



Community Sexual Assault Program and Campus Partnership Highlight:

Lutheran Community Services Northwest and Gonzaga University

With the spotlight on campus sexual violence, community sexual assault programs are in a unique position to deepen partnerships with college campuses. Although each program and campus will have different needs depending on many factors, we present this paper from one community that highlights the perspective of student activists, campus administrators and a community sexual assault program as a framework that programs can use to approach work with their local campuses. Included in this Advocacy Station is a sample memorandum of understanding (MOU) that can be adapted for your program's work with local campuses.

Of special interest in this paper is the student assessment that took place before the development of the campus advocate job description. A thorough assessment of the needs of students that involved soliciting feedback through a variety of avenues supported Lutheran Community Services Northwest in developing a job description that was student and survivor-centered. This student feedback was helpful at all stages of the project's development and served to keep the project grounded in the core values of advocacy. Reflection on the initial student assessment allowed both the school and community program to center the needs of Gonzaga students as they moved forward.

The relationship between Lutheran Community Services Northwest and Gonzaga University was strengthened by clearly outlining which staff would serve as points of contact. The Title IX Coordinator was designated the point of contact for Gonzaga University and the community based victim advocate was the point of contact for Lutheran Community Services Northwest. These designations, coupled with cross-training and the clarification of roles and understanding of

statutory requirements, effectively centered confidentiality as a core value within the Lutheran-Gonzaga partnership.

Some of the partnerships that community sexual assault programs are developing with campuses include financial compensation for services. Some campuses have chosen to redirect the funds they might use to hire a campus advocate to fund a community based advocate to fill that role on campus so that they can utilize the infrastructure and expertise already contained within the community sexual assault program. This choice has many benefits for community programs, campuses, and students. If there is tension between students and the institution, the community program can provide advocacy services distinct from services that are imbedded in the institution. This choice has many practical functions since the Accredited Community Sexual Assault Program's (CSAP's) infrastructure supports the advocate with regular training and supervision by management staff also supervising other advocates and trained in trauma-informed services and supervision. Community Sexual Assault Programs also have strict protections for keeping client information confidential.

The different perspectives contained in this resource highlight the success that can come from conflict, activism and continuing the work despite tension. For Community Sexual Assault Programs interested in providing advocacy on campus or services to students, there are endless possibilities. Although this is the experience of just one community's success, we hope it is helpful in generating considerations for your particular community. Already, this model has been adapted and is in the process of being replicated in Washington State. WCSAP is available to support programs throughout Washington State in working to develop and implement services to campuses. Please contact WCSAP at (360) 754-7583 with any questions or help using this resource.

Community Sexual Assault Program

Lutheran Community Services Northwest's Sexual Assault & Family Trauma Response Center

Lutheran Community Services Northwest (LCS Northwest) and the SAFeT Response Center: LCS Northwest is a non-profit human services agency with offices throughout Washington, Oregon, and Idaho. Each office caters to the unique needs of their community; all with the mission of partnering with individuals, families and communities for health, justice, and hope. The

SAFeT Response Center provides confidential community based victim advocacy as well as therapeutic services to survivors of sexual assault and other trauma.

Program History with Gonzaga University (GU): LCS Northwest and GU have attempted to work together in the past. None of the strategies used had proven very successful. In November 2014 LCS Northwest's Program Director was invited to a protest on GU's campus via social media, and invited to join the organizer's Facebook group, Cause a Scene. Shortly after a November campus protest, GU's Interim Title IX Coordinator requested our first meeting to discuss an advocate working on campus.

Assessing Campus Community Need & Creating Realistic Student

Expectations: Before beginning this project LCS Northwest decided what was most important was talking with students. An informal meeting was scheduled with GU staff and Cause a Scene student leaders. They were enthusiastic about LCS Northwest's idea of hosting student forums on campus, and students offered to help promote the events. LCS Northwest's Program Director led two forums. She opened the discussion by introducing community based victim advocacy: its services, limitations, and ethics. It was important to LCS Northwest that students didn't leave the forum with unrealistic expectations about what a community based victim advocate (CBVA) could do. The students wanted a confidential person to discuss their options with, both on campus and in the criminal justice system, as well as healing after a trauma. They wanted someone who was a part of their campus community, but also had the perspective of an outsider. They wanted a safe and private space to meet with a person who could continue to be their advocate throughout whatever path they chose to take.

Community Sexual Assault Program Considerations: In keeping with CBVA ethics, LCS Northwest aligned with students from the beginning. Students were the victims, and our potential clients. A job description was written based on the needs expressed by the students. It was clear LCS Northwest's existing program did not have the capacity to meet the student needs of a strong campus presence and availability for CBVA services. LCS Northwest was already stretched to the limit with existing projects and obligations. LCS Northwest did not wish for another unsuccessful, small outreach project on GU's campus as it would deteriorate victim trust in the resource of a CBVA.

Collaborating with University Staff for Success: GU staff agreed to approach their administration to financially support the project. Meetings with GU staff to discuss working relationships, office location, contact people, and

address rumors were a helpful part of the process. All were also careful to assure the independence of the CBVA. Careful attention was paid to the MOU, making sure the needs of both parties were represented with language about respecting one another's institutions, regulations, and traditions. Having a point person on campus who was enthusiastic about the project and informed about sexual assault was crucial to our success.

Continue Learning: At the end of our first year on GU's campus, we're very pleased with the service we were able to provide to students. There is a lot of room to grow, with increasing referrals and events anticipated.

Erin Williams Hueter, Director of Victim Advocacy & Prevention at LCS Northwest. July 2016.

University

Gonzaga University

Gonzaga University: Gonzaga University, a private, four-year institution of higher education. More than 105 buildings dot the 131-acre campus overlooking the Spokane River. Students include both women and men, who can enroll in a multitude of undergraduate or graduate programs. Enrollment for the 2013-14 academic year was 7,691 students.

Gonzaga Mission: Gonzaga University is an exemplary learning community that educates students for lives of leadership and service for the common good. In keeping with its Catholic, Jesuit, and humanistic heritage and identity, Gonzaga models and expects excellence in academic and professional pursuits and intentionally develops the whole person -- intellectually, spiritually, physically, and emotionally.

Title IX Guidance and its effect on College Campuses: The Title IX Educational Amendments of 1972 to the 1964 Civil Rights Act has gained a lot of attention in the past five to six years on the local and national levels due to several key pieces of Guidance from the Office for Civil Rights (OCR) regarding the handling of sexual assault cases on college campuses. Title IX states that "no person in the United states shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance." Sexual assault has been interpreted by the OCR to be form of sexual harassment and therefore discrimination under Title IX.

National attention has also pointed to dozens of gross negligence on college and university campuses in addressing the needs and safety concerns of sexual assaults. This national landscape is important to consider when looking at the student movements occurring across the national stage in prompting and requesting schools to update policies, procedures, and response protocols when it comes to dealing with sexual assault and had spurred significant and improved efforts and policies which make it easier to report, seek help, and continue on with educational pursuits.

Gonzaga University and Cause a Scene: Along with most schools and universities since 2011, Gonzaga was not alone in the need to shift the manner in which it addressed cases of reported sexual misconduct. A group called "Cause a Scene" formed in October of 2014, comprised of concerned and motivated students eager to address this need for change. A very real fear existed among the students that they would be held accountable, or even suspended for bringing their concerns to light in their demand for change. The administration, on the other hand had a genuine desire to meet with the students to hear their input, their concerns, quell their fears, and come to some sort of understanding. The beginning meetings with Cause a Scene and the Administration were filled with tension and frustration as the group sought to serve as advocates for their fellow student peers in the face of what they interpreted to be a cold and unfeeling administration, and the administration sought to find common ground and better understand the concerns of the group in order to find a solution and move forward. The emotional turmoil, unwavering determination, and commitment to dialogue amongst the participants in these meetings should not be understated. These regularly scheduled difficult conversations eventually led to a much celebrated breakthrough in understanding for both sides. A foundational common ground of commitment to change, dialogue, and healing was formed.

Cause a Scene was instrumental in serving as a voice for their peers and concerns of the student body, and their voice was heard. As a result of the conversations between Cause a Scene and the Administration, and in accordance with Gonzaga's mission to cultivate the capacities and dispositions for reflective and critical thought, lifelong learning, spiritual growth, ethical discernment, creativity, and innovations, some major initiatives were formulated. The most significant being the relationship now between Lutheran Community Services and Gonzaga University. The current MOU with LCSNW is in direct correlation to the meetings with Cause a Scene which was advocating for a confidential victim

advocate on campus, and a more trauma-informed approach to working with victims.

Key University Considerations: Many schools, including Gonzaga, are still grappling with the ever changing legal landscape, court rulings, new guidance documents, new federal and state laws since this issue gained popularity in 2011. At the same time as these new laws and guidance shape our compliance requirements, Gonzaga's commitment to Cura Personalis, or the care for the whole person, is guiding how we accomplish this. We are constantly striving to find a point where we are both meeting the needs of all participants in process legally, respecting their human dignity, providing a safe place to voice their concerns, and continuing to educate our students for lives of leadership and service for the common good. At the forefront of our consideration are the individuals involved in the process, and we have set up several systems to work with students as they go through an emotionally, spiritually, and time consuming process. The fact that we would be able to partner with Lutheran to provide support and guidance to our students through this process, as well as support for student's whom are not yet willing to share their experiences with Gonzaga, was a wonderful additional to our care response to our students and community members.

Collaboration with Gonzaga, LCS Northwest and the LCS Northwest on-Campus Advocate: Currently, the Title IX Coordinator (TIXC) for Gonzaga is the primary contact person for the CBVA on campus. This model has proven effective in the sense that the TIXC is kept up to date with any concerns or needs that require attention, as well as to build trust and community on the campus. The TIXC is familiar with campus partners and has connected the CBVA to these important campus partners so that they are able to properly refer those students to CBVA, understand the process so that they can accurately assist a student in need, as well as provide the space and opportunity to discuss improvements, adjustments, etc. to the current process as we must change our policy and procedure in accordance with new laws and requirements. It has also been a great avenue for joint programming, advertisement of services, and options for students to seek support.

Continued Learning: We are in agreement with Lutheran that this first year has proven overwhelmingly successful. We have provided an additional service to our students and are connecting them to our partners in the community who are best trained and prepared to handle a student in crisis. We want to explore new

and improved ways to strengthen our partnership and ensure its long-term success.

Students

Cause a Scene Members, Meg Besch and Brittany Clark

Cause a Scene: Spurred by a series of specific instances of assault at Gonzaga University as well as the larger national conversation regarding sexual assault on college campuses, students at GU formed the group "Cause a Scene" to demand a comprehensive reform of the university's sexual misconduct policy. Created in early November 2014, Cause a Scene was initially a singular student-led event designed to air grievances regarding how Gonzaga handled the issue of sexual assault. However, the overwhelming frustration expressed by students prompted the organizers to turn the event into a formal protest group. Cause a Scene held meetings, staged rallies, and organized protests – at one point shutting down access to a major campus building – to get the attention of university administrators.

Fully aware of the pitfalls that had prevented student movements at other universities from making significant progress, Cause a Scene made the conscious decision to try and work with the Gonzaga administration. Cause a Scene wanted to effect immediate, concrete change; working with administrators to reform the existing system seemed to be the strategy with the greatest chance of success.

Compliance is not enough: Through a series of meetings with various faculty, staff, and students across campus, Cause a Scene determined that though the university was Title IX compliant, the programs did not adequately serve the students they, in theory, sought to protect. Gonzaga's proactive programming was startlingly ineffective. It failed to establish clear definitions of consent and assault, fueled the idea that sexual assault was not something that happened at Gonzaga, and, through a combination of unfortunate phrasing and poorly chosen presentations, turned the idea of bystander intervention into a literal joke on campus.

To compound this, the university's reactive policies were hamstrung by a confused bureaucracy in which survivors were often forced to retell their story to multiple sources, work with a hostile Title IX Coordinator, and contend with a marked lack of support from the university. The section of the university

handbook that dealt with sexual assault was both highly legalistic and deliberately opaque. Students consistently failed to understand the stated policies; a number of students admitted that the confusion had dissuaded them from reporting. Resources for survivors were included but were not adequately explained, which added to the confusion.

Furthermore, the resources that Gonzaga did provide were in no way adequate. The safe travel program nominally designed to keep survivors from having to face their attackers in classrooms or in dorms was rarely enforced, leaving survivors feeling that there was no safe place for them on campus. In many cases, survivors were forced to radically alter their own schedules in an attempt to gain some distance from their attackers. The university repeatedly denied survivors their own specific campus support group, despite the existence of dedicated support groups for alcohol abuse, eating disorders, and even academic stress. The regular counseling center was often grossly overwhelmed, and wait times for a session sometimes exceeded two months.

Essentially abandoned by the university, some survivors felt so desperate that they even took their stories to the university newspaper or to Facebook in a last-ditch attempt to secure the help they needed. Several of these survivors participated in the initial group meeting that prompted the formation of Cause a Scene. Without exception, they said they felt as though Gonzaga did not care about them; Title IX compliance did not ensure that they received adequate support. In fact, it did not guarantee them any support at all.

Barriers to student-administration cooperation: Working with the Gonzaga administration turned out to be quite difficult. While a few administrators were willing to meet with Cause a Scene, others were openly hostile. Despite Cause a Scene's determination to work with administrators, there was an undeniable animosity between the two groups. It is largely due to the efforts of one particular administrator, who was legitimately dedicated to fostering dialogue with students, that any real cooperative work was accomplished. Cause a Scene leaders met with him and clearly outlined both student grievances and proposed solutions to those issues. He, in turn, worked with the leaders to facilitate the first meeting of students, administrators, faculty, and staff that would become the Title IX Workgroup.

During the initial meetings of the workgroup, tensions between Cause a Scene and key administrators remained high. When asked why students under investigation for sexual misconduct were not given a change of pathway or

classes, the high-level administrators responded with rambling explanations of what it meant to be a private institution existing in a litigious society. Ultimately, university policies were not enforced for fear that respondents would sue. Students found responsible for sexual misconduct graduated with impunity. Athletes found responsible were allowed to continue representing the school. It became exceptionally clear that Gonzaga was willing to sacrifice justice for survivors of sexual assault for the preservation of their image and financial assets. Cause a Scene and supportive members of the workgroup had to appeal to Gonzaga's Jesuit roots and commitment to a mission of social justice and human dignity before certain administrators would concede that an image-driven response was both unacceptable and unethical.

Another challenge to working with the administration was the looming threat of Gonzaga's response to media exposure. When the group began organizing, Cause a Scene members were told by a number of administrators to avoid contact with local news outlets for fear of tarnishing Gonzaga's then quite pristine public image. Though Cause a Scene did speak with the university newspaper as well as one local paper, fear that Gonzaga would expend more money and effort on silencing Cause a Scene than on developing and financing improved programming did severely curtail the group's interaction with the media.

Another very real fear was that involvement in Cause a Scene would result in members' grades being frozen and/or their scholarships being revoked. Administrators were quick to dismiss these concerns, but rumors of potential consequence continued to circulate for several months. Students were not the only ones afraid; faculty who supported Cause a Scene worried that involvement could jeopardize their continued employment.

Truly effective work between students, faculty, and administrators was possible only when all parties were honest and communicative.

Effecting change: Cause a Scene had several key demands: 1) bring a victim's advocate not bound by the mandatory reporting policy to campus, 2) restructure both the proactive programming and the student handbook to effectively communicate university policy and available resources, and 3) establish a clear zero-tolerance policy for rape and sexual assault on campus. Working as part of the Title IX Workgroup, Cause a Scene members fought for and accomplished several of aspects of these goals. They secured the services of a victim's advocate from Lutheran Community Services, helped select and tailor a custom-

designed, consent-based, interactive program to be completed by all incoming university students, and contributed to a redesigned handbook. Though many of the original Cause a Scene members have since graduated, students continue to dialogue with the workgroup on the issue of a zero-tolerance policy.

Ultimately, the dedication of Cause a Scene leaders and the support of sympathetic and equally dedicated faculty and administrators is what led to the success of the Title IX Workgroup. Driven to action by unrelenting student pressure, Gonzaga is now taking the first slow steps to move beyond mere compliance. The end goal is a system that truly supports students, one that is built on both compassion and justice rather than on the preservation of the status quo.

Memorandum of Understanding

This Memorandum of Understanding (MOU) is entered into between Gonzaga University (GU) and Lutheran Community Services Northwest (LCSNW) Sexual Assault Family Trauma (SAFeT) Response Center.

UNDERSTANDING, AGREEMENTS, SUPPORT AND RESOURCE REQUIREMENTS

Gonzaga University agrees to:

- A. Provide LCSNW a confidential, accessible, and consistent space for a confidential victim advocate on the GU campus.
- B. Provide a confidential and accessible location for a confidential support group for survivors of sexual assault on the Gonzaga University campus.
- C. Provide training to LCSNW confidential victim advocate on GU policies and procedures regarding reporting of sexual assault, policies and procedures for sexual assault investigations, as well as hearing and discipline practices.
- D. Provide opportunities for the LCSNW confidential victim advocate to conduct outreach and education within the Gonzaga campus community, including residence halls, to promote services and provide access to students, faculty, and staff.
- E. Provide GU students with transportation vouchers/services to meet with a confidential advocate off campus, or have medical and legal appointments.
- F. Promote and provide accurate information regarding LCSNW's confidential victim advocate services to students, faculty, and staff through traditional GU sources of information.
- G. Provide the TIXC as a primary contact person for the LCSNW confidential victim advocate.
- H. Respect and honor the confidential and privileged nature of communication between victims and the LCSNW confidential victim advocate under Washington state law and applicable state standards for certified sexual assault and crime victim advocates.
- I. Provide cross training to the LCSNW confidential victim advocate and continue to engage in community collaboration.

- J. Make an annual donation of not less than \$_____ to LCSNW to support the work being done by LCSNW on GU's campus, and in the community.

Lutheran Community Services Sexual Assault Family Trauma

Response Centers agrees to:

- A. Assign a confidential victim advocate at the GU campus following the receipt of a donation to cover costs. The confidential victim advocate will provide crisis intervention, medical advocacy, legal advocacy, general support, support and advocacy during university investigative and discipline practices, and support group.
- B. Provide 24 hour medical response to survivors of sexual assault through LCSNW's on call crisis response advocate system.
- C. Provide supervision and technological support as well as other staff resources to the confidential victim advocate working on GU's campus.
- D. Maintain confidentiality as required by state standards for certified sexual assault and crime victim advocates.
- E. Provide training and continue to engage in community collaboration.
- F. Provides education and training to residence hall staff about sexual violence, consent, bystander intervention, and confidential community-based advocacy services
- G. Be consistent with Gonzaga's mission, respecting the history and culture of Gonzaga University as well as its policies and procedures.

TERM OF MOU

This MOU shall begin on _____ and shall expire on _____.

RENEWAL OF MOU

This MOU may be renewed with the agreement of all parties named herein upon the same terms and conditions.

MOU TERMINATION

This MOU may be terminated by any of the parties upon no less than thirty (30) calendar days' written notice, without cause.

COMPLIANCE OF LAWS AND VENUE

In providing services required by this Agreement, each party must observe and comply with all licenses, legal certification, or inspections required for the services, facilities, equipment or materials, and all applicable federal, State, and local statutes, ordinances, rules and regulations. Washington State Law shall govern this Agreement and venue shall lie exclusively in Spokane County, WA.

SEVERABILITY:

In the event that any provision of this MOU violates any applicable statute, ordinance or rule of law in any jurisdiction that governs this MOU, such provision shall be ineffective to the extent of such violation without invalidating any other provision of this MOU.

Except as otherwise stated in the Agreement, each party, including its agent, servant, joint enterprise, or employee(s) is an independent contractor and not an agent, servant joint enterprise or employee of the other parties, and is responsible for its own acts, forbearance, negligence and deeds and for those of its agents or employees in conjunction with the performance of work covered under the Memorandum of Understanding.