Franklin & Marshall's Sexual Assault Prevention and Response

The Franklin & Marshall College community is committed to working actively to prevent sexual misconduct and to develop new ways to promote safety, inclusiveness and an environment of mutual respect. The College’s policies and practices follow federal guidance issued to higher education institutions through 2014, and in some respects, place us at the forefront of colleges implementing many of the programs that the federal government has charged schools to pursue.

F&M Has a Sexual Misconduct Policy that Complies with Federal Guidance:

- **Title IX Coordinator**
  Oversees the College’s response to allegations of sexual misconduct, including sexual assault that involves students.

- **Committee on Sexual Misconduct composed of faculty, students and professional staff**
  Charged with regularly reviewing campus services, policies and procedures pertaining to student sexual misconduct to ensure they are consistent with best practices and implemented effectively.

- **Supportive process that informs complainants of their full range of options**
  Students who make a report may choose any combination of counseling; proceeding with the College’s judicial process; and pursuing a criminal complaint.

- **24-7 Sexual Assault Response Line (SARL)**
  Confidential hotline is available 24 hours a day by dialing 717-560-7311, and is a resource for sharing current allegations of sexual assault, issues about a past assault, or questions/concerns about a friend.

- **All employees as mandated reporters**
  Any employee who learns of an incident of alleged sexual misconduct reports it to the Title IX coordinator (confidential reports to counselors, health services personnel and spiritual advisors include only the general nature and demographic information). Videos on the College website explain mandated reporter policies and procedures for faculty, staff, student employees and students.

- **Trained Sexual Misconduct Panel composed of College employees**
  Panel of 25 members of the F&M administration (no faculty or students) advise complainants and respondents, investigate allegations, and hear cases of alleged sexual misconduct.

- **College judicial process that follows federal guidelines**
  Features include hearing panels made up of both genders; students able to choose anyone from the College community as an advisor; students able to call witnesses both for the investigation and the hearing; provides students with copies of the investigation reports in advance; and the ability for students to make statements to address any and all information pertaining to the investigation.
The Clery Act requires colleges to report statistics related to categories of crime. While the federal law allows colleges to refrain from including in their statistics allegations of sexual assault reported to confidential sources such as chaplains and phone hotlines, F&M includes ALL reports of alleged sexual assault in its annual Clery statistics (while still keeping the details of the reports themselves confidential).

Articulates coordination in cases where both the Lancaster City Bureau of Police and the College are investigating an allegation of sexual misconduct.

Independent experts regularly retained to review sexual misconduct and Title IX policies. Currently, a former U.S. Department of Education Office for Civil Rights (OCR) supervising attorney retained for ongoing assistance/review.

Learn more about F&M's Policy on Sexual Misconduct, reporting and procedures at: http://www.fandm.edu/college-life-manual/policy-on-sexual-misconduct-violence-title-ix

Learn more about F&M's Mandated Reporters Policy and procedures at: http://www.fandm.edu/mandated-reporters-resources

F&M Has a Fully Staffed Title IX Office:

The well-established role of Title IX Coordinator has overseen compliance since 2012, building on more than a decade of extensive services provided to students, including a Sexual Assault Response Team (SART), victim’s advocate and student orientation program.

Effective August 1, 2014, the College promoted Jan Masland, CRNP, formerly Deputy Title IX Coordinator for the College, to a full-time position as Title IX Coordinator.

A 25-year veteran of the College in the area of sexual misconduct services with extensive training and background in all aspects of Title IX compliance, Ms. Masland is a professional resource for students.

Ms. Masland coordinates F&M's compliance with federal and state discrimination laws; is at the forefront of new Title IX programs, training and education; and oversees the numerous resources available to our students

The College also staffs a position of Deputy Title IX Coordinator, held by Alison Hobbs, a former sexual assault counselor.

This investment in the Title IX office represents the next step in F&M's continuous efforts to raise awareness about sexual assault and other forms of sexual misconduct, as well as to provide a safe environment and appropriate resources for our students.

Learn more about the Title IX Coordinator’s role at: http://www.fandm.edu/finance-administration/title-ix-notification

Read the announcement appointing the new Title IX Coordinator at: http://www.fandm.edu/president/messages-from-the-president/-masland
F&M Has Extensive Sexual Assault Education Programming for Students:

The College for more than a decade has included sexual misconduct training in new student orientation; supported student programs; and provided extensive support resources. For the 2014-15 Academic Year, the College enhanced and enlarged its Sexual Assault Orientation Program to include the following features:

- Bystander intervention as the centerpiece of sexual misconduct education.
- A comprehensive five-pronged approach that takes advantage of best practices in integrating multimedia, peer instruction by students on bystander intervention, in-depth interactive discussion and cognitive education based in the performing arts. The five elements are:
  1. A 30-minute online video on "Lasting Choices" that all incoming first-year students view before arriving on campus in September.
     - This program establishes a firm foundation and awareness of these issues before students are managing the wealth of information they digest during orientation.
  2. A two-hour, interactive Sexual Assault Orientation Program presented during first-year orientation August 31.
     - The enhanced program is more interactive and benefits from perspectives and insights that arise when issues are discussed in mixed gender groups.
  3. An interactive presentation in the spring semester on bystander intervention for all students.
     - This program is presented within the College Houses through a collaboration of F&M’s men’s student group Men United Against Sexual Assault (MUASA) and a representative at the YWCA Sexual Assault Prevention and Counseling Center.
  4. A discussion in October about campus culture and an exploration of factors that might influence sexual behavior and incidents of sexual misconduct.
     - This interactive program is largely student-led and allows for first-year students who have benefitted from time on campus to reflect on campus culture as it relates to physical and intimate relationships, along with their upper-class peers.
  5. A national theater company called "Speak About It" that presents an all-campus program in November.
     - This performance uses the lasting impact of messages delivered through the arts to engage students in thinking about sexual misconduct on their campus.
     - To maximize attendance, the program is presented twice, at 5:30 p.m. and 7:30 p.m. November 4, 2014, in the Green Room Theatre.

F&M Has Yearlong Awareness Efforts:

Franklin & Marshall fosters discussion about these issues and encourages reporting of sexual misconduct and peer support.

- **Common Hour**: Early in the spring semester, the College will have a former prosecutor of sex crimes in New York City speak at one of our Common Hour events.
• **Take Back the Night:** Annual spring event raises awareness of issues surrounding sexual assault. Recent speakers have included Olympic gold medalist Kayla Harrison, performance artist Staceyann Chin and F&M President Daniel R. Porterfield.

• **MUASA's "Men's Program":** Program on responsibility and bystander intervention by Men United Against Sexual Assault is offered throughout the year to male student groups, including athletics teams and fraternities.

• **F&M Women's Center:** The center hosts a "Week Without Violence."

• **Bathroom stall signs and stickers:** Stall signs address awareness issues each semester, and stickers on all bathroom mirrors identify resources, including specifying those that are confidential.

• **College Reporter:** The student newspaper runs a monthly ad for the Sexual Assault Response Line (SARL).

• **Reinforcement programming:** Multiple programs and discussions throughout the year led by College employees and by outside experts raise awareness of prevention, the College’s response to assaults, how to report, resources available to victims and bystander intervention.

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> Learn more about F&M's sexual assault awareness efforts at:

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**F&M's Approach to Sexual Misconduct Crime Reporting Exceeds Federal Standards**

Franklin & Marshall received 29 reports of sexual misconduct in 2013, the most recent reporting year in the Annual Safety Report, including 8 reports in the newly delineated category of stalking and 3 in the newly delineated category of dating violence.

• F&M’s "mandated reporter" policy helps ensure that incidents of sexual misconduct are being reported and included in our numbers reported to the federal government.

• F&M proactively and comprehensively collects figures on sexual misconduct from the full range of campus sources, and includes in the College's count the number of reports of sexual misconduct made to counselors, health services personnel and spiritual confidantes, though federal rules exempt colleges from including these numbers (confidential reports collected for data purposes include only the general nature and demographic information).

• F&M has a culture where reporting is encouraged and students feel supported in coming forward. Many colleges across the country report receiving no reports of sexual misconduct.

• F&M investigates all reports made to mandated reporters for the safety and security of all members of the campus community.

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> Learn more about F&M's reporting policy for employees at:

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*Updated Oct. 1, 2014*