violence Against Women Act Grant Coordinator (630)829-1326, bmuloski@ben.edu
- Michi Dubes, Emergency Preparedness Manager (630)829-6364 mdubes@ben.edu
- Marco Masini, Vice President, Student Life, (630)829-6006 mmasini@ben.edu
- Jon Miller, Associate Dean of Students (630)829-6515 jmiller@ben.edu
- Derek Ferguson, Chief of Police (630)829-1101 dferguson@ben.edu
- Erica Conrad, Title IX Coordinator (630)829-6430 econrad@ben.edu

On Campus Resources

- **Counseling Center**
Location: Krasa Student Center, Room 112
Phone: 630-829-1800
Website: <http://www.ben.edu/student-life/counseling-center/index.cfm>
- **University Police Department**
Location: Parking Garage, Lower Level
Emergency Phone: (630)829-6666 **Non-emergency:** (630)829-6122
Website: <http://www.ben.edu/student-life/police/index.cfm>

Local Resources

Rape Crisis Centers/ Domestic Violence Agencies

- **The YWCA of Metropolitan Chicago (Benedictine University's Confidential Advisor)**
Location: YWCA Patterson & McDaniel Family Center; 2055 W. Army Trail Road Suite 140
Addison, IL 60101.
Phone: 630-790-6600 **Hotline:** (630)971-3927
Website: ywcachicago.org
Contact: Colleen Zavodny, Coordinator of Advocacy and Crisis Intervention
(630)580-5707 colleen.zavodny@ywcachicago.org
- **Arab American Family Services**
Location: 9044 S. Octavia, Bridgeview, IL 60455
Phone: (708)599-AAFS (2237) **Hotline:** (708)945-7900
Website: aafsil.org
Contact: Akram Salman, Sexual Assault Victim Advocate
asalman@aafsil.org
- **Family Shelter Service**
Location: 605 E. Roosevelt Rd, Wheaton, IL 60187
Phone: (630)221-8290 **Hotline:** (630)469-5650
Website: <http://www.familyshelterservice.org/>

Hospitals

- **Edward Hospital**
Location: 801 S. Washington St. Naperville, IL 60540
Phone: (630)527-3000
- **Advocate Good Samaritan Hospital**
Location: 3815 Highland Ave. Downers Grove, IL 60515
Phone: (630)275-5900
- **Elmhurst Hospital**
Location: 155 E. Brush Rd, Elmhurst, IL 60126
Phone: (331)221-1000

Police Departments

- **Lisle Police Department**
Location: 5040 Lincoln Ave. Lisle, IL 60532
Phone: (630)271-4200
- **Woodridge Police Department**
Location: 1 Plaza Dr. #1, Woodridge, IL 60517
Phone: (630)719-4740
- **Naperville Police Department**
Location: 1350 Aurora Ave. Naperville, IL 60540
Phone: (630)420-6666
- **Downers Grove Police Department**
Location: 825 Burlington Ave, Downers Grove, IL 60515
Phone: (630)434-5600